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# An Examination of the High Unemployment Rate for Young Veterans

Based on the Labor Market Experience of Illinois Veterans  
Discharged from 2001-2006

October 2006



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# AN EXAMINATION OF THE HIGH UNEMPLOYMENT RATE FOR YOUNG VETERANS Based on the Labor Market Experience of Illinois Veterans Discharged from 2001-2006

## Executive Summary

### Issue

- The Economic Information and Analysis (EI&A) Division of the Illinois Department of Employment Security (IDES) was requested to produce a quantitative analysis focusing on the labor market experience of Illinois veterans in the 20-24 age range. **The ultimate objective of this research was to offer an explanation for the high national unemployment rate for veterans in the 20-24 age group.**

### Data

- **A listing of Illinois veterans discharged between 2001 and the spring of 2006 was acquired from the Illinois Department of Veterans' Affairs (IDVA).** The information included the Social Security Numbers (SSNs) of those individuals along with the year that they were discharged from military service. The entire list of Illinois veterans' SSNs between the ages of 18 and 65 is comprised of 50,296 records. The substantive quality of the data was verified by comparing the number of discharges for 2005 from the regular military services on the IDVA list to the actual number obtained from the U.S. Department of Defense. **The IDVA list included 98.5% of the Illinois veterans discharged from the regular services in 2005. The IDVA data was separated into two age groups (20-24 and 25-65) and for two types of military discharges (reserve/guard and regular services) for analysis purposes. The SSNs from the IDVA data were matched with other state agency data to include unemployment claims, wage records, industry of employer, labor exchange, and education enrollment information. National data collected by the Current Population Survey for veterans and non-veterans for 2005 was obtained from the Bureau of Labor Statistics.** The typical age range for the national data is 20-64 and sub-groups of 20-24, 25-34, 35-44, 45-54, and 55-64 are available. The older age groups have been combined into one 25-64 group as appropriate for comparison to the 20-24 age group.

### Findings

- **National data shows those veterans discharged in 2002-2005 had an unemployment rate of 11.9% in August of 2005. The rate is 3.4% for the veterans discharged in 1991-2001. This data implies that recently discharged veterans are more likely to have a high rate of unemployment than veterans who were discharged some time ago.** The probability of unemployment for a veteran is at its highest in the time right after discharge (separation from the employer) and then declines as the time increases since discharge. Factors influencing the initial probability of unemployment and the rate of its decline include the age of a veteran (20-24 or 25-64 for example) and the type of service from which they received their discharge (regular services or reserve/guard).
- **The proportion of the number of discharges by age group relative to total discharges is the largest in the 20-24 group. The proportion of the labor force size by age group to the total veteran labor force size is the smallest in the 20-24 group.** The concentration ratio, defined as the proportion of the number of discharges for the age group to the total discharges relative to the proportion of labor force size for the age group to total veteran labor force size, is largest for the 20-24 age group. **The concentration ratio for the 20-24 age group is 8.1 times as large as the ratio for 25-34 age group veterans and 38.9 times the ratio for the 25-64 group as a whole.** The 20-24 age group for veterans has a much higher concentration of individuals who have a higher probability of unemployment than do the older age groups of veterans.
- The number of reserve/guard discharges has been growing rapidly since 2001. However, the proportion of discharges from the regular services in the 20-24 age group still accounts for 68.7% of discharges in the 2001-2005 time period. 55.6% of the discharges for the 25-65 group during 2001-2005 are from the regular services. Many recently discharged regular services veterans in the 20-24 age group entered the military from high school and may not have previous full-time civilian employment experience. It takes time for this group to establish stable employment. Individuals (veterans and non-veterans) in the 20-24 age group are more likely to be employed in jobs that pay lower wages, receive fewer benefits, and that are less likely to be long-term occupations. **Statistics show that 20-24 non-veterans have an unemployment rate (8.7% in 2005), which is**

**more than twice the rate (4.0%) for 25-64 non-veterans in support of this position.** The young veterans face many of the same obstacles to stable employment as do their non-veteran counterparts. One big difference is that the 20-24 non-veterans are more likely to have established contacts with employers and be a little more settled in their lives. The majority of them are not unemployed even though chances are they are working in jobs that will not be their long-term occupation. The young veterans need some time to catch up and establish contacts with employers that will lead to stability in their civilian life. **The data appear to show that discharges from the 20-24 reserve/guard group transition faster than do the 20-24 regular services discharges.** This could be due to the likelihood that the reserve/guard discharges have more civilian employment experience and some employer contacts to utilize upon their return. This includes those contacts that they have made with older reserve/guard veterans in their unit while on active duty. The length of time served on their latest tour of active duty (away from civilian employment) is also probably much less than for regular services veterans. The reserve/guard discharges are also more likely to be reactivated to military duty and so they could easily exit the civilian labor force again. **Over 90% of veterans who were discharged multiple times in the 2001-2006 time period were discharged from the reserve/guard on the last occurrence. About 75% were discharged from the reserve/guard on prior occurrences.**

- **The average age of all 20-24 age group discharges as of the last day of their discharge year is between 22.5 years old (2001) and 22.7 years old (2005).** The average age of the regular services discharges in the 20-24 age group is 22.6 years old in 2001 and 22.9 years old in 2005. By the time a veteran discharged in the 20-24 age group secures stable employment they may be part of the 25-34 age group. **Industries that are known for higher wages tend to employ more discharged veterans as the time since discharge increases. It takes more time to become employed in the better jobs. This is especially true for regular services discharges.**
- **UI claims data appear to show that most claims are filed within months after discharge.** In the regular services cases, the number of claims hits its peak toward the end of the discharge year and the start of the following year in each of the discharge years that data was studied. In two of the discharge years for the reserve/guard, claims peaked earlier in the discharge year. Information acquired from the Illinois Army National Guard shows that the earlier peaks in these years correspond to the times when units with large numbers of discharges were deactivated.
- **For each of the 3 discharge years analysis was completed, those veterans exiting from the reserve/guard had a lower proportion filing new claims than the veterans who are exiting from the regular services, holding age group constant. Similarly, for each of the discharge years those veterans in the 25-65 range had a lower proportion filing new claims than the veterans in the 20-24 age group, holding type of service constant.** Those veterans discharged from the reserve/guard (25-65 in particular) are more likely to be returning to jobs they previously held and situations that are more stable, as they are slightly more connected to the civilian world than someone recently discharged from the regular service.
- **There is no significant difference between the time history of the value of average wages for the reserve/guard and regular service veterans in the 20-24 age group in any of the 4 discharge years reviewed.** In 2001 the average wage history of the regular service veterans in the 25-65 age group shows wages equivalent to the corresponding group of reserve/guard veterans. **Starting with 2002 and continuing through 2003 and 2004, the reserve/guard veterans have higher average wages than the regular services veterans of the same discharge year.** It is believed that this is due to reserve/guard members being activated on a voluntary basis prior to September 11<sup>th</sup>, 2001 and then after that date the process was modified by the military to activate reserve/guard members on an involuntary basis as the demand for military personnel increased.
- **The proportion of veterans discharged in 2001 that are earning wages in Illinois in the 20-24 age group starts at a higher percentage for the reserve/guard during the year of discharge than the percentage for regular services and continues to stay higher until a couple of quarters into the year following discharge.** The implication is that it takes longer for the 20-24 regular services discharges to find the same type of work with the same type of pay as the 20-24 reserve/guard discharges. After that, the proportion earning wages for the two groups of younger veterans remains about the same. **The proportion of reserve/guard veterans in the 25-65 age group earning wages also starts off higher than the corresponding group of regular services discharges. This gap starts to close gradually but the regular services discharges never catch up completely.** This could be due to more regular services veterans choosing to locate in a state other

than Illinois (wage data for states other than Illinois is not available) or even full-time education enrollment (not in labor force). These older regular services veterans are the least likely to return to Illinois after discharge.

- A review of employment levels by 2-digit NAICS industry sector for the 4 groups under study in each of 3 discharge years shows significant differences across the groups. **Each particular group finds employment in a certain composition of industries for each of the discharge years, and the employment levels in those industries tend to follow the same paths for each of the discharge years. However, there are differences from group to group and those differences shed some light on why some groups find it easier than others to transition from military to civilian employment.**
- **Employment data show that a higher number of veterans are employed in industries such as Retail Trade, Accommodation & Food Services, and Administrative & Waste Management Services in the quarters right after discharge than the number employed a couple of years after discharge. It appears that this route is common for veterans who do not have a previously established connection with an employer. This occurs more frequently with the 20-24 regular services and reserve/guard discharges and the 25-65 regular services discharges.** Although some of the 25-65 reserve/guard discharges also start in jobs in these industries, this group has an easier time of making the transition to civilian employment. **20% to 30% are employed in Public Administration** (includes state government and local government only – federal government employment is not covered by the UI Act and data is not available) **with little or no transition time.** It is clear that this group is well established in civilian employment. The other 3 groups move into Public Administration (and other industries that have jobs that pay well with good benefits) but there is a gradual buildup of employment.
- **Discharges in the 20-24 age group have enrolled in education at a higher rate than have the 25-65 group. Moreover, the reserve/guard discharges in the 20-24 age group enroll at a higher rate than does the regular service discharges in that same age group. This is not the case in the 25-65 age group where the regular service discharges have a higher rate of enrollment than the reserve/guard throughout the 5 discharge years.** It could be true that the 20-24 reserve/guard veterans joined the reserve/guard specifically to have their college education paid and so their percentage of enrollment is a little higher than their regular services counterparts. **It seems that the recent discharges among the older reserve/guard veterans are the most established in employment and so are the least motivated to obtain additional education.**

### Summary

- **The 25-65 reserve/guard discharges exhibit the easiest transition to employment after military discharge. There are two groups in the middle with the 20-24 group of reserve/guard discharges maybe having a slight advantage over the 25-65 regular services veterans in finding employment faster.** However, the older regular services discharges find jobs in industries that have better pay and benefits than do the younger reserve/guard veterans. These types of jobs typically take longer to access. **The 20-24 regular service veterans have the hardest transition to civilian employment after discharge. They seem to find employment that pays as well as the younger reserve/guard veterans, but it does take them longer to move successfully from military life to civilian life.**
- The information compiled in this study provides a reasonable explanation for the high unemployment rate of veterans in the 20-24 age group relative to young non-veterans. Most of the non-veterans are already in the labor force and even though many may be working in short-term jobs that are not part of their long-term career path, they are working. A comparison of this group to a group that has a high concentration of recently discharged, and possibly unemployed, veterans should not be compared with the same expectations as veterans and non-veterans in older age groups.

