# VETERANS IN TEXAS: A DEMOGRAPHIC STUDY

February 2024 Update

**Texas Workforce Investment Council** 

#### The Mission of the Texas Workforce Investment Council

Assisting the Governor and the Legislature with strategic planning for and evaluation of the Texas workforce system to promote the development of a well-educated, highly skilled workforce for Texas.

## **VETERANS IN TEXAS: A DEMOGRAPHIC STUDY**

Texas Workforce Investment Council

February 2024 Update

This page intentionally left blank.

## **Table of Contents**

Table of Contentsi
List of Tablesiii
List of Figures
Introduction1
The Texas Workforce Investment Council1
Scope of Report1
Methodology
Data Sources3
Data Processing3
Concept4
Data Issues and Limitations5
Veterans in the U.S
U.S. Veteran Population Trends6
Regional Patterns6
Demographic Characteristics of the U.S. Veteran Population7
U.S. Veterans and Disabilities9
Recent National Labor Force Trends for Veterans10
Veterans in Texas13
Texas Veteran Population Trends and Regional Patterns13
Demographic Characteristics of the Texas Veteran Population14
Texas Veterans and Disabilities17
Characteristics of the Veteran Labor Force in Texas20
Average Salaries of Texas Veteran Labor Force Participants22
Concluding Comments 24

Appendix A: Data Processing Framework	26
Appendix B: Veterans in Texas by LWDA, 2021	27
Appendix C: Veterans by County in Each LWDA, 2021	28

## List of Tables

Table 1: The Ten States with the Largest Veteran Populations, 2021	7
Table 2: Percentages of U.S. Veterans and Nonveterans 25 and Older by Education Level, 2021	8
Table 3: Percentages of U.S. Veterans and Nonveterans by Age Categories, 2021	8
Table 4: Percentages of U.S. Veterans with Service-Connected Disability Ratings, 2021	10
Table 5: Race and Ethnicity of Texas Veterans and Nonveterans, 2021	14
Table 6: Percentages of Male and Female Texas Veterans by Period of Service, 2021	15
Table 7: Percentages of Texas Veterans and Nonveterans 18 and Older by Education Level, 2021	15
Table 8: Percentages of Texas Veterans and Nonveterans by Age Categories, 2021	16
Table 9: Median Age of Texas Veterans by Period of Service, 2021	17
Table 10: Percent of Veterans and Nonveterans (18 and Older) Reporting a Disability in Texas, 2021	18
Table 11: Percent of Veterans Reporting a Disability in Texas by Period of Service	18
Table 12: Percentages of Texas Veterans with Service-Connected Disability Ratings, 2021	19
Table 13: Percentages of Texas Veterans with Service-Connected Disability Ratings by Period of Service	ce,
2021	19
Table 14: Texas Veteran Labor Force Participants by Age Group, 2021	20
Table 15: Class of Worker for Texas Veteran Labor Force Participants, 2021	21
Table 16: Top 20 Industries Employing Texas Veterans, 2021	22
Table 17: Average Yearly Salary for Texas Total Veteran Labor Force Participants by Educational	
Attainment, 2021	23
Table 18: LWDA 1 Panhandle–Veterans by County, 2021	28
Table 19: LWDA 2 South Plains–Veterans by County, 2021	
Table 20: LWDA 3 North Texas–Veterans by County, 2021	
Table 21: LWDA 4 North Central Texas–Veterans by County, 2021	30
Table 22: LWDA 5 Tarrant County–Veterans by County, 2021	31
Table 23: LWDA 6 Greater Dallas–Veterans by County, 2021	31
Table 24: LWDA 7 Northeast Texas—Veterans by County, 2021	31
Table 25: LWDA 8 East Texas—Veterans by County, 2021	
Table 26: LWDA 9 West Central Texas—Veterans by County, 2021	33
Table 27: LWDA 10 Borderplex—Veterans by County, 2021	34
Table 28: LWDA 11 Permian Basin—Veterans by County, 2021	34
Table 29: LWDA 12 Concho Valley—Veterans by County, 2021	35
Table 30: LWDA 13 Heart of Texas—Veterans by County, 2021	35
Table 31: LWDA 14 Capital Area—Veterans by County, 2021	36
Table 32: LWDA 15 Rural Capital Area—Veterans by County, 2021	36
Table 33: LWDA 16 Brazos Valley—Veterans by County, 2021	37
Table 34: LWDA 17 Deep East Texas—Veterans by County, 2021	37
Table 35: LWDA 18 Southeast Texas—Veterans by County, 2021	38
Table 36: LWDA 19 Golden Crescent—Veterans by County, 2021	38
Table 37: LWDA 20 Alamo—Veterans by County, 2021	
Table 38: LWDA 21 South Texas—Veterans by County, 2021	
Table 39: LWDA 22 Coastal Bend—Veterans by County, 2021	
Table 40: LWDA 23 Lower Rio Grande Valley—Veterans by County, 2021	
Table 41: LWDA 24 Cameron—Veterans by County, 2021	41

Table 42: LWDA 25 Texoma—Veterans by County, 2021	41
Table 43: LWDA 26 Central Texas—Veterans by County, 2021	
Table 44: LWDA 27 Middle Rio Grande—Veterans by County, 2021	42
Table 45: LWDA 28 Gulf Coast—Veterans by County, 2021	42

## List of Figures

Figure 1: Number of U.S. Veterans and Percentage of Population, 1980-2021	6
Figure 2: U.S. Veterans' Period of Service, 2021	9
Figure 3: National Unemployment Rates for U.S. Veterans and Nonveterans, 2008-2021	. 10
Figure 4: National Unemployment Rates for Gulf War Era I Veterans, Gulf War Era II Veterans, and	
Nonveterans, 2008-2021	.11
Figure 5: National Unemployment Rates for Men and Women: Nonveterans, Gulf War Era II Veterans,	
and Gulf War Era I Veterans, 2008-2021	.12
Figure 6: Number of Texas Veterans and Percentage of Population, 1980-2021	.13
Figure 7: Texas Veterans' Period of Service, 2021	.16

## Introduction

Demographic studies provide significant information about the population within a geographic location. Household and persons' economic, social, and housing information of the different categories of the population are products of demographic studies, of which veterans are one of the interesting categories. The veterans are a set of the population that previously served on active duty in the United States (U.S.) armed forces and were civilians at the time of the survey (U.S. Bureau of Labor Statistics, 2023a).

Although veterans are a heterogeneous group, and individual characteristics vary within the veteran population, many veterans have received extensive training in the military and possess valuable technical skills, leadership abilities, and numerous soft skills (such as time management, team orientation, strong work ethic, self-confidence, and bearing) that are in high demand by employers (U.S. Bureau of Labor Statistics, 2023b). These attributes make the veteran population a valuable resource for Texas employers and the Texas economy. The Texas workforce system must ensure that veterans are prepared for employment following their military service and that employers have access to every available skilled worker.

#### The Texas Workforce Investment Council

The Texas Workforce Investment Council (Council) was created in 1993 by the 73rd Texas Legislature. As an advisory body to the Governor and the Legislature, the Council assists with strategic planning for and evaluation of Texas' workforce system. The Council promotes the development of a well-educated, highly skilled workforce for Texas and advocates for a workforce system that provides quality workforce education and training opportunities. The 19-member Council includes representatives from business, labor, education, community-based organizations, and the Council's five-member state agencies.

#### Statutory Directive

Under Title 10, Texas Government Code Section 2308.101, the Council is responsible for promoting the development of a well-educated, highly skilled workforce and advocating the development of an integrated workforce system to provide quality services addressing the needs of businesses and workers in Texas.

#### The State Workforce System Strategic Plan

The development of an integrated strategic plan for the workforce system is one of the Council's primary responsibilities. To sustain and increase economic growth, a well-trained labor supply must be available for employers seeking to establish, conduct, or expand business operations in Texas. The mission of the Texas workforce system strategic plan (FY 2024–FY 2031) is to position Texas as a global economic leader by growing and sustaining a competitive workforce. All Texans are part of the critical pool of potential employees, including veterans.

#### Scope of Report

The Council prepared this report to detail the demographic characteristics of the veteran population in Texas. This research can be utilized to understand the significant workforce issues related to veterans and as a general reference for data about this specific segment of the population. In the following section, data issues and limitations are discussed, and important concepts are defined. The third section includes national data to provide a general overview of the veteran population in the U.S. and to discuss

recent national labor force trends for veterans. The fourth section describes the veteran population in Texas with a focus on disabilities and the characteristics of veteran labor force participants. Finally, significant findings are summarized, and concluding comments are offered.

#### COVID-19 Impacts

The trend of demographic data could be influenced by a long period of unusual events such as natural disasters, disease or virus outbreaks, and war. These unusual events could impact the specific socioeconomic lifestyle of the affected populace, the workforce, and the entire economy. The state and national response to COVID-19 on the workforce and economy could influence the data used for this report. Where appropriate, the report will indicate how and what portion of the data could be possibly influenced by the COVID-19 pandemic.

## Methodology

This study analyzes multiple aspects of the veteran population at national and state levels using several data sources. As with all research, the limitations associated with the data sources determine the specific types of analyses that can be conducted. Additionally, this study references and utilizes several technical concepts with specific definitions. This section details the data sources, data limitations, and the key concepts related to this research.

#### Data Sources

The primary data sources used for this report include five-year estimates of the 2021 American Community Survey (ACS) (summary table), five-year estimates 2021 ACS Public Use Microdata Survey (PUMS), and labor force data from the U.S. Bureau of Labor Statistics (BLS). The ACS is an ongoing, yearly survey that samples a small percentage of the population. The sample respondents are weighted to approximate the demographic characteristics of the entire population. ACS data are available as summary tables and PUMS (microdata) files. The creation of custom analyses relies on 2021 ACS PUMS (microdata) files. In this report, 2021 ACS (summary table) data support analyses at the national level, and 2021 ACS PUMS (microdata) data support analyses at the state level, unless otherwise specified. Differences exist between the information derived from the ACS (summary tables) and ACS PUMS (microdata) because of sampling differences. Based on techniques applied during analysis, data source totals may differ across analyses and sections.