## **AN EXAMINATION OF THE HIGH UNEMPLOYMENT RATE FOR YOUNG VETERANS Based on the Labor Market Experience of Illinois Veterans Discharged from 2001-2006**

The Economic Information and Analysis (EI&A) Division of the Illinois Department of Employment Security (IDES) was requested to produce a quantitative analysis focusing on the labor market experience of Illinois veterans in the 20-24 age range. In addition to mapping out a strategy for the investigation of employment and education habits of veterans that other states could follow, the objective of this study was to offer an explanation for the high national unemployment rate for veterans in the 20-24 age group. The main reason for this interest is that the 20-24 age range is the only group for which the unemployment rate is significantly higher for veterans than non-veterans.

A listing of Illinois veterans of all ages who were registered with the Illinois Department of Veterans' Affairs (IDVA) as being discharged between 2001 and 2006 was acquired by IDES as a first step for this research project. The information included the Social Security Numbers (SSNs) of those individuals along with the year that they were discharged from military service. The data records specified whether the individual was being discharged from the regular services (Air Force, Army, Coast Guard, Marine Corps, and Navy) or from the reserve/guard branches of the service. A small number of records with bad codes were deleted and only the record with the last discharge was included for analysis for those veterans who had been discharged multiple times in the time period. The final data set of Illinois veterans between the ages of 18 and 65 that was used in the study contained 50,296 records.

IDES obtained the total count of regular service military discharges in 2005 for Illinois from the U.S. Department of Defense (DOD) in an effort to verify the substantive quality of the data. The number of discharges for 2005 from the regular military services on the IDVA list is 98.5% of the DOD number for that year. Although IDES did not verify the proportion of reserve/guard discharges, the IDVA list provides a solid base for the research study.

The SSNs for the veterans from the IDVA list were used as the identifier to match up with other state agency data resources in order to increase the research potential of the study. The internal IDES resources included: 1) quarterly wage records data files and unemployment insurance (UI) claims for the veterans after their discharge; 2) wage records for those working in Illinois in positions that fall under "covered employment" UI laws; and, 3) through the employer identifier on the wage record, the Quarterly Census of Employment and Wages (QCEW) data. These resources provided information on those veterans who filed for unemployment insurance benefits in Illinois or determination of the industry of the employer from which the veteran was earning wages after being discharged from the military. The SSN data was also used by the Data Analysis and Reporting Tool (DART) system to generate ETA 9002 (labor exchange) reports for comparison between veterans and all customers in the age groups of (20-24) and (18-44), thereby allowing for a review of the usage of the Illinois Skills Match system and agency job service assistance by the various groups. Additionally, the Illinois Community College Board (ICCB) supplied summary information on the post-high school academic records for the veterans starting with the year of their discharge.

Data analyses for veterans' age groups other than the 20-24 group have been completed. National data collected by the Current Population Survey (CPS) for veterans and non-veterans for 2005 was obtained from the Bureau of Labor Statistics. The typical age range for the national data is 20-64 and sub-groups of 20-24, 25-34, 35-44, 45-54, and 55-64 are available. The older age groups have been combined into one 25-64 group as appropriate for comparison purposes. This data was primarily used when data for the state of Illinois was not available. It has proven to be a critical resource for the comparison of veterans' data by age group with the corresponding data for non-veterans. Portions of the study using the IDVA data compare the 20-24 group with the 25-65 group. The number of veterans discharged at the age of 65 is negligible so the age differences of the older group have no impact on the outcome.

Veterans on the IDVA list who were discharged as 18 and 19 year-olds have been excluded from a majority of this study. One of the reasons for this decision is because the 18- and 19-year-old veterans may have been discharged from the reserve/guard after serving about 6 months (180 days) on active duty. In at least some cases, these individuals do not have two full quarters of wages and do not qualify for unemployment benefits. Based upon the data, veterans from the reserve/guard are much more likely to be reactivated to duty, especially younger members because they have not completed the terms of their service with the military. Problems such as this make it more difficult to track the labor market experience of this group and compare to the older veterans. Although there is a

significant number of 18 and 19 year-old veterans, the exclusion of this group does not change the results specified in this paper.

As the study evolved, it became apparent that there were significant differences between veterans discharged from the reserve/guard branches as compared to those discharged from the regular services. The data were separated by these two main types of service for much of the analysis so that these differences could be investigated. One distinction between the services is that a veteran can be discharged from the reserve/guard after 180 days on active duty while a veteran discharged from the regular services typically serves 2 to 3 years.

Keep in mind throughout this paper that age for each veteran is calculated as age at the last day of the discharge year unless otherwise specified. Data analysis has been done by age cohort per discharge year with the veteran staying in the same age cohort as dictated by their age as of the last day of the year of discharge. In some cases, the age has been calculated differently depending on the requirements of the data and the analysis being done. Consideration should be given to the fact that this study covers a few years and the actual ages of the veterans are changing throughout the study.

### Hypothesis for the High Unemployment Rates of Veterans in the 20-24 Age Group

After creating many data tables and charts from the various data sources and conducting a thorough review of the relationships of the data elements of interest, a hypothesis was developed for an explanation of why the rate of unemployment is significantly higher among veterans than non-veterans in the 20-24 age group. National data show that there is not a significant difference between the unemployment rates of veterans and non-veterans in the 25-34, 35-44, 45-54, and 55-64 age groups. Yet the unemployment rate for veterans in the 20-24 age group is almost twice as high as the corresponding rate for non-veterans. Review of all the data available in this study provides an easy-to-understand theory for this fact.

The general theory is based on a few key pieces of evidence. The time history of UI claims for regular services veterans after discharge from the military show that claims reach a peak toward the end of the discharge year and the start of the year following discharge in each of the three discharge years that data was studied. In two of the discharge years reviewed, claims for reserve/guard discharges peaked even earlier in the discharge year. It does not seem to change much no matter what age group a veteran is part of or what type of service from which the veteran was discharged. This information would imply that the potential for unemployment of a veteran is at its highest within months of discharge.

**Table 1. Employment Status of Veterans by Year of Discharge, National Data**

**August 2005**

<b>Year of Discharge</b>	<b>Civilian Population</b>	<b>Labor Force Participation Rate</b>	<b>Labor Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Unemp. Rate</b>
<b>Prior to 1971</b>	9,917,000	30.7%	3,042,000	2,902,000	140,000	4.6%
<b>1971 to 1980</b>	3,497,000	76.2%	2,664,000	2,573,000	91,000	3.4%
<b>1981 to 1990</b>	2,192,000	86.4%	1,894,000	1,834,000	60,000	3.2%
<b>1991 to 2001</b>	2,488,000	88.4%	2,200,000	2,126,000	75,000	3.4%
<b>2002 to 2005</b>	792,000	86.0%	681,000	600,000	81,000	11.9%
<b>Year not available</b>	4,516,000	58.1%	2,624,000	2,560,000	64,000	2.5%

Source: Employment Situation of Veterans: August 2005 - Special Supplement to Current Population Survey  
Data from the special supplement to the August 2005 CPS shown in Table 1 confirms that the unemployment rate for those discharged in the years 2002-2005 is 11.9%, which is significantly higher than the rates for veterans discharged in the years prior to 2002. It is plausible that the unemployment rate for veterans is even higher (than

11.9%) for a time period within three months, six months, one year, or even two years from the time of their discharge. In fact, it is highly probable that the unemployment rate tends to decline for all veterans as they move further away from the time of discharge.

There are some discharged veterans who have employment lined up once they return from the military. These few are more likely to have been discharged from the reserve/guard than the regular services. The fact is that veterans who have been discharged from the military are all individuals who have been recently separated from their employer. Therefore a large number of discharged veterans are considered unemployed within weeks after discharge. As the veterans find jobs, the number of unemployed in the group drops and the corresponding rate continues to decline until an equilibrium probability of unemployment is reached. This appears to be true for the various groups of veterans though the rate of decline and time it takes to reach the equilibrium point may differ slightly depending on the age group, type of service and other factors.