BLS derives annual and monthly labor force statistics from the Current Population Survey (CPS). The CPS is an ongoing monthly survey administered to a sample of households. Economic statistics such as the national unemployment rate and measures related to employment and income use CPS data.

The baseline population for each county and the county-specific estimates for veterans were extracted from the 2021 ACS PUMS (microdata) five-year estimates; the most current and precise estimates available. The five-year estimates are generally used for analyzing smaller populations and geographies (U.S. Census Bureau, 2020a; U.S. Census Bureau, 2020b). For the counties not represented on the survey, allocation factors developed by the Missouri Census Data Center (MCDC) 2018 were used to align the respondents in the ACS geographic segments (called public use microdata areas) with Texas counties. Rounding may affect totals.

#### Data Processing

The findings from this report were processed through multifold data analysis from the aforementioned data sources. Unlike the ACS summary sheets and the BLS data, which provide succinct categorized data variables with information for easy access and application, the ACS PUMS (microdata) file and MCDC data required some form of data transformation and variable categorization through data cleaning and modification.

The CPS classifies veterans into six different periods of service based on their year of service (Bureau of Labor Statistics, 2022; Bureau of Labor Statistics, 2023b). These two sources established the veterans' period of service categorization as follows:

- I. Gulf War era II (September 2001–present)
- II. Gulf War era I (August 1990–August 2001)

- III. Vietnam era (August 1964–April 1975)
- IV. Korean War (July 1950–January 1955)
- V. World War II (December 1941–December 1946)
- VI. Other service periods (all other time periods)

CPS classification provided that veterans who served in more than one wartime period should be classified in the most recent period.

Unlike the ready-to-use ACS summary table, the PUMS (microdata) file is detailed with many variables from not less than a million respondents that require a more robust data processing as illustrated in Appendix A.

#### Concepts

Several important concepts are utilized throughout this report and serve as the basis for many of the analyses. The concepts are conventional and frequently used by BLS and the Census Bureau. For the sake of clarity and so that the analyses can be replicated, the important concepts referenced in this report are discussed and defined in this section.

In this report, the definition of "veteran" is based on the concept of a civilian veteran utilized by the Census Bureau. Title 38 of the Code of Federal Regulations (U.S. Department of Veterans Affairs, 2023) defines a veteran as "a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable." Individuals currently on active duty are not considered veterans or included in these analyses.

Some analyses in this report reference the civilian noninstitutional population. The civilian noninstitutional population is composed of all individuals 16 years of age and older in the U.S. who are not on active duty in the military and who are not inmates of institutions such as prisons, mental health facilities, or homes for the aged (U.S. Department of Labor, 2023). Several analyses present veterans as a percentage of the population. Because of census data differences and limitations, veterans are presented as a percentage of the 16 years of age and older civilian population in 1980 and 1990 and as a percentage of the 18 years of age and older civilian population in 2000 and beyond. For approximating the percentage of the population who are veterans, the results are comparable (U.S. Census Bureau, 2023).

To remain consistent with accepted terminology and measures related to the labor force (such as the unemployment rate), several analyses in this report depend upon or reference the civilian labor force. The civilian labor force comprises all noninstitutionalized individuals 16 years of age and older who are either employed or unemployed and are not members of the armed forces, students in school, homemakers, retirees, people who cannot work because of health problems, or discouraged job seekers (individuals who want jobs and looked for work in the past year but abandoned their search believing that no suitable jobs are available) (U.S. Bureau of Labor Statistics, 2023b). In this report, the individuals who constitute the civilian labor force are also referred to as labor force participants. Several analyses will also reference the 18 years of age and older civilian labor force.

#### Data Issues and Limitations

The specific analyses that can be conducted are limited to the variables included in the datasets. Analyses are also limited because estimates are not always available for certain geographies. For example, even though the ACS microdata provide rich demographic data with variables assessing various individual characteristics, data are unavailable at the county level. Therefore, analyses cannot be conducted for counties using only the ACS microdata.

Unlike the decennial census, which is administered to the total population in order to determine accurate counts, the ACS and CPS are based on samples and produce estimates. Since the two data sources utilize different samples and methodologies, the estimates from each source will be similar but will not exactly match. When possible, the ACS estimates will be referenced due to the majority of the analyses in this report being based on that specific dataset.

## Veterans in the U.S.

According to ACS summary table estimates, approximately seven percent of the U.S. civilian population 18 years and older (17,431,290 individuals) were veterans in 2021. Veterans also accounted for about five percent of the 18 and older civilian labor force in 2021. This section provides a general demographic description of the U.S. veteran population as a context for a discussion of the veteran population in Texas in the following section.

## U.S. Veteran Population Trends

The veteran population in the U.S. has been declining due in part to the mortality of older veterans who served in World War II and Korea (U.S. Bureau of Labor Statistics, 2022). Figure 1 illustrates the number of veterans in the U.S. and the percentage of veterans in the population from 1980 to 2021. Over that period, the veteran population decreased from 16 percent (27,406,299 individuals) in 1980 to 6.9 percent (17,431,290 individuals) in 2021.

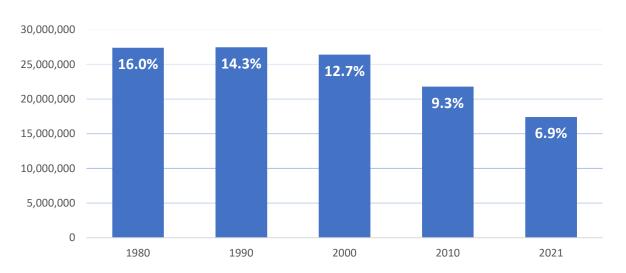




Figure note: 1980 through 2000 data are from the Census; 2010 and 2021 data are from ACS summary tables as Census data is not available. 1980 and 1990 percentages represent the portion of the 16 years of age and older civilian population that are veterans. 2000, 2010, and 2021 percentages represent the portion of the 18 years of age and older civilian population that are veterans.

## **Regional Patterns**

The veteran population is not evenly distributed across the nation (U.S. Bureau of Labor Statistics, 2022). ACS summary data indicate that the South had the largest number of veterans in 2021. The region with the second largest number of veterans was the West, followed by the Midwest. The Northeast had the smallest number of veterans. The regional distribution of veterans can be examined in even more detail by reviewing the veteran population of each state.

Table 1 illustrates the 10 states with the largest veteran populations in 2021. Texas had the second largest veteran population of all the states.

State	Civilian Population Age 18 and Older	Veterans	Percentage of Veteran in 18 and Older Population
California	30,314,292	1,467,026	4.8%
Texas	21,313,838	1,426,641	6.7%
Florida	17,007,209	1,389,309	8.2%
New York	15,872,052	665,257	4.2%
Pennsylvania	10,257,753	703,580	6.9%
Illinois	9,915,792	537,552	5.4%
Ohio	9,129,159	666,320	7.3%
Georgia	8,038,160	613,810	7.6%
North Carolina	7,964,568	637,790	8.0%
Virginia	6,559,680	671,519	10.2%

Table 1: The 10 States with the Largest Veteran Populations, 2021

Table note: 2021 ACS (summary table).

The veteran population can also be expressed as a percentage of the total population of everyone 18 years of age and older to give insight into the concentration of veterans in each state. Virginia had the most significant percentage of veterans at ten percent, followed by Florida, North Carolina, and Georgia. In contrast, large states like New York had the lowest percentage of veterans at 4.2 percent, followed by California, Illinois, and Texas.

## Demographic Characteristics of the U.S. Veteran Population

The veteran population of the U.S. differs from the nonveteran population in several demographic characteristics. In 2021, a greater percentage of veterans were non-Hispanic whites (75.3 percent) compared to nonveterans (61.5 percent). Gender differences between the veteran and nonveteran populations were also pronounced. Approximately 90.6 percent of veterans were male in comparison to 45.8 percent who were nonveterans.

The veteran and nonveteran populations also differ regarding educational attainment. Table 2 illustrates that in 2021, a greater percentage of nonveterans 25 years of age and older had less than a high school diploma or equivalent compared to the veteran population. Approximately 37 percent of veterans 25 years of age and older had some college, or an associate degree, compared to 30 percent of nonveterans.

#### Table 2: Percentages of U.S. Veterans and Nonveterans 25 and Older by Education Level, 2021

Education Level	Veterans	Nonveterans
Less than high school graduate	5.2%	11.7%
High school graduate (includes equivalency)	27.5%	26.5%
Some college or associate degree	37.3%	27.9%
Bachelor's degree or higher	30.0%	33.9%
Civilian population 25 years and older	17,199,716	207,197,079

Table note: 2021 ACS (summary table).

Additionally, the veteran population tends to be older than the nonveteran population. Table 3 illustrates that approximately 68 percent of veterans were 55 and older compared to approximately 35 percent of nonveterans. Only 8.7 percent of veterans were between the ages of 18 and 34 in 2021.

Age Categories	Veterans	Nonveterans
18 to 34 years	8.7%	31.0%
35 to 54 years	23.8%	33.6%
55 to 64 years	18.3%	16.7%
65 to 74 years	25.9%	11.4%
75 years and over	23.3%	7.3%
Total	17,431,290	236,864,889

#### Table 3: Percentages of U.S. Veterans and Nonveterans by Age Categories, 2021

Table note: 2021 ACS (summary table).

The age difference between veterans and nonveterans can partially be explained by the time in which most veterans served in the military. In 2021, 43.7 percent of the veteran population served during the Vietnam, Korean, or World War II eras. According to ACS data, 2021 saw the roughly equivalent percentage of veterans who served during Gulf War Era II (September 2001 to present) and Gulf War Era I (August 1990 through August 2001) at 22.1 percent and 22.4 percent, respectively. Figure 2, on the following page, illustrates the percentages of veterans who served in each era.

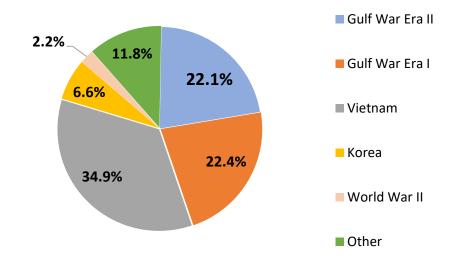


Figure 2: U.S. Veterans' Period of Service, 2021

Figure note: 2021 ACS (summary table). Period of service is determined by the most recent era served. Gulf War Era I is from August 1990 to August 2001. Gulf War Era II is from September 2001 to the present.

#### U.S. Veterans and Disabilities

The issue of disabilities is particularly relevant for the veteran population (U.S. Equal Employment Opportunity Commission, 2023). On average, the veteran population is older than the nonveteran population, and the likelihood of developing a disability increases with age (Texas Workforce Investment Council, 2019). Additionally, because of the rigors associated with military service, numerous veterans have service-connected disabilities. Veterans with a service-connected injury or illness incurred or aggravated during active military service are assessed and assigned a disability rating. Depending on the severity of the disability rating, veterans may receive disability benefits in the form of a monthly compensation.

Of the 17,431,290 veterans in the U.S., 25.6 percent (4,437,140 individuals) have a service-connected disability rating. Table 4 illustrates the percentages of veterans within the different ranges of disability ratings. Disability compensation is a monetary benefit paid to veterans who are determined by the U.S. Department of Veterans Affairs to be disabled by an injury or illness that was incurred or aggravated during active military service. These disabilities are considered to be service-connected. To be eligible for compensation, the veteran must be separated or discharged under conditions other than dishonorable. Approximately four percent of veterans have a zero percent disability rating. A zero percent disability rating indicates a service-related injury that does not impair the veteran, such as a superficial scar. The majority of veterans with a service-connected rating have a disability rating of 10 to 20 percent and/or 70 to 100 percent.

Service-Connected Disability Ratings	Number	Percent
0 percent	182,596	4.1%
10 or 20 percent	1,157,428	26.1%
30 or 40 percent	667,748	15.0%
50 or 60 percent	569,638	12.8%
70 percent or higher	1,645,514	37.1%
Rating not reported	214,216	4.8%
Total	4,437,140	

#### Table 4: Percentages of U.S. Veterans with Service-Connected Disability Ratings, 2021

Table note: 2021 ACS (summary table).

According to the Bureau of Labor Statistics (2022), 43.6 percent (two million) of Gulf War Era II veterans had a service-connected disability, and approximately 31 percent (932,000) of Gulf War Era I veterans reported a service-connected disability. Disabilities will be discussed in more detail in the next section, with a focus on Texas veterans.

#### Recent National Labor Force Trends for Veterans

Figure 3 illustrates that veterans' unemployment rate was lower than that of nonveterans from 2008 to 2021. However, unemployment rates are generally lower for older individuals, and the veteran population is older than the nonveteran population, on average. BLS data indicate that in 2021, the unadjusted unemployment rate was 4.4 percent and 5.3 percent for veterans and nonveterans, respectively. The previous year saw a drastic increase in the unemployment rate from 2019 to 2020 due to the COVID-19 pandemic.

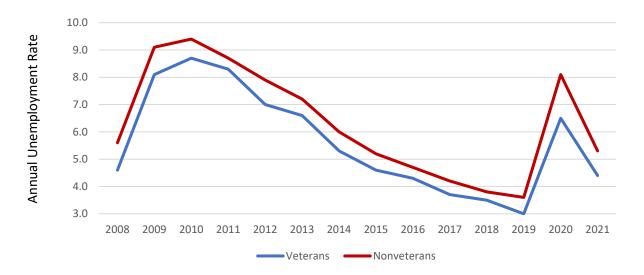
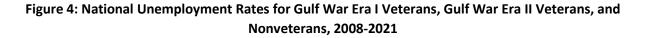


Figure 3: National Unemployment Rates for U.S. Veterans and Nonveterans, 2008-2021

Figure note: Annual unemployment rates are not seasonally adjusted. Data source is BLS.

Differences in unemployment rates are observed when veterans' eras of service are considered. Figure 4 compares the unemployment rates of nonveterans with veterans who served during Gulf War Era II (September 2001 to present). Gulf War Era I (August 1990 through August 2001) data are included for comparative purposes. From 2008 to 2017, the upward and downward trend in unemployment has been consistent, whereas the unemployment rates of nonveterans, in more recent years, have been greater than the Gulf War Era II veterans. This difference between the rates of Gulf War Era II veterans and nonveterans increased from 2009 to 2011. In 2011, the annual not seasonally adjusted unemployment rate for Gulf War Era II veterans peaked at 12.1 percent. By 2018, Gulf War Era II veteran unemployment rates were equal at 3.8 percent. In 2019, veteran unemployment was lower for Gulf War II veterans than for nonveterans for the first time (3.5 percent to 3.6 percent, respectively). During the COVID-19 pandemic in 2020, unemployment reached its highest rate in about a decade with 8.1 percent for nonveterans, 7.3 percent for Gulf War Era II veterans, and 4.9 percent for Gulf War Era I veterans. At the end of 2021, the BLS data shows that the not seasonally adjusted unemployment rate was 5.3 percent for nonveterans, 4.6 percent for Gulf War Era II veterans, and 3.5 percent for Gulf War Era I veterans.



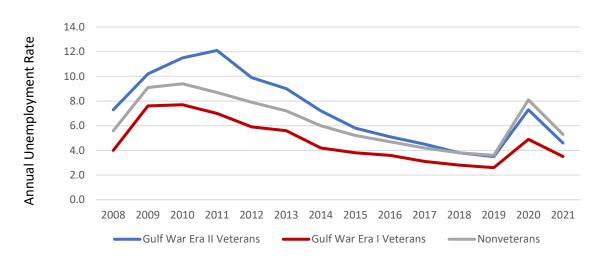


Figure note: Annual unemployment rates are not seasonally adjusted. Data are from BLS.

Gender differences in unemployment also exist among veterans. Figure 5 illustrates that between 2008 and 2021, nonveteran and Gulf War Era I men had slightly higher unemployment rates than nonveteran and Gulf War Era I women. Gulf War Era II male veteran unemployment rates have been historically lower than Gulf War Era II female veteran unemployment rates.

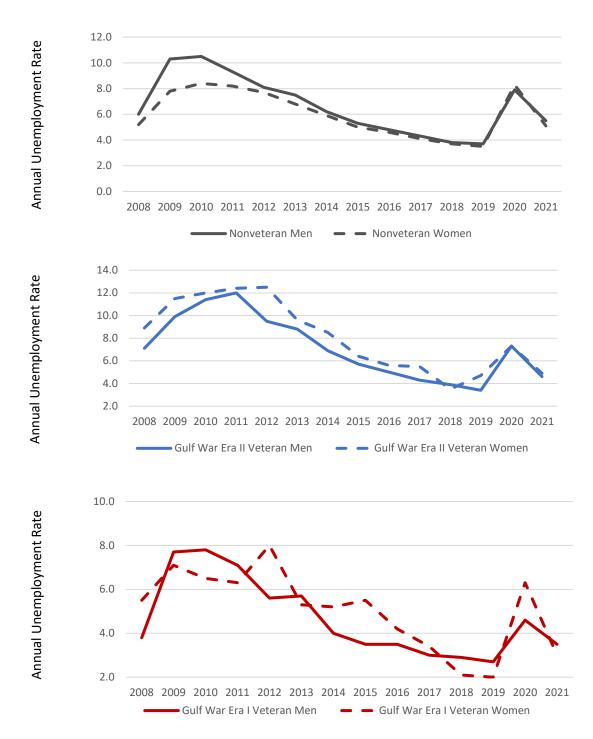


Figure 5: National Unemployment Rates for Men and Women: Nonveterans, Gulf War Era II Veterans, and Gulf War Era I Veterans, 2008-2021

Figure note: Annual unemployment rates are not seasonally adjusted. The rates are for veterans 18 years of age and older. Gulf War Era I is from August 1990 to August 2001. Gulf War Era II is from September 2001 to the present. Data source is BLS.

## Veterans in Texas

According to ACS microdata estimates, approximately seven percent of the civilian population 18 years and older (1,520,269 individuals) in Texas were veterans in 2021. Estimates derived from ACS microdata were used for most of the analyses in this section and differ slightly from the estimates presented earlier based on ACS summary tables. In this section, a description of the veteran population in Texas will be provided with a focus on regional distribution, demographic characteristics, prevalence of disabilities, and labor force characteristics.

## Texas Veteran Population Trends and Regional Patterns

Figure 6 illustrates the number of veterans in Texas and the percentage of veterans in the population from 1980 to 2021. The number of Texas veterans increased from 1980 to 2000 and then declined in 2010 and again in 2021. In 1980, 16.4 percent of the 16 years of age and older population in Texas (1,715,857 individuals) were veterans. However, because the population of Texas grew rapidly, veterans have accounted for a smaller percentage of the population. By the 2010–2021 timeframe, data showed there was a decline in the 18 years of age and older veteran population in Texas.