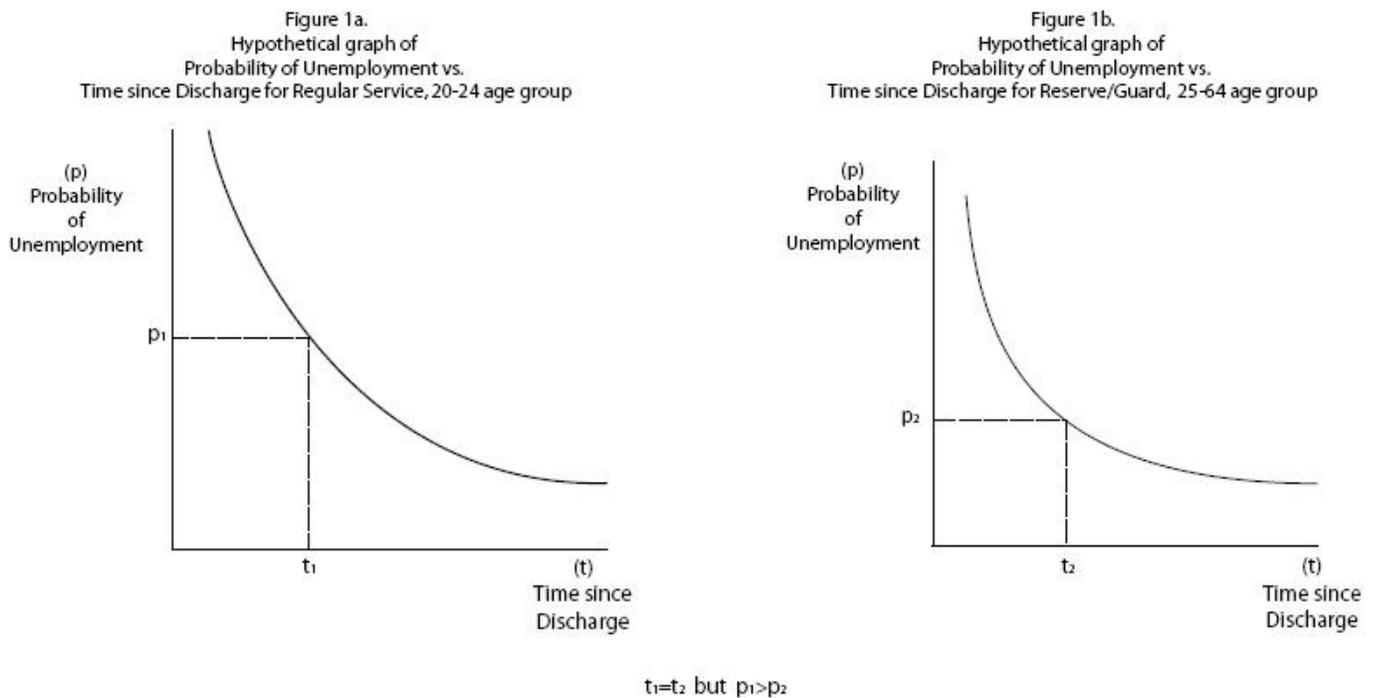


Figure 1a is a graph showing the hypothetical path of the probability of unemployment as a function of the time since discharge for the group of regular service veterans in the 20-24 age group. Figure 1b is a similar graph for veterans discharged from the reserve/guard in the 25-64 age group. The first graph starts with a little higher probability of unemployment and is a little flatter in the time right after discharge. It takes longer in this case to reach the equilibrium point than does the curve on the second graph. The two graphs show an equal amount of time after discharge for both groups, but the probability of being unemployed is higher on the first graph than on the second graph. This represents the tendency for the older reserve/guard discharges to find work faster than the young regular services discharges. This is due primarily to differences in the characteristics of the groups.

The key difference is that the older reserve/guard veteran is much more likely to have established a connection with an employer and is less likely to have to pursue skill development and job search activities prior to beginning work. Many of the younger regular service discharges joined the military out of high school and have no full-time civilian work experience. They probably have not developed a network of connections that would allow them to ease into full-time employment. They are also less likely than the older group to have the occupational skills needed to find a position with an employer that pays high wages and provides other benefits. Those attributes that the young regular service veterans gained from their military service are more likely to pay off in the long-term than in the short-term. The young regular service veterans have to catch up to the non-veterans of their corresponding age group in regard to making contacts and establishing themselves in stable employment situations.

**Table 2. Proportion of Discharges (20-64) by Age Group, by Discharge Year, Illinois Data**

Age Group	Discharge Year											
	2001		2002		2003		2004		2005		2001-2005	
	#	% of Total	#	% of Total	#	% of Total	#	% of Total	#	% of Total	#	% of Total
<b>20-24</b>	3,332	51.7%	3,581	47.9%	3,952	45.0%	4,640	45.8%	4,583	42.0%	20,088	45.9%
<b>25-34</b>	1,971	30.6%	2,359	31.5%	2,691	30.6%	3,200	31.6%	3,673	33.7%	13,894	31.7%
<b>35-44</b>	864	13.4%	1,116	14.9%	1,495	17.0%	1,621	16.0%	1,849	16.9%	6,945	15.9%
<b>45-54</b>	254	3.9%	366	4.9%	547	6.2%	572	5.6%	667	6.1%	2,406	5.5%
<b>55-64</b>	30	0.5%	57	0.8%	105	1.2%	100	1.0%	137	1.3%	429	1.0%
<b>20-64</b>	6,451	100.0%	7,479	100.0%	8,790	100.0%	10,133	100.0%	10,909	100.0%	43,762	100.0%
<b>25-64</b>	3,119	48.3%	3,898	52.1%	4,838	55.0%	5,493	54.2%	6,326	58.0%	23,674	54.1%

Source: Illinois Department of Veterans' Affairs

As evidenced in Table 2, 45.9% of the Illinois veterans between 20 and 64 that are discharged in 2001-2005 are between 20 and 24 as of the last day of their discharge year. However, Table 3 shows that the labor force of veterans in the age range 20-24 is only 2.1% of the national veteran labor force (20-64). By comparison 31.7% of those discharged in 2001-2005 fall into the 25-34 age group and 12.0% of the national veteran labor force is in the 25-34 age group. The proportions continue to change rapidly as the age groups get older. 15.9% of the veterans discharged are in the 35-44 age group, but they account for 23.0% of the veteran labor force. Therefore, a veteran who has been recently discharged, and is more likely to be unemployed, is also more likely to be in the 20-24 age group than any other age group.

**Table 3. Proportion of Veterans in Labor Force (20-64), by Age Group, National Data**

**2005 Annual Average**

Age Group	Veterans in Labor Force (20-64)	% of Veterans in Labor Force (20-64)
<b>20-24</b>	247,000	2.1%
<b>25-34</b>	1,392,000	12.0%
<b>35-44</b>	2,662,000	23.0%
<b>45-54</b>	3,249,000	28.1%
<b>55-64</b>	4,030,000	34.8%
<b>20-64</b>	11,580,000	100.0%
<b>25-64</b>	11,333,000	97.9%

Source: Current Population Survey

The issue is really about the relationship of the number of discharges and the size of the veterans' labor force by age group. Because the 20-24 age group has the highest percentage of discharges and comprises by far the smallest percentage of the veterans' labor pool, there are fewer veterans established in employment in this group to mix with the recently unemployed segment of the age group. The older groups have fewer discharges and have a much larger labor pool of veterans that are established in employment. A labor force consisting primarily of veterans well

established in employment is more capable of absorbing the recently discharged veterans in their age group and maintaining a low unemployment rate.

The term concentration ratio is defined as the proportion of discharges in an age group to total discharges divided by the proportion of veterans' labor force size for an age group to total veterans' labor force size (see Appendix, Table 1). The concentration ratio for each of the age groups in the 20-64 ranges are calculated and then compared to each other. The concentration ratio for 20-24 is 8.1 times as great as the 25-34 age group, which has the second highest ratio. The ratios get smaller as the age group gets older. In fact, the concentration ratio for the 20-24 age group is 38.9 times greater than the ratio for the 25-64 age group.

It may take a couple of years before an individual discharged from the 20-24 group finds steady, fulfilling employment. By that time their employment could count in the 25-34 age group rather than the 20-24 group. The unemployment rate (8.7%) for non-veterans in the 20-24 age range is more than twice the rate (4.0%) for non-veterans in the 25-64 age group (see Appendix, Table 2). Thus, a higher rate should then be expected when comparing the 20-24 age group of veterans to any of the older groups.

The five-year window used for the 20-24 age group of veterans may be a little misleading. Calculations of the average age of those veterans who fall into the 20-24 age group show that the mean age is about 22.5 years old as of the last day of 2001 for those discharged in 2001 and increases each year through 2005 when the average age is almost 22.7 for those who were discharged in 2005 and fall into the 20-24 age group. The average ages are higher when considering only regular services discharges, 22.6 years old in 2001 and 22.9 years old in 2005. Therefore the average veteran in this age group will stay in the 20-24 group for a little more than two years after the year of discharge before they turn 25. The ages of the veterans in the older age groups are more spread out over the ten-year window.

Those veterans in the 20-24 age group are more likely to have been discharged from the regular services than from the reserve guard. Conversely those veterans in the 25-65 group are more likely to have been discharged from the reserve/guard than the regular services. A review of the UI claims, wages and industry employment data discussed later in this study shows that reserve/guard veterans transition into civilian employment after discharge easier than do regular services veterans. The reserve/guard veterans are more likely to return to jobs that they have already held and their length of time serving on active duty for the most recent occurrence is generally not as long. Part of the proportional increase in discharges from the reserve/guard among the 25-65 group is probably due to their having completed their required service time and having a positive feeling about civilian employment.

About the time a couple of years has passed since discharge for the average veteran in the younger group, the individual is much more likely to have transitioned into stable employment. They are also more likely to now be included in the 25-34 age group and no longer count as an employed member of the veterans in the younger group. The 20-24 group of veterans is actually a pool of individuals who have a high probability of unemployment associated with them. As the probability of unemployment declines with the increase of time since discharge, the individual becomes more likely to transition into the 25-34 age group. At the same time a fresh supply of younger discharged veterans with high probabilities of unemployment enters into the 20-24 age group of veterans and the cycle continues. The flow into this pool is of veterans with the highest probability of being unemployed and the flow out of the pool is the veterans with the lowest probabilities (within the 20-24 group) of being unemployed.