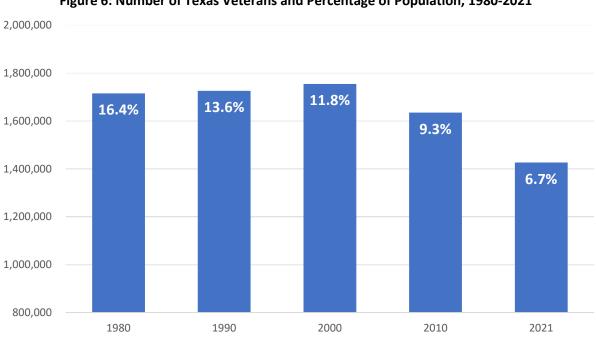


Figure 6: Number of Texas Veterans and Percentage of Population, 1980-2021

Figure note: 1980 through 2000 data are from the Census; 2010 data are from 2021 ACS (summary table). 1980 and 1990 percentages represent the portion of the 16 years of age and older civilian population that are veterans. 2000 to 2021 percentages represent the portion of the 18 years of age and older civilian population that are veterans.

The veteran population of Texas is not evenly distributed across the state. Appendix B contains a thematic map that utilizes ACS microdata to illustrate the veteran population in each county. Similar to the findings at the national level, counties with large populations generally have the largest numbers of veterans. Bexar County was home to 162,004 veterans surpassing Harris County, the most populous

county in the state with 153,601 veterans. The counties with the largest numbers of veterans in 2021 were Bexar, Harris, Tarrant, Dallas, Bell, El Paso, Travis, Denton, Collin, and Williamson. Almost half of the state's veteran population resided in these 10 counties. Appendix C contains the numbers of veterans in each county by local workforce development area (LWDA).

#### Demographic Characteristics of the Texas Veteran Population

The Texas veteran population differs from the nonveteran population of the state in several demographic characteristics. As illustrated in Table 5, a greater percentage of Texas veterans were White (61 percent) compared to nonveterans (42.9 percent). A greater percentage of Texas veterans were also African American (14.3 percent) compared to nonveterans (11.7 percent). Twenty percent of the Texas veteran population was Hispanic in 2021.

Race / Ethnicity	Vetera	ans	Nonveterans		
Race / Ethnicity	Number Percent		Number	Percent	
White	926,992	61.0%	8,527,894	42.9%	
Hispanic	303,901	20.0%	7,510,609	37.7%	
African American	217,404	14.3%	2,323,362	11.7%	
Asians	22,228	1.5%	1,082,784	5.4%	
Others	49,744	3.3%	453,289	2.3%	
Total	1,520,269		19,897,938		

#### Table 5: Race and Ethnicity of Texas Veterans and Nonveterans, 2021

Table note: 2021 ACS PUMS (microdata).

Gender differences between the veteran and nonveteran populations are also pronounced. In 2021, 88.4 percent of Texas veterans were male compared to 46.5 percent of nonveterans. Approximately 11.6 percent of the total Texas veteran population is female. However, the percentages of female veterans differ when the period of service is considered. Table 6 illustrates that the female veteran population has grown over time. Only 4.6 percent of World War II era veterans and 4.1 percent of Vietnam era veterans are female. However, 17.4 percent of Gulf War Era II veterans and 14.7 percent of Gulf War Era I veterans are female in Texas.

Period of Service	Male		Female		Total
Period of Service	Number	Percent	Number	Percent	Number
Gulf War Era II	426,163	82.6%	89,598	17.4%	515,761
Gulf War Era I	371,233	85.3%	63,775	14.7%	435,008
Vietnam Era	469,587	95.9%	19,844	4.1%	489,431
Korea	58,087	97.2%	1,690	2.8%	59,777
World War II	16,135	95.4%	780	4.6%	16,915
Other	3,134	92.8%	243	7.2%	3,377
Total	1,344,339		175,930		1,520,269

Table 6: Percentages of Male and Female Texas Veterans by Period of Service, 2021

Table note: 2021 ACS PUMS (microdata).

The veteran and nonveteran populations in Texas also differ according to education level. Table 7 illustrates that a greater percentage of nonveterans 18 and older had less than a high school diploma compared to veterans in 2021. Approximately 40 percent of veterans 18 years of age and older had some college or an associate's degree compared to 29.5 percent of nonveterans in Texas. A greater percentage of veterans (32.3 percent) also had a bachelor's degree or higher compared to nonveterans (28.4 percent) in Texas.

#### Table 7: Percentages of Texas Veterans and Nonveterans 18 and Older by Education Level, 2021

Education Level	Veterans	Nonveterans
Less than high school graduate	3.6%	14.0%
High school graduates (includes equivalency)	23.7%	28.2%
Some college or associate's degree	40.3%	29.5%
Bachelor's degree or higher	32.3%	28.4%
Civilian population age 18 years and over	1,520,269	19,897,938

Table note: 2021 ACS PUMS (microdata).

While the Texas veteran population is younger than the U.S. veteran population, it is older than the nonveteran population in the state. The median age of a veteran in Texas is 58, whereas the median age of a nonveteran is 42. Table 8 illustrates that approximately 50 percent of veterans were 55 and older compared to approximately 31 percent of nonveterans. Fifteen and a half percent of Texas veterans were between the ages of 18 and 34, compared to approximately 34 percent of nonveterans in 2021.

Age Categories	Veterans	Nonveterans
18 to 34 years	15.6%	33.8%
35 to 54 years	29.5%	35.8%
55 to 64 years	16.4%	15.2%
65 to 74 years	21.4%	9.6%
75 years and over	17.1%	5.7%
Total	1,520,269	19,897,938

 Table 8: Percentages of Texas Veterans and Nonveterans by Age Categories, 2021

Table note: 2021 ACS PUMS (microdata).

An analysis of the period in which a majority of Texas veterans served in the military partially explains the age difference between veterans and nonveterans. Figure 7 illustrates the percentages of veterans who served in each era. The greater number of Texas veterans from earlier periods of service inflates the average age of the veteran population. In 2021, approximately 37 percent of the veterans in Texas served during the Vietnam, Korean, or World War II eras. Approximately 29 percent of Texas veterans served during the Gulf War Era I (August 1990 through August 2001), and 34 percent of Texas veterans served during the Gulf War Era II (September 2001 to present).

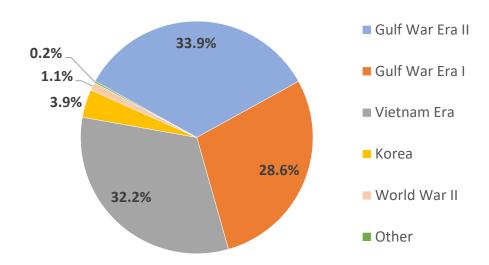


Figure 7: Texas Veterans' Period of Service, 2021

Figure note: 2021 ACS PUMS (microdata). Period of service is determined by the most recent era served.

Age differences can also be observed within the veteran population when each period of service is analyzed separately (Table 9). The median ages of Gulf War Era II and Gulf War Era I veterans in Texas are 36 and 55 years of age, respectively. The median age of a Vietnam veteran is 72. Texas veterans who served during World War II have a median age of 92, the oldest median age of all service periods.

Period of Service	Median Age	Total in Each Service Period
Gulf War Era II	36	516,180
Gulf War Era I	55	435,008
Vietnam	72	489,431
Korea	86	59,777
World War II	92	16,915
Other	92	3,377
Total	58	1,520,688

Table 9: Median Age of Texas Veterans by Period of Service, 2021

Table note: 2021 ACS PUMS (microdata).

#### **Texas Veterans and Disabilities**

The prevalence of disabilities within the veteran population is relevant since the veteran population is older than the nonveteran population on average and the likelihood of developing a disability increases with age. Approximately 29 percent of Texas veterans (407,995 individuals) report having a disability compared to approximately 13 percent of the 18 years of age and older nonveteran population (2,503,737 individuals). Table 10 details the specific types of disabilities reported by the veteran and nonveteran populations in Texas.

The reported disability categories are not mutually exclusive, and one individual may be counted in multiple disability categories. Additionally, the disability may not necessarily be the consequence of military service. As such, an individual can report having a disability but not claim a service-connected disability rating. In 2021, ambulatory difficulty was the disability most frequently reported by 14.8 percent of the veteran population. Hearing and cognitive difficulties were the second and third most frequently reported disabilities. Independent living, self-care, and vision difficulties were the least frequently reported. These data underscore the need for any services that address the needs of veterans, including support for disabilities.

Reported Disability	Veter	ans	Nonveterans (18+)		
	Number Percent		Number	Percent	
Ambulatory difficulty	225,702	14.8%	1,435,796	7.2%	
Hearing difficulty	215,004	14.1%	694,781	3.5%	
Cognitive difficulty	126,605	8.3%	961,270	4.8%	
Independent living difficulty	122,630	8.1%	1,021,371	5.1%	
Self-care difficulty	73,940	4.9%	560,737	2.8%	
Vision difficulty	74,645	4.9%	609,032	3.1%	
Total Population	1,520,269		19,897,938		

Table 10: Percent of Veterans and Nonveterans (18 and Older) Reporting a Disability in Texas, 2021

 Table note: 2021 ACS PUMS (microdata). Reported disability categories are not mutually exclusive and one individual can report having several disabilities.

Considering that disabilities are associated with increased age and that the median age of veterans differs by period of service, the prevalence of disabilities within the veteran population may vary according to period of service. Table 11 illustrates the reported disabilities of veterans in each period of service.

Generally, the percentages of reported disabilities are greater for the earlier periods of service. Almost 60 percent of World War II veterans report ambulatory difficulties and approximately 53 percent report hearing difficulties. In comparison, 5.6 percent of Gulf War Era II veterans report ambulatory difficulties and approximately six percent report hearing difficulties. Cognitive difficulties and independent living difficulties are reported by a larger percentage of veterans of Vietnam, Korea, and World War II.