Other age groups generally have a similar unemployment rate for veterans as the rate for non-veterans. The main reason for this is that after a veteran establishes him/herself in employment after discharge it is highly likely they will remain employed as long as they continue to be part of the labor force. The number of veterans recently discharged in a particular age group becomes proportionately smaller relative to the number of veterans in the group who have had time to settle into civilian life, for older age groups. This helps keep the unemployment rate of the group low. Veterans discharged from the reserve/guard seem to make a better transition to civilian employment than do regular service veterans.

Comparison of non-veterans in the 20-24 age group to the recently discharged 20-24 veterans should be made with caution. Most of the non-veterans are already in the labor force and even though many may be working in short-term jobs that are not part of their long-term career path, they are indeed working. A comparison of this group to a

group that has a concentration of recently discharged, and possibly unemployed, veterans should not be compared with the same expectations as veterans and non-veterans in older age groups.

It should be noted that the labor force participation rate of the 20-24 age group (veterans and non-veterans) is smaller than all the older age groups up through 45-54. This is in part due to education enrollment of the people in that age group. Another factor is that individuals in the 20-24 age group are more likely to have other options besides employment at this time in their life. They probably have fewer responsibilities such as dependents and debts that need to be paid off. This has some impact on the unemployment rate calculation as the size of the labor force is used as the denominator of that formula. If you hold the number of unemployed constant, but decrease the size of the labor force then the unemployment rate increases.

## Unemployment Claims

As part of the review, Unemployment Insurance (UI) claims records have been accessed for all Illinois veterans discharged from the military in 2003-2005. The age of each veteran in this particular analysis was calculated as of the last day of that individual's discharge year. The purpose of this investigation is to monitor the claims activity from the first week of the discharge year through June of 2006 for each of the three discharge years being investigated.

After some initial analysis of this data a decision was made to separate the data into two age groups in order to simplify the study. The 20-24 age group was compared to the 25-65 age group. Clearly, there were distinct differences between those veterans who had been discharged from the regular services (Air Force, Army, Coast Guard, Navy, Marine Corps) and the reserve/guard branches of the service. Statistics have been calculated for the 4 groups and for each of the 3 discharge years that data were accessed: the 20-24 age group for both of the regular services and the reserve/guard as well as the group that includes those in the 25-65 age range for both types of service.

Data records for Claimant Setup (transaction code 0501), Certification (1202), and Payment (1401) were obtained that had matching SSNs for the entire list of veterans in our study. The Claimant Setup records show what type of claim was filed (New, Additional, Transitional, Reopen, Reinstated, Code Change) and have a date associated with the record. The Certification records document the responses of claimants as they certify their search for employment and report any earnings. Individual records are typically created weekly for a continuing claimant. The Payment records document benefit amounts paid out to claimants, with individual records typically being created weekly for continuing claimants.

For the purposes of this study, the focus is on three particular types of records. The 0501 records that are coded as "New", the 1202 records where a veteran has certified that their earned income for the week is zero, and the 1401 records where the veteran has received a weekly benefit amount greater than zero. A spot check of data does show some cases where a veteran may file a new claim, then after a gap in the weekly records, the individual may file a claim with an additional or reopen code. To try to account for all of the possible cases would make this study more complex than it needs to be. Therefore, once a veteran files a new claim after their discharge they are counted once whether or not they file any more claims in the period between their discharge and June of 2006. Once the average duration of unemployment benefits received is reached then the estimates that are actually being calculated are the total number of 1202 records that fit the criteria (number of certification records between discharge and June of 2006) divided by the total number of veterans who filed new claims, and the number of 1401 records that fit the criteria (number of payment records between discharge and June of 2006) divided by the number of new claims.

In the Appendix, Charts 1A through 3B [1 = 2003, 2 = 2004, 3 = 2005; A = Reserve/Guard, B = Regular Services] show the count of Certification records from the first week of the discharge year through June of 2006. The vertical line on each of the charts signifies the end of the discharge year and is intended to make the charts easier to read. Only those records that have earned income reported equal to zero for week were included (earned income equal zero necessary to be considered unemployed) in the data series utilized for the charts. This data provides information on those veterans who had been discharged in the 2003-2005 time period who filed a UI claim and certified that they were unable to find work in the weeks during the period from the first week of their discharge year through June of 2006. This particular series is being used as a proxy for the number of veterans in Illinois for a specific discharge year that would be classified as unemployed in a particular week. In reality, the unemployment

rate is based on data gathered once a month, however weekly data provides the most in depth coverage and allows for estimates of duration (weeks) of unemployment benefits. This would assume that the remaining number of veterans in the cohort would either be employed or outside of the labor force in those weeks.

All of the charts for the regular services show that the number of claimants (for both the 20-24 and the 25-65 age group categories) reaches a peak toward the end of the discharge year and the beginning of the following year. After the peak is reached it is clear that the number of claimants falls off within a matter of months. The 2003 reserve/guard discharges also follow the same pattern. In 2004 the reserve/guard discharges peak a couple of months earlier than the previously discussed cases. In 2005 the reserve/guard discharges peak even earlier, this time in late summer/early fall of the discharge year. Overall, veterans are much more likely to file a UI claim shortly after discharge rather than work a job immediately after exiting the military and then file a claim a year or two later. Veterans that have been recently discharged are likely to have a much higher unemployment rate than veterans who have had a chance to establish themselves in the civilian working world.

One difference of note between the timing of discharges from the regular services and the reserve/guard is that individuals are discharged from the regular services of the military when their service time is completed whereas reserve/guard units are activated and deactivated together as a unit. This would imply that the reserve/guard discharges are more likely to be filing unemployment claims in bunches shortly after deactivation of their unit. Information made available by the Illinois Army National Guard shows that there were significant unit returns in May and June of 2004, and in March, April, May, July and December of 2005. These unit returns directly correspond to the times right before increases in unemployment claims and explain the earlier peaks seen on those charts.

**Table 4. Number of Veterans who Filed New UI Claims, by Age Group and Type of Service**

**Illinois Data for Discharge Years 2003 - 2005**

<b>Discharge Year</b>	<b>Military Service</b>	<b>Age Group</b>	<b>Number of Vets Discharged in Group</b>	<b>Number of Vets Filing New Claim</b>	<b>Proportion of Vets Discharged Filing New Claim</b>
<b>2003</b>	<b>Reserve/Guard</b>	<b>20-24</b>	1,440	438	30.4%
<b>2003</b>	<b>Reserve/Guard</b>	<b>25-65</b>	2,461	508	20.6%
<b>2003</b>	<b>Regular Service</b>	<b>20-24</b>	2,512	1,224	48.7%
<b>2003</b>	<b>Regular Service</b>	<b>25-65</b>	2,377	798	33.6%
<b>2004</b>	<b>Reserve/Guard</b>	<b>20-24</b>	1,648	460	27.9%
<b>2004</b>	<b>Reserve/Guard</b>	<b>25-65</b>	2,792	658	23.6%
<b>2004</b>	<b>Regular Service</b>	<b>20-24</b>	2,992	1,404	46.9%
<b>2004</b>	<b>Regular Service</b>	<b>25-65</b>	2,701	908	33.6%
<b>2005</b>	<b>Reserve/Guard</b>	<b>20-24</b>	1,902	578	30.4%
<b>2005</b>	<b>Reserve/Guard</b>	<b>25-65</b>	3,323	895	26.9%
<b>2005</b>	<b>Regular Service</b>	<b>20-24</b>	2,681	1,126	42.0%
<b>2005</b>	<b>Regular Service</b>	<b>25-65</b>	3,004	930	31.0%

Source: Illinois Department of Veterans' Affairs and Illinois Department of Employment Security

Data showing the number of veterans who filed “New” claims in the period after discharge shows that there is a clear distinction between the two age groups and the two types of military service (see Table 4). For each of the three discharge years veterans exiting from the reserve/guard have a lower proportion of filing new claims than veterans who are exiting from the regular services, holding age group constant. Similarly, for each of the three discharge years veterans in the 25-65 range show a lower proportion of filing new claims than veterans in the 20-24 age group, holding type of service constant. Veterans discharged from the reserve/guard are more likely to be

returning to jobs they previously held, situations that are more stable, and appear to be slightly more connected to the civilian world than someone recently discharged from the regular service. The 20-24 age group of veterans displaying a higher proportion of claims than does the group of 25-65 discharged from the same type of service probably is related to the fact that the unemployment rate for the 20-24 age group of non-veterans is more than double the unemployment rate for the 25-64 age group of non-veterans. Individuals in this younger group are generally going to have a harder time finding steady employment than the older group. However, the group of 20-24 reserve/guard discharges has a slightly lower proportion of veterans filing new claims than does the group of 25-65 regular services discharged veterans in each of the 3 discharge years. This piece of information would support the claim that the advantage of employment connections the reserve/guard discharges may have is critical to the amount of time it takes to transition to civilian employment.