Table 11: Percent of Veterans Reporting a Disability in Texas by Period of Service

		Period of Service					
Reported Disability	Gulf War Era II	Gulf War Era I	Vietnam	Korea	World War II	Other	
Ambulatory difficulty	5.6%	11.7%	22.4%	40.8%	59.7%	54.0%	
Hearing difficulty	5.9%	8.4%	23.4%	38.0%	52.9%	42.9%	
Cognitive difficulty	7.6%	6.5%	8.8%	17.6%	27.6%	26.3%	
Independent living difficulty	3.8%	5.5%	10.8%	27.9%	49.0%	39.9%	
Self-care difficulty	1.8%	3.3%	7.0%	17.5%	30.0%	20.6%	
Vision difficulty	2.0%	3.8%	7.3%	12.0%	24.0%	14.2%	

Table note: 2021 ACS PUMS (microdata).

The greater prevalence of disabilities within the Texas veteran population is an important demographic characteristic of the group. However, the previously presented disability data cannot be directly attributed to military service since the survey asked respondents to report their current disabilities. A better indicator of disabilities related to military service is the service-connected disability rating reported in the ACS microdata. Approximately 30 percent of Texas veterans (447,967 individuals) have a

service-connected disability rating. Table 12 illustrates the percentage of Texas veterans within the different ranges of disability ratings. Around three percent of Texas veterans have a zero percent disability rating. Approximately 22 percent of veterans with a service-connected rating have a disability rating of 10 or 20 percent. And roughly 43 percent of Texas veterans with a service-connected rating have a disability rating of 70 percent or higher.

Service-Connected Disability Rating	Number	Percent
0 percent	13,871	3.1%
10 or 20 percent	100,400	22.4%
30 or 40 percent	64,498	14.4%
50 or 60 percent	60,460	13.5%
70, 80, 90, or 100 percent	191,695	42.8%
Not reported	17,043	3.8%
Total	447,967	

Table 12: Percentages of Texas Veterans with Service-Connected Disability Ratings, 2021

Table note: 2021 ACS PUMS (microdata).

Service-connected disability ratings can also be analyzed by period of service. Table 13 illustrates the percentage of Texas veterans within the different ranges of disability ratings for each period of service. The period of service with the largest number of Texas veterans with any service-connected disability rating is the Gulf War Era II. This period also had the greatest percentage of veterans with service-connected disability ratings of 70 percent or higher. Fifty percent of Gulf War Era II veterans had service-connected disability ratings of 70 percent or higher in 2021.

Table 13: Percentages of Texas Veterans with Service-Connected Disability Ratings by Period of
Service, 2021

Service-Connected	Period of Service					
Disability Rating	Gulf War Era II	Gulf War Era I	Vietnam	Korea	Word War II	Other
0 percent	2.6%	4.1%	2.7%	4.6%	7.1%	8.8%
10 or 20 percent	14.4%	30.0%	27.6%	32.0%	19.1%	31.1%
30 or 40 percent	13.8%	16.1%	13.7%	18.5%	12.7%	10.7%
50 or 60 percent	15.6%	12.8%	10.9%	12.8%	14.4%	3.4%
70 to 100 percent	50.0%	33.1%	41.2%	25.6%	38.3%	43.5%
Not reported	3.5%	3.9%	3.9%	6.5%	8.4%	2.5%

Table note: 2021 ACS PUMS (microdata).

## Characteristics of the Veteran Labor Force in Texas

The demographic analyses presented in this subsection focus on Texas veteran labor force participants. Approximately 49 percent of Texas veterans (770,385 individuals) were labor force participants in 2021. These veterans accounted for 5.4 percent of the state's total workforce. Since unemployment rates are generally lower for older individuals, the unemployment rate for veterans is lower than the state average because the Texas veteran population is older than the nonveteran population. In 2021, the unemployment rate was 5.7 percent for Texas nonveterans and 5.4 percent for Texas veterans (U.S. Bureau of Labor Statistics, 2022).

In 2021, the median age of a veteran labor force participant in Texas was 49. As illustrated in Table 14, approximately 47 percent of employed veteran labor force participants were between the ages of 35 and 54 and approximately 22 percent were between the ages of 55 and 64. Approximately fifteen percent of employed veteran labor force participants in Texas were 65 and older.

Age Categories	Total	Empl Vete		Unemployed Employed Unemplo Veterans Nonveterans Nonveter				-	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
17 to 34 Years	5,297,951	125,779	17.1%	9,640	26.1%	4,778,683	37.3%	383,849	53.3%
35 to 54 Years	6,098,827	342,657	46.7%	14,547	39.3%	5,505,919	43.0%	235,704	32.7%
55 to 64 Years	2,149,349	157,982	21.5%	7,725	20.9%	1,907,074	14.9%	76,568	10.6%
65 to 74 Years	635,775	83,772	11.4%	3,919	10.6%	526,321	4.1%	21,763	3.0%
75 Years and over	109,672	23,217	3.2%	1,147	3.1%	82,428	0.6%	2,880	0.4%
Total	14,291,574	733,407	100%	36,978	100%	12,800,425	100%	720,764	100%

#### Table 14: Texas Veteran and Nonveteran Labor Force Participants by Age Group, 2021

Table note: 2021 ACS PUMS (microdata).

Veteran labor force participants held various jobs in numerous industries throughout Texas. Table 15 illustrates the percentages of veteran labor force participants by general category of work, also referred to as class of worker. Approximately 62 percent of veteran labor force participants in Texas were employees of private, for-profit companies in 2021. Approximately 24 percent were federal, state, or local government employees, and 10 percent were self-employed.

Class of Worker	Number	Percent
Employee of a private for-profit company	473,918	61.5%
Employee of federal, State, or local government	181,867	23.6%
Self-employed in own business, professional practice, or farm	77,619	10.1%
Employee of a private not-for-profit organization	32,246	4.2%
Unemployed and never worked+	2,850	0.4%
Working without pay in family business or farm	1,885	0.2%
Total	770,385	

#### Table 15: Class of Worker for Texas Veteran Labor Force Participants, 2021

Table note: 2021 ACS PUMS (microdata). Class of worker categorizes people according to the type of ownership of the employing organization. Assigning class of worker categories is, in most cases, independent of industry and occupation. Additionally, class of worker refers to the type of work normally done, or the work performed most regularly. \*Refers to individuals with or without a disability that are "Unemployed and last worked five years ago or earlier or never worked" (U.S. Census Bureau, 2018).

Table 16 illustrates the 20 Texas industries where the highest percentages of veteran labor force participants were employed in 2021. These 20 industries employed approximately 30 percent of the veteran labor force in the state. The industry that employed the greatest percentage of veteran labor force participants was construction. Approximately three percent of the Texas veteran labor force worked in national security and international affairs in 2021. The third largest employer of veterans was the justice, public order, and safety industry.

Industry	Number	Percent
Construction	75,180	4.9%
National Security and International Affairs	44,082	2.9%
Justice, Public Order, And Safety Activities	43,385	2.9%
Elementary And Secondary Schools	38,123	2.5%
General Medical and Surgical Hospitals, And Specialty Hospitals	33,510	2.2%
Computer Systems Design and Related Services	23,956	1.6%
Truck Transportation	22,347	1.5%
Restaurants And Other Food Services	21,782	1.4%
Architectural, Engineering, And Related Services	17,935	1.2%
Colleges, Universities, And Professional Schools, Including Junior Colleges	15,686	1.0%
Air Transportation	14,699	1.0%
Support Activities for Mining	14,692	1.0%
Management, Scientific, And Technical Consulting Services	14,487	1.0%
Investigation And Security Services	13,703	0.9%
Lessors Of Real Estate, And Offices of Real Estate Agents and Brokers	12,327	0.8%
Postal Service	12,317	0.8%
Aircraft And Parts	11,270	0.7%
Services Incidental to Transportation	11,113	0.7%
Insurance Carriers	10,403	0.7%
Automobile Dealers	10,357	0.7%
Table Total	461,354	30.3%

#### Table 16: Top 20 Industries Employing Texas Veterans, 2021

Table note: 2021 ACS PUMS (microdata). Only the top 20 industries are included in this table. The total number of Texas veteran labor force participants was 770,385 individuals in 2021.

#### Average Salaries of Texas Veteran Labor Force Participants

In 2021, Texas veteran labor force participants earned an average salary of \$63,283 (inflation adjusted for 2021). However, salary differences exist within the veteran population based on numerous demographic factors. On average, male veteran labor force participants earned \$65,919, whereas female veteran labor force participants earned \$45,248. Salaries also vary depending on the level of educational attainment. Table 17 illustrates that veteran labor force participants with a high school diploma or equivalent earned an average yearly salary of \$49,916. Average salary generally increases with higher levels of educational attainment. The highest average yearly salary was earned by veteran labor force participants with a master's degree or higher. Veterans with an educational attainment level below the ninth grade tend to be associated with lower annual wages.

## Table 17: Average Yearly Salary for Texas Total Veteran Labor Force Participants by Educational Attainment, 2021

Educational Attainment	Percent of Texas Veteran Labor Force Participants	Average Yearly Salary
Less than 9th grade	1.0%	\$38,993
Grade 9 through 12 no diploma	1.0%	\$39,703
High school graduate (includes equivalency)	21.2%	\$49,916
Some college no degree	29.0%	\$57,323
Associate's degree	12.2%	\$59,279
Bachelor's degree	21.6%	\$84,228
Master's degree and higher	13.9%	\$113,537

Table note: 2021 ACS PUMS (microdata).

## **Concluding Comments**

This study has provided a demographic overview of veterans in the U.S. and Texas. A demographic description of the U.S. veteran population was first presented to provide context for the analysis of Texas veterans. The Texas veteran population was then detailed with a focus on disabilities and the characteristics of veteran labor force participants.

National data illustrate the decline in the veteran population due to the mortality of older veterans who served in the earlier periods of World War II and Korea. Compared to nonveterans, the veteran population tends to be older, more educated, white, and male. Data also indicate that male veterans, including those in Texas, constitute a greater percentage of the veteran population for all periods of service.

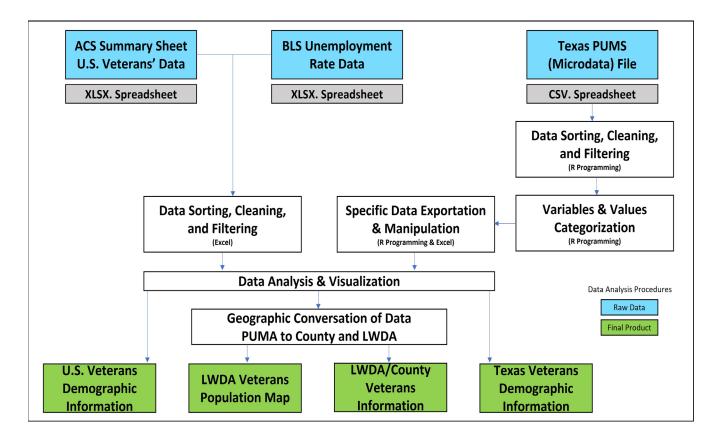
The median age of a Texas veteran is 58 years old, and the largest number of Texas veterans served during Vietnam. The median age for a Texas veteran labor force participant is 49. The prevalence of disabilities is greater among veterans since the veteran population is older than the nonveteran population, and the likelihood of developing a disability increases with age.

Overall, the analyses presented in this study illustrate the diversity of the veteran population according to age, educational attainment, and reported disabilities. The data illustrated that ambulatory difficulty is the most frequently reported disability by both veterans and nonveterans. The greatest percentage of service-connected disability rating is among Gulf War Era II veterans with 50 percent classified with a 70 to 100 percent service-connected disability rating. This indicates an upward trend from the previous reports (approximately 30 percent in 2016 and 45 percent in 2021).

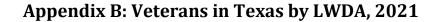
The veteran population is a valuable resource for Texas employers and the Texas economy. The data provided in this demographic study is presented to assist policy makers and program planners in the design and implementation of relevant programs and services.

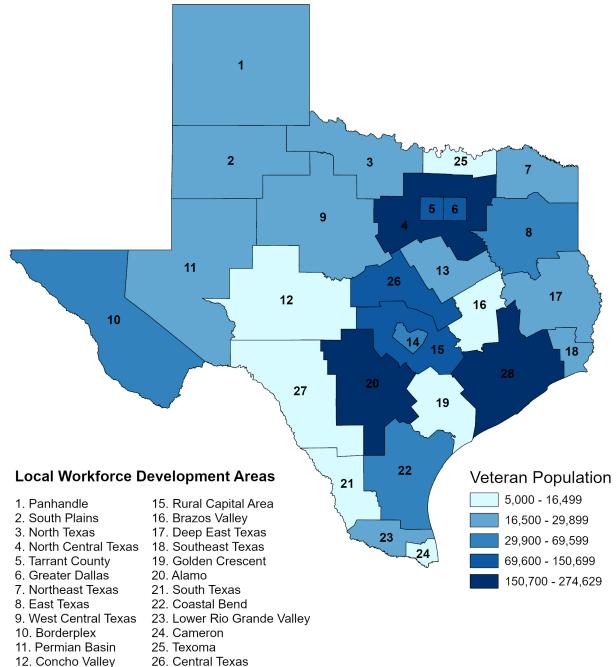
#### References

- Missouri Census Data Center. (2018). MABLE / Geocorr18: Geographic correspondence engine. https://mcdc.missouri.edu/applications/geocorr2018.html
- Texas Workforce Investment Council. (2019). *People with Disabilities: A Texas Profile*. https://gov.texas.gov/uploads/files/organization/twic/People-With-Disabilities- 2019.pdf
- U.S. Bureau of Labor Statistics. (2022). Employment Situation of Veterans News Release. https://www.bls.gov/news.release/archives/vet\_04212022.pdf
- U.S. Bureau of Labor Statistics. (2023a). Occupational Outlook Handbook: Military Careers. https://www.bls.gov/ooh/military/military-careers.htm
- U.S. Bureau of Labor Statistics. (2023b). Labor Force Statistics from the Current Population Survey, Concepts and Definitions. https://www.bls.gov/cps/definitions.htm
- U.S. Census Bureau. (2020a). Understanding and Using the American Community Survey Public Use Microdata Sample Files. https://www.census.gov/content/dam/Census/library/publications/2020/acs/acs\_pums\_handb ook\_2020.pdf
- U.S. Census Bureau. (2020b). Understanding and Using American Community Survey Data. https://www.census.gov/content/dam/Census/library/publications/2020/acs/acs\_general\_hand book\_2020.pdf
- U.S. Census Bureau. (2023). In Civilian Labor Force, total, percent (population of 16 years and over). https://www.census.gov/quickfacts/fact/note/US/LFE041219
- U.S. Department of Veterans Affairs. (2023). Title 38 Code of Federal Regulations. https://www.benefits.va.gov/warms/topic-title38.asp
- U.S. Department of Labor. (2023). Frequently Asked Questions. https://webapps.dol.gov/dolfaq/go-dolfaq.asp?faqid=111&topicid=6&subtopicid=118#:~:text=Civilian%20noninstitutional%20populati on%3A%20Persons%2016,duty%20in%20the%20Armed%20Forces.
- U.S. Equal Employment Opportunity Commission. (2023). Understanding Your Employment Rights Under The Americans with Disabilities Act: A Guide for Veterans. https://www.eeoc.gov/laws/guidance/understanding-your-employment-rights-underamericans-disabilities-act-guide-veterans



## **Appendix A: Data Processing Framework**





- 13. Heart of Texas
- 14. Capital Area
- 26. Central Texas
- 27. Middle Rio Grande
- 28. Gulf Coast

Figure note: 2021 ACS PUMS (microdata).

# **Appendix C: Veterans by County in Each LWDA, 2021**

This appendix illustrates the numbers of veterans by each county in the 28 local workforce development areas. The following tables illustrate the total, male, and female 2021 veteran population of each county. Additionally, the numbers of veterans are presented by age categories (18 to 34, 35 to 54, 55 to 64, 65 to 74, 75 and up). The estimated numbers of veterans are from ACS PUMS (microdata) files. For more information on how county estimates were calculated, see the explanation in the Data Sources section of this report.

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Armstrong	80	76	4	9	18	12	21	20
Briscoe	62	59	3	7	14	10	16	16
Carson	252	239	13	27	57	39	65	63
Castro	319	303	16	35	72	49	83	80
Childress	289	274	15	32	65	45	75	72
Collingsworth	114	109	6	13	26	18	30	29
Dallam	308	292	16	34	70	48	80	77
Deaf Smith	804	763	41	88	182	124	209	201
Donley	141	134	7	15	32	22	37	35
Gray	919	872	47	100	208	142	239	229
Hall	122	116	6	13	28	19	32	30
Hansford	229	217	12	25	52	35	59	57
Hartley	233	221	12	25	53	36	60	58
Hemphill	146	139	7	16	33	23	38	37
Hutchinson	893	848	45	98	202	138	232	223
Lipscomb	133	126	7	14	30	20	34	33
Moore	925	878	47	101	209	143	240	231
Ochiltree	434	412	22	47	98	67	113	108
Oldham	76	72	4	8	17	12	20	19
Parmer	427	406	22	47	97	66	111	107
Potter	6,625	5,696	929	890	1,836	1,200	1,442	1,257
Randall	10,024	9,392	632	1,074	3,281	1,522	2,422	1,725
Roberts	36	34	2	4	8	6	9	9
Sherman	121	114	6	13	27	19	31	30
Swisher	302	286	15	33	68	47	78	75
Wheeler	216	205	11	24	49	33	56	54
Panhandle Total	24,227	22,282	1,945	2,792	6,834	3,893	5,834	4,875

#### Table 18: LWDA 1 Panhandle–Veterans by County, 2021

Texas Workforce Investment Council

					A	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Bailey	256	228	29	20	67	45	56	68
Cochran	94	84	11	7	25	16	21	25
Crosby	191	170	21	15	50	33	42	51
Dickens	66	58	7	5	17	11	14	17
Floyd	201	178	22	16	52	35	44	53
Garza	216	192	24	17	56	38	47	57
Hale	1,208	1,073	135	96	316	211	266	320
Hockley	800	711	89	63	209	139	176	212
King	10	9	1	1	3	2	2	3
Lamb	485	431	54	38	127	84	107	128
Lubbock	13,467	12,131	1,336	1,769	3,786	2,290	2,823	2,799
Lynn	208	185	23	16	54	36	46	55
Motley	40	35	4	3	10	7	9	10
Terry	440	391	49	35	115	77	97	116
Yoakum	286	254	32	23	75	50	63	76
South Plains Total	17,966	16,129	1,837	2,126	4,963	3,074	3,812	3,991

Table 19: LWDA 2 South Plains–Veterans by County, 2021

					А	.ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Archer	536	487	49	53	147	94	128	114
Baylor	217	197	20	21	59	38	52	46
Clay	639	581	58	63	175	113	152	136
Cottle	86	78	8	8	24	15	20	18
Foard	68	62	6	7	19	12	16	15
Hardeman	221	201	20	22	61	39	53	47
Jack	530	481	48	52	145	93	126	113
Montague	1,248	1,134	114	123	342	220	298	266
Wichita	16,443	13,979	2,465	6,845	4,000	1,893	2,067	1,639
Wilbarger	806	732	74	79	221	142	192	172
Young	1,117	1,015	102	110	306	197	266	238
North Texas Total	21,910	18,946	2,964	7,383	5,497	2,856	3,371	2,803