**Table 5. Proportion of Veterans Receiving Benefit Payment and Exhausting Benefits Relative to Number Discharged**

**Discharge Years 2003-2005 by Age Group and Type of Service for Illinois Veterans**

Dis-charge Year	Military Service	Age Group	# Vets Discharged in Group	# Vets Filing New Claims	# Vets Receiving 1st Payment	% Vets Discharged Receiving 1st Payment	# Vets Exhausting Benefits	% Vets Discharged Exhausting Benefits	% Vets Discharged that Received 1st Payment & Exhausted Benefits
2003	Reserve/Guard	20-24	1,440	438	329	22.8%	141	9.8%	42.9%
2003	Reserve/Guard	25-65	2,461	508	415	16.9%	197	8.0%	47.5%
2003	Regular Service	20-24	2,512	1,224	940	37.4%	478	19.0%	50.9%
2003	Regular Service	25-65	2,377	798	663	27.9%	331	13.9%	49.9%
2004	Reserve/Guard	20-24	1,648	460	352	21.4%	153	9.3%	43.5%
2004	Reserve/Guard	25-65	2,792	658	544	19.5%	228	8.2%	41.9%
2004	Regular Service	20-24	2,992	1,404	1,065	35.6%	516	17.2%	48.5%
2004	Regular Service	25-65	2,701	908	743	27.5%	361	13.4%	48.6%
2005	Reserve/Guard	20-24	1,902	578	474	24.9%	177	9.3%	37.3%
2005	Reserve/Guard	25-65	3,323	895	773	23.3%	317	9.5%	41.0%
2005	Regular Service	20-24	2,681	1,126	860	32.1%	374	14.0%	43.5%
2005	Regular Service	25-65	3,004	930	786	26.2%	324	10.8%	41.2%

Source: Illinois Department of Veterans' Affairs and Illinois Department of Employment Security

Table 5 shows the relationship between the number of veterans discharged in a year, the number of new claims, those claims that show a first weekly benefit paid, and those claims that show the entire benefit amount was exhausted (by age group and type of service). For all three discharge years being reviewed, a smaller percentage of the reserve/guard group receives a first weekly benefit amount than their regular service counterparts when holding age group constant. A smaller percentage of the 25-65 age group receives a first weekly benefit than does the 20-24 age group holding type of military service constant. The same situation exists in almost all cases (except for 2005 reserve/guard) for the proportion of veterans who exhausted their benefits. A smaller percentage of reserve/guard discharges exhaust their benefits than do regular service discharges holding age group constant. A smaller percentage of the 25-65 age group exhaust their benefits than does the 20-24 age group holding type of service constant. A final column showing the proportion of each group that exhausted benefits confirms that reserve/guard discharges are less likely to exhaust benefits than are regular service discharges.

The claims data can be used to supply estimates of the average number of weeks that a veteran has received unemployment benefits between the time of discharge and June of 2006. Two sources can be used for the numerator: 1) the total number of weekly payment records showing that a veteran has received a benefit amount; and, 2) the total number of weekly certification records that have Earned Income equal to zero. The denominator

has been set equal to the number of claims that receive a first payment. The ratio found by dividing the numerator by the denominator serves as a proxy to average duration of benefits received. It should once again be noted that the certification and payment records might not necessarily be continuous due to the fact that they may not all be part of a new claim.

These estimates of the average unemployment benefits weeks claimed, as shown in Appendix Table 3, reveal that the amount of time a veteran could be expected to receive benefits once they receive their first benefit check is about 20 weeks. The reserve/guard veteran discharges in the 20-24 age group have the lowest estimates of duration in all but one case. That case would be the 2005 Average Weeks Benefit where the benefit was greater than zero. Since the data showed that the peak discharges occurred a few months earlier for the reserve/guard discharges in 2005, this number may be a little distorted because of incomplete data in particular for the regular services discharges. In 2003 and 2004 the estimates for duration are lower for the reserve/guard than the regular service discharges for the younger group and about the same for the older group. It is somewhat unexpected that the estimates of duration are lower for the 20-24 age group than the 25-65 age group holding type of service constant in 2003 and 2004. This ranking of shortest duration of benefits received may have something to do with education enrollment since full-time enrollment in school generally makes an individual ineligible for unemployment benefits in Illinois and the rankings are directly correlated with the educational proportions discussed later in this paper. As discussed previously, it is possible 2005 numbers may be incomplete and so those estimates may be distorted.

### Wage Records and Industry Employment Study

Quarterly wage data records were accessed from the IDES Revenue Division using the list of SSNs for Illinois veterans between 18 and 65 that had been discharged since 2001. These records allowed staff to track Illinois employment and wages of the veterans who were employed in positions that fall under “covered employment” UI laws. This excludes employment and wages for the Illinois veterans working outside of the state of Illinois and for those veterans who are working in employment considered not “covered” such as federal government jobs.

There is no significant difference between the time history of average wages for the reserve/guard and regular service veterans in the 20-24 age group in any of the 4 discharge years (see Appendix Charts 4A-4D [A = Discharge Year 2001, B = 2002, C = 2003, D = 2004]). All of the cases in all of the charts show that average wages trend steadily upward as time passes. In 2001 the average wage history of the regular service veterans in the 25-65 age group shows wages equivalent to the corresponding reserve/guard veterans. However, starting with 2002 and continuing through 2003 and 2004 the reserve/guard veterans have higher average wages than the regular services veterans of the same discharge year. It is believed that this is due to reserve/guard members being activated on a voluntary basis prior to 9/11, whereas the military modified the process subsequent to that date to activate reserve/guard members on an involuntary basis as the demand for military personnel increased. The members who were more likely to volunteer were those who had a greater need for income and likely had lower average wages in their civilian jobs.

Appendix Charts 5A-5D [A=Discharge Year 2001, B=2002, C=2003, D=2004] plot the time history of the proportion of discharged vets that earned wages in Illinois. Chart 5A provides a benchmark that shows reserve/guard discharges seem to find work faster after discharge than do regular services discharges. The proportion of veterans discharged in 2001 who are earning wages in Illinois in the 20-24 age group starts at a higher percentage for the reserve/guard during the year of discharge than the percentage for regular services, and continues to stay higher until a couple of quarters into the year following discharge. Thus, it takes longer for the 20-24 regular services discharges to find the same type of work with the same type of pay as the 20-24 reserve/guard discharges. Subsequently, the proportion earning wages for the two groups of younger veterans remains about the same. The proportion of reserve/guard veterans in the 25-65 age group earning wages also starts off higher than the corresponding group of regular services discharges. This gap starts to close gradually but the regular services discharges never catch up completely. This could be due to more regular services veterans choosing to locate in a state other than Illinois or full-time education enrollment (not in labor force). This group is likely to be less connected to Illinois than any other group. Appendix Charts 5B-5D provide similar information with a few key differences. The charts for 2002 and 2003 show sharp declines in the percentage of reserve/guard veterans earning wages in the second quarter of the discharge year. This is probably due to activation for duty for about 6 months resulting in some individuals in this group not earning any wages in that quarter because of their military service.

There is also some decline seen in the last few quarters for the reserve/guard discharges of both age groups. This is possibly due to reactivation of their units, so that they are no longer earning civilian pay. It should be recalled that only those veterans who are working in “covered employment” jobs in state are included. Most veterans who are enrolled in education full-time and not working as well as those who have returned to the military as part of the guard or reserve would also not be included as they would not be counted as part of the labor force.

The quarterly wage records accessed for Illinois veterans allow for matching to the Quarterly Census of Employment and Wage (QCEW) in order to identify the industry code of employers. This wage data has been compiled by 2-digit NAICS industry sector to identify the number of veterans employed in the industry sector per quarter and the proportion of all veterans in the cohort employed in that sector along with average wage data for the group employed in that industry (see Appendix, Tables 4A-6D). Only the three discharge years of 2002-2004 were reviewed. Average quarterly wage data is shown for the first quarter of the discharge year then for each quarter through the third quarter of 2005, which is the last quarter that wage data was available at the time of this analysis. The levels and proportions of industry employment have proven valuable in determining how the various groups establish employment and in what industries they find employment. Employment levels by industry over the duration of the study are shown in Appendix Charts 6A-8D [6 = Discharge Year 2002, 7 = 2003, 8=2004; A = 20-24 – Reserve/Guard, B = 20-24 – Regular service, C = 25-65 – Reserve/Guard, D = 25-65 – Regular Service].

A review of the levels of employment by 2-digit NAICS industry sector for the each of the four groups in each of three discharge years shows significant differences across the groups. First, each particular group has a certain composition of industries for each of the three discharge years and the employment in those industries tend to follow the same paths for each of the discharge years. However, there are differences from group to group and those differences shed some light on why some groups find it easier than others to transition from military to civilian employment.

### Reserve/Guard – 20-24

Employment shrinks in the second quarter of the year of discharge for both 2002 and 2003 discharges. This is likely due to some reserve/guard units being activated sometime in the first quarter of the discharge year (allowing the individual to show up as employed in the first quarter), remaining on active duty for at least 180 days, then returning from military duty and back to civilian employment some time in the third quarter of the discharge year. Retail trade employment is much more of a factor with this group than the older reserve/guard discharges as peak employment in this industry is reached around the end of the discharge year or start of the year following the discharge year; then it falls off rapidly in the quarters that follow. Employment in Accommodation & Food Services and Administrative & Waste Services also fall off after reaching peak employment levels within a few quarters after the end of the discharge year. Some of this decline could be due to reactivation of reserve/guard units or leaving the labor force for full-time enrollment in education since this group has the highest proportion of education enrollment following discharge.

There is also a slow buildup of employment in Public Administration that drops in the last few quarters. This younger group of reserve/guard veterans is less likely than the older group to have previously been employed in a government position. They are good candidates for positions in this industry due to veterans’ preference hiring and because of the people they serve within their military service. Since this group is working with older reserve/guard members while on active duty who are likely to reside in the same geographic area in civilian life, then this may allow them to build a network of contacts with individuals who have already established themselves in civilian employment. The older group also would gain a sense of the work ethic and skill level of the younger group, and so in this respect active duty in the reserve/guard can serve as a type of internship for the younger unit members.

Manufacturing employment has a similar path of increasing employment as Public Administration demonstrated. Other industries such as Construction, Transportation & Warehousing, and Health Care are also significant employers of this group. The employment in these industries appears to stay about the same beginning with the year after discharge. This group may be the most likely to be reactivated (since older reserve/guard veterans may have completed their service time), so the data for industry employment in the last few quarters that are available may be difficult to interpret.

## Regular Services – 20-24

Employment for this group in the three discharge years of 2002, 2003, and 2004 show at the start of the year following discharge that the top three employing industry sectors are: 1) Retail Trade; 2) Administrative & Waste Services; and, 3) Accommodations & Food Services. The fourth highest industry employer at the start of the year following discharge is the Manufacturing sector. Employment in Manufacturing surpasses employment in Accommodation & Food Services within a few quarters for 2002 and 2003 discharges and is expected to move past that industry's employment for 2004 discharges. Manufacturing employment has also closed the gap on Retail Trade and Administrative & Waste Services, both of which are showing declining employment after reaching peaks in the quarters of the first year after discharge.

The next band of industry sectors for employment levels includes: Construction, Transportation & Warehousing, Wholesale Trade, and Health Care. Employment in all of these industries appears to be gradually increasing over time. At a slightly lower level of employment is another band of industry sectors: Public Administration, Professional Services, Finance & Insurance, Educational Services, and Information. All of these industries appear to be growing in employment as the time since discharge increases with Public Administration growing faster than the other four.

## Reserve/Guard – 25-65

Much like the data for the reserve/guard discharges in the 20-24 group, the data for older veterans discharged from the reserve/guard also show a decline in employment in the second quarter of the discharge year for 2002 and 2003 since reserve/guard units are activated and deactivated as a whole and the units are comprised of members in both the 20-24 and 25-65 age groups. The individuals in this cohort for each of the three discharge years appear to have already established employment connections upon discharge more than any other group. The proportion of this group employed in Public Administration varies between 20%-30% of total employment for veterans in the group. The historical data series implies that these individuals were already employed in Public Administration before they were activated for duty prior to their most recent discharge. It should be noted that Public Administration in this study includes only employment in state and local government within Illinois. (Federal government employment is not covered by the UI Act and that data is not available.) The time histories of the data for the 2-digit NAICS sectors seem to show that many of the veterans in this group, by far more than any other group, have already established employment connections prior to being activated for duty and upon discharge are much more likely to return to their previous civilian employer. Therefore, they are more likely to return to a position with good wages and benefits. The time histories of these industries appear to be flat in the quarters beginning with the first quarter after the year of discharge, implying that most of these veterans tend to not require a lot of time to make a match with an employer following discharge.

Many of the industries that employ this group are known to pay good wages and provide benefits such as health insurance and leave time to their employees. There is some drop off in employment (particularly in the Public Administration industry) that can be seen between second quarter 2005 and third quarter 2005. This is likely due to veterans who are part of this group belonging to units that have been reactivated during this time and so they did not have wages for civilian employment in third quarter 2005. These individuals have not been discharged from this most recent duty and so there would be no record of this service included in the IDVA data.

In the time period right after discharge, there is also some entry into employment in the Retail Trade, Administrative & Waste Services, and Accommodation & Food Services industry sectors. The employment reaches a peak soon after the discharge year then gradually declines as the time since discharge increases. The individuals who find employment in these industries are less likely to have returned to the jobs that they were employed in before being activated for military duty. However, the jobs in these industries can be used as steppingstones to jobs in other industries that pay higher wages and provide benefits.

## Regular Services – 25-65

This group is less likely than their reserve/guard counterparts to have established a network of contacts with civilian employers. The data reveals a larger number of industry sectors with employment for this age group which suggests an easier transition into employment than the 20-24 regular services discharges. This is likely due to a more advanced skill set of the older regular services veterans and the perception that this group is more mature and settled. This group is more likely to have family responsibilities, perhaps some type of strategic transition plan to implement after the conclusion of their military career, and maybe more employer contacts established through family members or friends.

All three discharge years reviewed show that the top three industry sectors for employment of this group in the quarters in the year following discharge are: 1) Retail Trade, 2) Administrative & Waste Services, and 3) Manufacturing. The discharge year of 2002 has more quarters of wage records available post-discharge and provides the most information for the analysis of this group. Employment in both Retail Trade and Administrative & Waste Services is in decline after reaching peak employment levels in the quarters immediately following the end of the discharge year. Accommodation & Food Services seems to follow this same track of decline in employment as the quarters since discharge increase, but at a much lower level of employment. Manufacturing is a little slower building up the number employed before it flattens out. Health Care, Professional Services, Wholesale Trade, Transportation & Warehousing, and Educational Services have time histories similar to Manufacturing, albeit at lower employment levels. Public Administration employment starts off even slower, but continues to build so that it is likely that this industry will eventually be the biggest employer of this group. Employment in other industries such as Construction, Finance & Insurance, Information, and Utilities is slow to build up but it does appear in many of these industries that a slow trend upward in employment levels is maintained.

## Industry Employment Overview

The reserve/guard (older group in particular) seem to have the advantage of established employment connections that allow them to transition faster to civilian employment. The reserve/guard group has a much higher percentage of veterans employed in the Public Administration industry (state and local government) than do the regular service veterans holding age group constant. It is also true that the 25-65 age group has a higher percentage of veterans employed in Public Administration than does the 20-24 age group holding type of service constant. Many of the 25-65 reserve/guard group seem to have established civilian employment connections upon their discharge and they have a high proportion of employment in Public Administration. The 20-24 reserve/guard group appears to have some of the same characteristics, although not to the same extent. The older group of regular services discharges starts at low levels of Public Administration employment but moves steadily upward over the time since discharge. The younger group of regular services veterans shows increases in employment in this industry but the growth is at a slower rate. This same analysis for transition of the four groups can be repeated for other industries that have good pay and benefits.

Industries such as Retail Trade, Administrative & Waste Services, and Accommodations & Food Services have a higher number of veteran employees (and proportion of veteran employees) in the quarters immediately after discharge and then the employment level and proportion declines as the time since discharge increases. The nature of these industries makes it easier to find initial employment. The industries generally pay lower wages and the time it takes from the time a job is posted until someone is hired to fill the position can be measured in hours or days. Many veterans (as well as other workers) may use employment in one of these jobs as a starting point to employment with better wages, hours, and benefits. Unfortunately for the veterans who have recently returned from active duty, the better jobs also take longer to obtain. The experience of first finding employment in lower paying industries and then moving into jobs in better paying industries appears to be true for at least some veterans of all four groups in all three discharge years reviewed. It is most common among regular services discharges of both age groups and is less significant for the older reserve/guard discharges.

## Educational Status

The list of SSNs for the Illinois veterans (ages 18-65) was used to access post-high school education records for the time period following the veterans' military discharge. The Illinois Community College Board (ICCB) provided assistance to IDES by obtaining these academic records for the veterans from the National Student Clearinghouse of education data. This data includes educational records for individuals enrolled in 2-year colleges, 4-year colleges, and trade schools. The data includes records for all schools in Illinois as well as out-of-state schools. The Clearinghouse checks each individual's record to determine if the individual had been enrolled in school after a specified starting search date. The starting search date specified for each veteran on the list was January 1 of the veteran's discharge year. Summary data only was made available in order to maintain confidentiality rules. It should also be noted that data was submitted to the ICCB with the age calculated as of April 15<sup>th</sup> of 2006. However, this inconsistency caused by the time of the year that the age was calculated with other data should not cause any dramatic errors to the results of this study.

The data show that almost half (23,318/50,296 = 46.4%) of all of the Illinois veterans discharged in 2001 or after have enrolled in higher education after their discharge. 18,626 (79.9%) of those enrolled have attended schools in Illinois. 4,692 (20.1%) are enrolled in schools in other states. The top 5 states for school enrollment (excluding Illinois) are: 1) Missouri [764 enrolled]; 2) Arizona [519]; 3) California [401]; 4) Texas [243]; and, 5) Florida [237]. Female veterans accounted for 18.4% of enrollments, with male veterans constituting 81.6% of those enrolled. 55.2% of all discharged female veterans had enrolled in education compared to 44.7% of discharged male veterans. 15,320 (65.7%) of the enrolled veterans attended 2-year colleges, 7,981 (34.2%) veterans attended 4-year colleges, and 17 (0.1%) veterans attended trade schools. Those veterans discharged in 2001 (55.5%) have the highest percentage of education enrollment and the discharge years rank in order down through 2005 (37.6%) and 2006 (13.5%).

More than half of the veterans (8,474 out of 15,810 for 53.6%) who were between the ages of 20 and 24 as of April 15<sup>th</sup>, 2006 and who were discharged between 2001 and the spring of 2006 had enrolled in school. Since at least some of the veterans in this group did not have time to pursue enrollment in education, the educational experience of those 20-24 year old veterans discharged from 2001 to 2005 may be a better indicator. Even more (10,091 out of 17,765 for 56.8%) of this group had enrolled in education. Moreover, the veterans who were in the 20-24 age group as of April 15<sup>th</sup>, 2004 (discharged from 2001 to 2004) had an even higher proportion of education enrollment (8,879 out of 14,769 for 60.1%).