Table 20: LWDA 3 North Texas–Veterans by County, 2021

## Table 21: LWDA 4 North Central Texas–Veterans by County, 2021

					А	ge Group	s	_
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Collin	41,830	37,815	4,015	3,907	14,528	7,020	8,746	7,629
Denton	44,203	39,921	4,282	5,037	16,256	7,903	8,571	6,436
Ellis	11,024	9,671	1,352	1,369	3,825	1,789	2,359	1,681
Erath	2,929	2,628	301	221	738	450	839	681
Hood	4,241	3,805	436	320	1,069	651	1,215	987
Hunt	6,406	5,843	563	784	1,943	1,134	1,403	1,142
Johnson	7,321	6,456	865	820	1,937	1,184	1,944	1,437
Kaufman	7,565	6,764	801	1,163	2,337	1,215	1,681	1,169
Navarro	3,466	3,179	287	183	804	532	1,143	805
Palo Pinto	1,956	1,755	201	148	493	300	560	455
Parker	10,861	9,837	1,024	329	3,612	2,031	2,826	2,063
Rockwall	6,899	6,292	607	844	2,096	1,221	1,510	1,228
Somervell	634	569	65	48	160	97	181	147
Wise	4,289	3,898	391	422	1,174	756	1,023	914
North Central Texas Total	153,623	138,432	15,190	15,595	50,970	26,284	34,000	26,773

Texas Workforce Investment Council

				Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+	
Tarrant	108,181	94,915	13,266	13,935	32,131	20,711	23,348	18,055	
Tarrant County Total	108,181	94,915	13,266	13,935	32,131	20,711	23,348	18,055	

## Table 23: LWDA 6 Greater Dallas–Veterans by County, 2021

		Age Gro						ıps		
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+		
Dallas	89,783	80,912	8,871	11,061	24,791	15,783	21,111	17,038		
Greater Dallas Total	89,783	80,912	8,871	11,061	24,791	15,783	21,111	17,038		

## Table 24: LWDA 7 Northeast Texas—Veterans by County, 2021

			Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Bowie	6,783	6,384	400	687	1,444	1,229	1,817	1,606
Cass	2,078	1,955	122	211	442	376	557	492
Delta	313	290	23	37	60	55	88	74
Franklin	619	574	46	73	119	108	174	146
Hopkins	2,199	2,037	162	258	423	383	618	517
Lamar	2,994	2,774	220	351	576	522	841	704
Morris	715	663	53	84	138	125	201	168
Red River	693	642	51	81	133	121	195	163
Titus	1,868	1,730	137	219	359	326	525	439
Northeast Texas Total	18,262	17,049	1,213	2,000	3,693	3,244	5,016	4,308

					A	Age Grou	ps	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Anderson	4,026	3,663	363	321	842	674	1,212	978
Camp	1,006	943	63	52	213	173	328	240
Cherokee	2,639	2,372	267	159	527	417	829	707
Gregg	6,408	5,948	460	466	1,577	1,009	1,714	1,642
Harrison	4,733	4,368	365	463	1,110	905	1,376	879
Henderson	5,710	5,195	515	455	1,195	955	1,718	1,386
Marion	669	617	52	65	157	128	194	124
Panola	1,178	1,058	119	71	235	186	370	316
Rains	982	921	61	51	208	169	320	234
Rusk	2,733	2,457	277	164	546	432	859	732
Smith	10,795	9,923	872	953	2,265	1,571	3,181	2,825
Upshur	2,811	2,595	217	275	659	537	817	522
Van Zandt	4,806	4,506	300	249	1,018	827	1,566	1,145
Wood	3,620	3,394	226	188	767	623	1,179	863
East Texas Total	52,116	47,960	4,156	3,932	11,319	8,607	15,664	12,594

Table 25: LWDA 8 East Texas—Veterans by County, 2021

					A	.ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Brown	2,513	2,349	165	135	589	440	699	651
Callahan	905	845	59	49	212	158	252	234
Coleman	507	473	33	27	119	89	141	131
Comanche	897	838	59	48	210	157	249	232
Eastland	1,169	1,093	77	63	274	205	325	303
Fisher	242	226	16	13	57	42	67	63
Haskell	357	334	23	19	84	62	99	92
Jones	1,298	1,213	85	70	304	227	361	336
Kent	50	47	3	3	12	9	14	13
Knox	221	206	14	12	52	39	61	57
Mitchell	593	554	39	32	139	104	165	153
Nolan	972	908	64	52	228	170	270	252
Runnels	653	610	43	35	153	114	181	169
Scurry	1,117	1,044	73	60	262	195	310	289
Shackelford	205	191	13	11	48	36	57	53
Stephens	600	561	39	32	141	105	167	155
Stonewall	82	77	5	4	19	14	23	21
Taylor	14,791	12,879	1,912	5,197	4,161	1,591	1,885	1,957
Throckmorton	95	89	6	5	22	17	26	25
West Central Texas Total	27,267	24,538	2,730	5,869	7,085	3,774	5,353	5,186

				Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+	
Brewster	367	334	32	46	128	34	105	52	
Culberson	84	77	7	11	29	8	24	12	
El Paso	65,475	57,427	8,048	22,768	20,549	7,607	7,983	6,568	
Hudspeth	123	112	11	16	43	12	35	18	
Jeff Davis	77	70	7	10	27	7	22	11	
Presidio	236	215	21	30	82	22	67	34	
Borderplex Total	66,361	58,235	8,126	22,880	20,859	7,690	8,237	6,695	

## Table 27: LWDA 10 Borderplex—Veterans by County, 2021

## Table 28: LWDA 11 Permian Basin—Veterans by County, 2021

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Andrews	715	652	63	91	250	67	205	102
Borden	35	31	3	3	9	5	9	9
Crane	180	164	16	23	63	17	51	26
Dawson	681	618	62	58	175	98	175	174
Ector	5,341	4,951	390	1,046	1,656	635	1,222	782
Gaines	830	757	73	105	290	78	238	119
Glasscock	61	56	6	5	16	9	16	16
Howard	1,905	1,731	174	164	491	275	489	486
Loving	2	2	0	0	1	0	1	0
Martin	286	260	26	25	74	41	74	73
Midland	7,234	6,490	744	946	2,685	1,087	1,109	1,407
Pecos	584	532	51	74	204	55	167	83
Reeves	566	517	50	72	198	53	162	81
Terrell	29	26	3	4	10	3	8	4
Upton	181	164	17	16	47	26	46	46
Ward	448	408	39	57	157	42	128	64
Winkler	299	273	26	38	105	28	86	43
Permian Basin Total	19,376	17,632	1,744	2,725	6,431	2,520	4,186	3,514

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Coke	180	163	16	15	46	26	46	46
Concho	181	164	17	16	47	26	46	46
Crockett	169	154	16	15	44	24	44	43
Irion	83	75	8	7	21	12	21	21
Kimble	234	213	21	20	60	34	60	60
Mason	216	196	20	19	56	31	56	55
McCulloch	417	379	38	36	107	60	107	106
Menard	107	98	10	9	28	16	28	27
Reagan	185	168	17	16	48	27	48	47
Schleicher	134	122	12	11	34	19	34	34
Sterling	75	68	7	6	19	11	19	19
Sutton	184	167	17	16	48	27	47	47
Tom Green	10,914	9,526	1,388	3,667	2,446	1,158	1,993	1,650
Concho Valley Total	13,080	11,493	1,586	3,853	3,004	1,471	2,549	2,202

## Table 29: LWDA 12 Concho Valley—Veterans by County, 2021

## Table 30: LWDA 13 Heart of Texas—Veterans by County, 2021

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Bosque	1,201	1,101	99	63	279	184	396	279
Falls	1,118	1,025	93	59	259	172	369	260
Freestone	1,280	1,174	106	68	297	197	422	297
Hill	2,362	2,167	196	125	548	363	779	548
Limestone	1,459	1,338	121	77	338	224	481	339
McLennan	14,382	12,824	1,558	1,535	3,707	2,781	3,078	3,281
Heart of Texas Total	21,803	19,630	2,173	1,926	5,429	3,920	5,524	5,003

				Age Groups						
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+		
Travis	50,257	44,063	6,194	6,911	15,723	8,894	9,956	8,773		
Capital Area Total	50,257	44,063	6,194	6,911	15,723	8,894	9,956	8,773		

## Table 31: LWDA 14 Capital Area—Veterans by County, 2021

### Table 32: LWDA 15 Rural Capital Area—Veterans by County, 2021

					А	ge Group	s	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Bastrop	6,443	5,875	568	725	1,401	1,198	1,888	1,231
Blanco	880	788	92	64	128	117	269	302
Burnet	7,646	6,499	1,147	2,508	2,146	880	1,114	998
Caldwell	3,039	2,771	268	342	662	565	890	580
Fayette	1,620	1,477	143	182	352	301	475	309
Hays	12,225	11,017	1,208	1,470	3,742	2,172	3,011	1,830
Lee	1,159	1,057	102	130	252	216	340	221
Llano	3,312	2,815	497	1,088	929	381	482	432
Williamson	37,807	33,383	4,424	5,179	12,307	6,347	7,947	6,028
Rural Capital Total	74,132	65,682	8,450	11,688	21,919	12,176	16,416	11,932

					A	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Brazos	8,014	7,043	971	1,926	1,781	939	1,800	1,568
Burleson	1,052	974	78	106	207	186	278	276
Grimes	1,746	1,616	130	175	343	308	461	457
Leon	937	867	70	94	184	165	248	246
Madison	802	743	60	81	158	142	212	210
Robertson	999	925	74	100	197	176	264	262
Washington	2,135	1,976	159	214	420	377	564	559
Brazos Valley Total	15,686	14,145	1,541	2,697	3,290	2,293	3,827	3,578