**Table 6. Proportion of Illinois Veterans Enrolled in Education since Discharge, by Age Group**

**Discharge Years 2001 - 2005**

<b>20-24</b>									
<b>Discharge Year</b>	<b>Reserve/Guard</b>			<b>Regular</b>			<b>Total</b>		
	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>
<b>2001</b>	410	316	77.1%	2,922	1,778	60.8%	3,332	2,094	62.8%
<b>2002</b>	882	632	71.7%	2,699	1,623	60.1%	3,581	2,255	63.0%
<b>2003</b>	1,440	973	67.6%	2,512	1,442	57.4%	3,952	2,415	61.1%
<b>2004</b>	1,648	1,068	64.8%	2,992	1,567	52.4%	4,640	2,635	56.8%
<b>2005</b>	1,902	1,072	56.4%	2,681	1,124	41.9%	4,583	2,196	47.9%

<b>25-65</b>									
<b>Discharge Year</b>	<b>Reserve/Guard</b>			<b>Regular</b>			<b>Total</b>		
	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>	<b>Number of Discharges</b>	<b>Number Enrolled</b>	<b>Percent Enrolled</b>
<b>2001</b>	455	187	41.1%	2,664	1,360	51.1%	3,119	1,547	49.6%
<b>2002</b>	1,477	561	38.0%	2,421	1,184	48.9%	3,898	1,745	44.8%
<b>2003</b>	2,461	921	37.4%	2,377	1,148	48.3%	4,838	2,069	42.8%
<b>2004</b>	2,792	944	33.8%	2,701	1,177	43.6%	5,493	2,121	38.6%
<b>2005</b>	3,323	884	26.6%	3,004	1,065	35.5%	6,327	1,949	30.8%

Sources: Illinois Department of Veterans' Affairs and Illinois Community College Board

There are four groups (20-24 and 25-65 for both reserve/guard and regular service discharges) for the five discharge years 2001-2005 shown in the Table 6. The discharges in the 20-24 age group have enrolled at a higher rate than the 25-65 group. Furthermore, the reserve/guard discharges in the 20-24 age group enroll at a higher rate than the regular service discharges in that same age group. This is not the case in the 25-65 age group where the regular service discharges have a higher rate of enrollment than the reserve/guard throughout the five discharge years. It could be that the 20-24 reserve/guard veterans joined the reserve/guard specifically to have their college education paid so that their percentage is a little higher than their regular services counterparts. It seems that the recent discharges among the older reserve/guard veterans are the most established in employment and so have the least to gain from additional education.

Further analysis of the education data supports the idea that the 25-65 regular services discharges are the most likely group to return from military service to a state other than Illinois. The proportion of discharges that enrolled in education that were enrolled in a state other than Illinois was higher in each discharge year for the 25-65 age group than for the 20-24 age group while holding type of service constant. In addition, the proportion of discharges that enrolled in education out of state was higher in each discharge year for the regular services group than it is for the reserve/guard group while holding age group constant. As a comparison, the 25-65 regular services discharges that enrolled in education were enrolled outside of Illinois at rates between 33.3% and 34.3% for the discharge years of 2002-2005, while the 20-24 reserve/guard discharges that enrolled in education were enrolled outside of Illinois at rates between 7.1% and 10.7% for the same time period. Furthermore, those discharges who have enrolled in education in states other than Illinois are much more likely to be attending 4-year colleges than those who enroll in state. The veterans who go to school in Illinois are more likely to attend 2-year institutions in all cases.

A review of the percentage of discharged veterans enrolled from year to year by group implies that the majority of veterans who are going to enroll in education will do so by the year following their discharge, with a smaller increase the second year after discharge, continuing to decline in the next couple of years until there is virtually no more increase in enrollment for the cohort. It should be recognized that veterans who are enrolled in education full-time are more likely to not be included as part of the labor force.

### Labor Exchange Status

ETA 9002 type reports have been created to document the usage of the Labor Exchange system in Illinois (Illinois Skills Match and associated job services). Reports have been run using the list of SSNs for those veterans in the 20-24 age group and the 18-44 age group as well as for all customers that are part of those two age groups. The agency data utilized for all four reports comes from the most current 4-quarter period available, April 1, 2005 through March 31, 2006 (see Tables 7A and 7B). The system that produces these reports (DART) uses the age of the customer as of the date of the first service in the last 27 months, which is in many cases the age at the time of registration. Although there is some impact on the resulting data, it is believed that any impact is small and does not invalidate the analysis.

**Table 7A. Labor Exchange Data for Illinois, Veterans and All Customers in the 18 - 44 Age Group**

	Veterans (18-44)				All Customers (18-44)			
	Total	% of Total	Employment Status at Participation		Total	% of Total	Employment Status at Participation	
			Employed	Percent Employed			Employed	Percent Employed
Total Participants (8,179 w/ Gender)	9,608		1,724	17.9%	290,670		49,226	16.9%
Male	6,826	83.5%	1,382	20.2%	149,484	52.2%	23,948	16.0%
Female	1,353	16.5%	292	21.6%	136,875	47.8%	24,714	18.1%
Received Workforce Info Svcs	2,678	27.9%	499	18.6%	40,785	14.0%	4,822	11.8%
Received Staff Assisted Svcs	7,156	74.5%	1,313	18.3%	168,647	58.0%	28,674	17.0%
Career Guidance	1,506	15.7%	209	13.9%	22,808	7.8%	2,257	9.9%
Job Search Activities	2,461	25.6%	365	14.8%	44,670	15.4%	4,479	10.0%
Referred to Employment	3,798	39.5%	799	21.0%	107,177	36.9%	21,661	20.2%
Referred to WIA Services	140	1.5%	19	13.6%	2,312	0.8%	204	8.8%
Total Exiters	7,822	81.4%	1,344	17.2%	260,547	89.6%	40,893	15.7%
	Total Exiters				Total Exiters			
Entered Employment Numerator	3,919				146,002			
Entered Employment Denominator	6,424				217,977			
Entered Employment Rate	61%				67%			
Emp Retention at 6 mo Numerator	3,638				155,118			
Emp Retention at 6 mo Denominator	4,579				188,420			
Emp Retention Rate at 6 months	79%				82%			

Source: Illinois Department of Employment Security, Data selected from ETA 9002A and ETA 9002C reports  
 U. S. Department of Labor - Labor Exchange Programs  
 ETA 9002 Reports for the time period of 4/1/2005 through 3/31/2006

There are 46,168 veterans (91.8% of discharges since 2001) listed in the IDVA data that are part of the 18-44 age group as of April 15<sup>th</sup>, 2006. Records show that 12,123 of these individuals had utilized the Illinois labor exchange services at some time before March 31<sup>st</sup>, 2006. That is 26.3% of the veterans in the 18-44 age group. The DART report created using the list of Illinois veterans in the 18-44 age group shows that there are 9,608 total participants for the reporting period. 83.5% of the records that are coded for gender are male and 16.5% are female. 27.9% of the total participants received Workforce Information Services, 74.5% of the participants received Staff Assisted Services, and 81.4% of the participants exited the system. All of these statistics compare favorably to the data for all customers in the 18-44 age group.

**Table 7B. Labor Exchange Data for Illinois, Veterans and All Customers in the 20 - 24 Age Group**

	Veterans (20-24)				All Customers (20-24)			
	Total	% of Total	Employment Status at Participation		Total	% of Total	Employment Status at Participation	
			Employed	Percent Employed			Employed	Percent Employed
Total Participants (3,020 w/ Gender)	3,561		459	12.9%	62,722		10,898	17.4%
Male	2,439	80.8%	335	13.7%	30,845	49.8%	4,818	15.6%
Female	581	19.2%	113	19.4%	31,050	50.2%	5,964	19.2%
Received Workforce Info Svcs	875	24.6%	113	12.9%	7,742	12.3%	825	10.7%
Received Staff Assisted Svcs	2,524	70.9%	325	12.9%	33,541	53.5%	5,652	16.9%
Career Guidance	610	17.1%	63	10.3%	4,501	7.2%	455	10.1%
Job Search Activities	927	26.0%	102	11.0%	9,563	15.2%	896	9.4%
Referred to Employment	1,286	36.1%	183	14.2%	20,670	33.0%	4,200	20.3%
Referred to WIA Services	43	1.2%	7	16.3%	439	0.7%	42	9.6%
Total Exiters (81.4%)	2,895	81.3%	362	12.5%	57,350	91.4%	9,463	16.5%
	Total				Total			
	Exiters				Exiters			
Entered Employment Numerator	1,371				31,570			
Entered Employment Denominator	2,251				46,734			
Entered Employment Rate	61%				68%			
Emp Retention at 6 mo Numerator	1,021				32,846			
Emp Retention at 6 mo Denominator	1,367				40,797			
Emp Retention Rate at 6 months	75%				81%			

Source: Illinois Department of Employment Security, Data selected from ETA 9002A and ETA 9002C reports  
 U. S. Department of Labor - Labor Exchange Programs  
 ETA 9002 Reports for the time period of 4/1/2005 through 3/31/2006

The Entered Employment Rate (EER) for the group of Illinois veterans in the 18-44 age group was 61% and the Employment Retention Rate (ERR) was 79%. Both of these numbers are less than the percentages for all customers in the 18-44 age group (EER = 67%; ERR = 82%).

There are 15,810 records in the IDVA data that fall within the 20-24 age group as of April 15<sup>th</sup>, 2006. Labor exchange records show that 4,220 (26.7%) had utilized the services prior to the end of the reporting period. The DART report created using the list of Illinois veterans in the 20-24 age group shows that there

are 3,561 total participants for the reporting period. 80.8% of the records that are coded for gender are male and 19.2% are female. 24.6% of the total participants received Workforce Information Services, 70.9% of the participants received Staff Assisted Services, and 81.3% of the participants exited the system. All of these numbers also compare favorably to the data for all customers in the 20-24 age group. The Entered Employment Rate (EER) for the group of Illinois veterans in the 20-24 age group was 61% and the Employment Retention Rate (ERR) was 75%. Both of these numbers are less than the percentages for all customers in the 20-24 age group. For all customers, the EER is 68% and the ERR is 81%. (Note: These data were not separated by reserve/guard and regular service discharges.)