## Table 33: LWDA 16 Brazos Valley—Veterans by County, 2021

## Table 34: LWDA 17 Deep East Texas—Veterans by County, 2021

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Angelina	4,907	4,653	254	287	1,213	749	1,600	1,058
Houston	1,616	1,495	121	157	308	333	480	337
Jasper	2,147	2,024	123	165	364	266	784	568
Nacogdoches	3,671	3,481	190	215	907	560	1,198	791
Newton	796	750	46	61	135	99	290	211
Polk	3,671	3,396	274	357	700	758	1,090	766
Sabine	644	607	37	49	109	80	235	170
San Augustine	515	486	30	39	87	64	188	136
San Jacinto	2,006	1,856	150	195	383	414	595	419
Shelby	1,564	1,474	90	120	265	194	571	414
Trinity	995	921	74	97	190	205	295	208
Tyler	1,289	1,215	74	99	218	160	470	341
Deep East Texas Total	23,821	22,359	1,462	1,842	4,880	3,882	7,797	5,420

			-	Age Groups						
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+		
Hardin	3,315	3,094	221	334	940	493	823	725		
Jefferson	13,945	12,829	1,116	1,583	3,635	2,547	3,389	2,791		
Orange	4,999	4,666	333	503	1,418	743	1,242	1,093		
Southeast Texas Total	22,259	20,589	1,670	2,420	5,993	3,783	5,454	4,609		

## Table 36: LWDA 19 Golden Crescent—Veterans by County, 2021

					А	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Calhoun	1,191	1,111	80	154	253	192	298	294
DeWitt	1,308	1,137	171	81	357	245	365	260
Goliad	462	402	60	29	126	86	129	92
Gonzales	1,297	1,128	169	80	354	242	362	258
Jackson	989	860	129	61	270	185	276	197
Lavaca	1,341	1,166	175	83	366	251	375	267
Victoria	5,410	5,045	365	699	1,148	873	1,354	1,336
Golden Crescent Total	11,998	10,849	1,149	1,187	2,874	2,074	3,159	2,704

					A	ge Group	S	
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Atascosa	3,654	3,242	412	219	1,016	824	889	706
Bandera	1,555	1,379	175	93	432	351	378	300
Bexar	162,004	134,997	27,007	32,803	50,904	28,026	29,094	21,177
Comal	15,495	13,361	2,134	1,207	4,501	3,512	3,811	2,464
Frio	1,371	1,217	155	82	381	309	334	265
Gillespie	2,067	1,851	216	150	301	274	631	710
Guadalupe	19,625	15,894	3,731	1,735	7,897	4,555	3,270	2,168
Karnes	971	844	127	60	265	181	271	193
Kendall	3,424	3,067	357	249	498	454	1,046	1,177
Kerr	4,067	3,643	424	295	592	539	1,242	1,398
McMullen	14	13	1	1	4	2	4	3
Medina	3,785	3,358	427	227	1,053	854	921	731
Wilson	3,282	2,853	428	203	895	614	917	653
Alamo Total	221,313	185,720	35,594	37,324	68,739	40,496	42,807	31,947

Table 37: LWDA 20 Alamo—Veterans by County, 2021

## Table 38: LWDA 21 South Texas—Veterans by County, 2021

				Age Groups						
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+		
Jim Hogg	113	108	6	9	29	20	29	27		
Webb	5,458	5,094	364	630	1,434	1,032	1,109	1,253		
Zapata	325	309	17	25	83	56	84	77		
South Texas Total	5,897	5,510	387	663	1,545	1,108	1,223	1,357		

				Age Groups				
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Aransas	1,756	1,592	164	211	428	326	389	403
Вее	2,287	2,073	214	275	557	425	506	525
Brooks	369	343	26	66	107	47	95	55
Duval	230	218	12	18	58	40	60	55
Jim Wells	2,029	1,884	146	362	587	256	521	303
Kenedy	18	17	1	3	5	2	5	3
Kleberg	1,620	1,504	116	289	469	204	416	242
Live Oak	265	252	14	20	67	46	69	63
Nueces	26,277	23,854	2,423	3,520	8,559	4,214	5,530	4,454
Refugio	497	450	46	60	121	92	110	114
San Patricio	5,067	4,593	474	608	1,235	940	1,121	1,162
Coastal Bend Total	40,417	36,780	3,637	5,431	12,194	6,592	8,821	7,379

## Table 39: LWDA 22 Coastal Bend—Veterans by County, 2021

## Table 40: LWDA 23 Lower Rio Grande Valley—Veterans by County, 2021

					S			
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Hidalgo	17,890	16,250	1,640	1,862	5,046	2,640	4,322	4,020
Starr	1,544	1,464	79	118	392	267	400	367
Willacy	1,052	977	75	188	304	133	270	157
Lower Rio Grande Valley Total	20,486	18,691	1,795	2,167	5,743	3,040	4,992	4,544

## Table 41: LWDA 24 Cameron—Veterans by County, 2021

				Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+	
Cameron	12,599	11,599	1,000	1,083	3,318	1,677	3,627	2,894	
Cameron Total	12,599	11,599	1,000	1,083	3,318	1,677	3,627	2,894	

## Table 42: LWDA 25 Texoma—Veterans by County, 2021

			Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Cooke	2,866	2,560	306	210	686	387	947	636
Fannin	2,454	2,192	262	180	588	331	811	545
Grayson	9,331	8,334	997	683	2,235	1,260	3,082	2,071
Texoma Total	14,652	13,087	1,565	1,073	3,509	1,979	4,840	3,252

### Table 43: LWDA 26 Central Texas—Veterans by County, 2021

					Ag	Age Groups					
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+			
Bell	68,864	55,712	13,153	24,769	23,247	9,832	6,723	4,294			
Coryell	12,953	11,008	1,945	4,254	3,635	1,490	1,885	1,689			
Hamilton	1,281	1,089	192	421	359	147	186	167			
Lampasas	3,372	2,866	506	1,108	946	388	491	440			
Milam	1,476	1,367	110	148	290	261	390	387			
Mills	693	589	104	228	195	80	101	90			
San Saba	892	758	134	293	250	103	130	116			
Central Texas Total	89,533	73,389	16,144	31,220	28,923	12,300	9,906	7,184			

				Age Groups				
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+
Dimmit	459	410	49	138	114	54	82	70
Edwards	76	68	8	23	19	9	14	12
Kinney	167	149	18	50	42	20	30	25
La Salle	355	317	38	107	88	42	63	54
Maverick	3,080	2,753	327	926	768	366	551	470
Real	147	131	16	44	37	17	26	22
Uvalde	1,307	1,169	139	393	326	155	234	199
Val Verde	2,532	2,263	269	761	631	301	453	386
Zavala	515	460	55	155	128	61	92	78
Middle Rio Grande Total	8,637	7,720	917	2,597	2,152	1,026	1,544	1,317

Table 44: LWDA 27 Middle Rio Grande—Veterans by County, 2021

### Table 45: LWDA 28 Gulf Coast—Veterans by County, 2021

					A	ge Group	S				
County	Total Veteran Population, 2021	Male Veteran Population, 2021	Female Veteran Population, 2021	18-34	35-54	55-64	65-74	75+			
Austin	1,350	1,215	135	124	313	198	392	323			
Brazoria	17,840	16,193	1,647	2,241	5,454	2,448	4,503	3,193			
Chambers	2,509	2,294	215	202	878	344	591	494			
Colorado	920	828	92	85	213	135	267	220			
Fort Bend	26,910	23,500	3,410	2,412	9,507	3,978	6,687	4,326			
Galveston	22,480	20,130	2,350	2,680	5,965	4,234	5,375	4,226			
Harris	153,601	136,874	16,727	20,333	46,714	25,465	33,717	27,372			
Liberty	4,936	4,512	424	398	1,726	678	1,162	972			
Matagorda	1,623	1,460	162	149	376	238	471	388			
Montgomery	32,479	29,876	2,603	3,522	11,136	4,683	7,074	6,063			
Walker	5,595	5,177	418	544	1,068	1,155	1,661	1,167			
Waller	2,526	2,270	256	235	597	372	725	596			
Wharton	1,860	1,674	186	171	431	273	540	445			
Gulf Coast Total	274,628	246,002	28,626	33,097	84,379	44,200	63,167	49,784			

Texas Workforce Investment Council

# **Texas Workforce Investment Council**

#### System Partners

Economic Development and Tourism Texas Department of Criminal Justice Texas Education Agency Texas Health and Human Services Commission Texas Higher Education Coordinating Board Texas Juvenile Justice Department Texas Veterans Commission Texas Workforce Commission

#### <u>Members</u>

Rick Rhodes (Chair), Austin Michelle Harper (Vice-Chair), San Marcos Paloma Ahmadi, Shavano Park Joe Arnold, Muldoon Jesse Gatewood, Corpus Christi Lindsey Geeslin, Waco Lauren Gore, Houston Thomas Halbouty, Southlake John Martin, San Antonio Wayne Oswald, Houston Paul Puente, Houston Richard Rhodes, Austin Johnny Vahalik, San Antonio Brandon Willis, Beaumont Harrison Keller, Austin Mike Morath, Austin Ed Serna, Austin Cecile Young, Austin Adriana Cruz, Austin

#### **Representing**

**Business and Industry Community-Based Organization Business and Industry** Education Labor Labor Business and Industry **Business and Industry** Labor Business and Industry Labor Education Education Labor **Texas Higher Education Coordinating Board Texas Education Agency Texas Workforce Commission** Texas Health and Human Services Commission Economic Development and Tourism, Office of the Governor

Texas Workforce Investment Council 1100 San Jacinto, Suite 1.100 Austin, TX 78701 https://gov.texas.gov/organization/twic

•••••

••••

••••