### Conclusions

A review of the labor market experience of Illinois military veterans was undertaken in response to a request to determine why veterans in the 20-24 age range have a higher unemployment rate than do non-veterans in the same age group. The main interest in this subject is because the 20-24 age group is the only age group where the unemployment rate for veterans is significantly higher than it is for non-veterans. The available data supports the hypothesis that the potential for unemployment of a veteran would be at its highest within months after discharge. The primary reason for this is that after a veteran finds stable employment after discharge, the probability is high that they will remain employed as long as they continue to be part of the labor force.

The largest proportion of military discharges is in the 20-24 age group. 45.9% of the Illinois veterans between 20 and 64 that were discharged in 2001-2005 were between 20 and 24 as of the last day of the discharge year. However, only 2.1% of the national veteran labor force (20-64) falls in the 20-24 age range. By comparison 31.7% of those discharged in 2001-2005 fall into the 25-34 age group. 12.0% of the national veteran labor force is in the 25-34 age group. The concentration ratio, defined as the proportion of discharges in an age group to total discharges divided by the proportion of veterans' labor force size for an age group to total veterans' labor force size, gets smaller as the age group gets older. The concentration ratio for the 20-24 age group is 8 times as great as the 25-34 age group and 39 times as great for the 25-64 group as a whole.

Veterans exiting from the reserve/guard have a lower proportion filing new claims than those veterans who are exiting from the regular services, holding age group constant. Similarly those veterans in the 25-65 range show a lower proportion filing new claims than those veterans in the 20-24 age group, holding type of service constant. Thus, the reserve/guard discharges in the 25-65 group demonstrate the easiest transition to civilian employment after military discharge. There are two groups in the middle with the 20-24 group of reserve/guard discharges having a slight advantage over the 25-65 regular services veterans of finding employment faster. However, the older regular services discharges do find jobs in industries with better pay and benefits than the younger reserve/guard veterans. The regular service veterans of the 20-24 age group have the hardest transition to civilian employment after discharge. They seem to find employment that pays as well as the younger reserve/guard veterans, but it takes them longer to move successfully from military life to civilian life. The majority of the 20-24 discharges have been from the regular services in the last few years. A slight majority of the 25-65 discharges have come from the reserve/guard.

Available statewide and national employment data has also provided insight into the employment/education experience of recently discharged military veterans. Much of this work could be replicated by other states so that they could verify what Illinois has experienced. However, if the hypothesis set forth in this report is true, then similar studies produced by other states may not provide additional information. It is recommended that the CPS utilize current data, or gather additional data, to provide estimates on the unemployment rate of recently discharged veterans and for the 20-24 age group as well as for other age groups. It would be helpful to find out what the unemployment rates are for veterans discharged in the last three months, six months, 12 months, and two years, preferably by age group, to better understand this problem. These estimates could help verify the theory that the biggest reason for the higher unemployment rate of veterans in the 20-24 age group is because they have a higher concentration of recent discharges than do other older age groups. Furthermore, it may also help to collect this information by type of military

service (reserve/guard and regular service), by the length of time served on active duty for the most recent occurrence, and include information on civilian employment history.

There are probably secondary factors associated with the 20-24 age group that lead to increases in the unemployment rate for veterans in that group. For many of the veterans discharged in this younger age group, especially in the regular services, this may have been their first full-time job, their first time away from home, the first time they have money to spend, and they are now eligible for unemployment compensation and education benefits. They may also be returning to live with family in the short-term, and are not as likely to have the responsibility of dependents that would provide them with the inspiration to start working in the first job that becomes available. They may decide they need some time to figure out what they want to do with the rest of their life, so they collect a few weeks or months of unemployment, decide what kind of education program to sign up for and determine which schools have those programs available.

However, unemployed young non-veterans are not as likely to have some of the economic advantages that the unemployed veterans in the 20-24 age group have. This group of young veterans has unemployment benefits and tuition for education available to them. Although they may have some initial problems catching up with the employment experiences of young working non-veterans, the young veterans should have the opportunity to surpass their counterparts. They need to apply the discipline and dedication learned from their military experience to their education and employment in order to fulfill their potential. In this sense, the benefits from their military careers are more long-term than short-term. Discharged veterans in the older age groups may face some of the same circumstances as the younger veterans, but are more likely to move faster in their adaptation to civilian life. They are more likely to have dependents that are relying on them to produce income for economic support of the family unit, and they are more likely to have developed a plan for their life that they are mature enough to execute.

## Credits

Special thanks for their cooperation and assistance on this report go to the Illinois Department of Veterans' Affairs (IDVA) and the Illinois Community College Board (ICCB). The IDVA supplied the Illinois Department of Employment Security (IDES) with the list of Illinois Veterans that have been discharged from the military in the years 2001 through early 2006. This list was supplied with the understanding that confidentiality of the individual veterans on the list would be maintained and that has been done. The ICCB provided summary educational information for the veterans and also followed the confidentiality rules for the list of veterans. A couple of federal government units also provided assistance. U.S. Bureau of Labor Statistics staff in Washington, DC supplied the unpublished annual average veteran's labor force and employment data for 2005. U.S. Department of Labor – Vets staff located in Chicago helped by participating in several question and answer sessions that supplied background to the analysis. Other Illinois state government agency staff who contributed to this study include various management, computer support, and technical staff of IDES. The contributions made by everyone are greatly appreciated.

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**Table 1**

Some coefficient  $\alpha$ , defined as the concentration ratio, exists that sets the relationship of the (proportion of the number of veteran discharges by age group to total number of discharges in Illinois) equal to the (proportion of the veteran labor force size by age group to the total veteran labor force size in the United States).

where:

- $D_{Tot}$  = Total Number of Veteran Discharges in Illinois (20-64 for 2001-2005)
- $D_{Age}$  = Number of Veteran Discharges in Illinois for Age Group (2001-2005)
- $LF_{V,Tot}$  = Total Veteran Labor Force in United States (20-64 for 2005)
- $LF_{V,Age}$  = Veteran Labor Force in United States for Age Group (2005)
- $\alpha$  = (concentration ratio) Coefficient equal to the ratio of the (proportion of discharges by age group to total discharges in Illinois) divided by the (proportion of veteran labor force by age group to the total veteran labor force in the U.S.)

$$D_{Age} / D_{Tot} = \alpha * (LF_{V,Age} / LF_{V,Tot}) \quad \text{becomes...} \quad \alpha = (D_{Age} / D_{Tot}) / (LF_{V,Age} / LF_{V,Tot})$$

where ...

$$D_{Tot} = 43,762$$

$$LF_{V,Tot} = 11,580,000$$

Age Group	$D_{Age}$	$LF_{Age}$	$\alpha$	$21.520/\alpha$
20-24	20,088	247,000	21.520	1.0
25-34	13,894	1,392,000	2.641	8.1
35-44	6,945	2,662,000	0.690	31.2
45-54	2,406	3,249,000	0.196	109.8
55-64	429	4,030,000	0.028	764.0
25-64	23,674	11,333,000	0.553	38.9

Table 2. Employment Status of Veterans and Non-Veterans by Age Group, National Data

2005 Annual Average

<b>Veterans</b>						
<b>Age Group</b>	<b>Civilian Noninstitutional Population</b>	<b>Labor Force Participation Rate</b>	<b>Total Labor Force</b>	<b>Number Employed</b>	<b>Number Unemployed</b>	<b>Unemployment Rate</b>
<b>20-24</b>	321,000	77.1%	247,000	209,000	38,000	15.6%
<b>25-34</b>	1,568,000	88.7%	1,392,000	1,318,000	74,000	5.3%
<b>35-44</b>	2,931,000	90.8%	2,662,000	2,565,000	98,000	3.7%
<b>45-54</b>	3,870,000	84.0%	3,249,000	3,120,000	129,000	4.0%
<b>55-64</b>	5,956,000	67.7%	4,030,000	3,902,000	128,000	3.2%
<b>25-64</b>						
<b>25-64</b>	14,325,000	79.1%	11,333,000	10,905,000	429,000	3.8%

<b>Non-Veterans</b>						
<b>Age Group</b>	<b>Civilian Noninstitutional Population</b>	<b>Labor Force Participation Rate</b>	<b>Total Labor Force</b>	<b>Number Employed</b>	<b>Number Unemployed</b>	<b>Unemployment Rate</b>
<b>20-24</b>	19,956,000	74.6%	14,880,000	13,583,000	1,296,000	8.7%
<b>25-34</b>	37,495,000	82.5%	30,949,000	29,362,000	1,587,000	5.1%
<b>35-44</b>	40,074,000	83.3%	33,367,000	32,065,000	1,302,000	3.9%
<b>45-54</b>	38,237,000	81.5%	31,154,000	30,087,000	1,067,000	3.4%
<b>55-64</b>	24,208,000	61.8%	14,949,000	14,447,000	502,000	3.4%
<b>25-64</b>						
<b>25-64</b>	140,014,000	78.9%	110,419,000	105,961,000	4,458,000	4.0%

Source: Current Population Survey

It should be noted that the horizontal axis of the 2003 charts cover approximately 3 ½ years, the 2004 charts cover approximately 2 ½ years, and the 2005 charts cover approximately 1 ½ years. This information should be taken into account when making comparisons between the charts.

**Chart 1A. UI Claims - Veterans Discharged in 2003 (Reserve/Guard)**

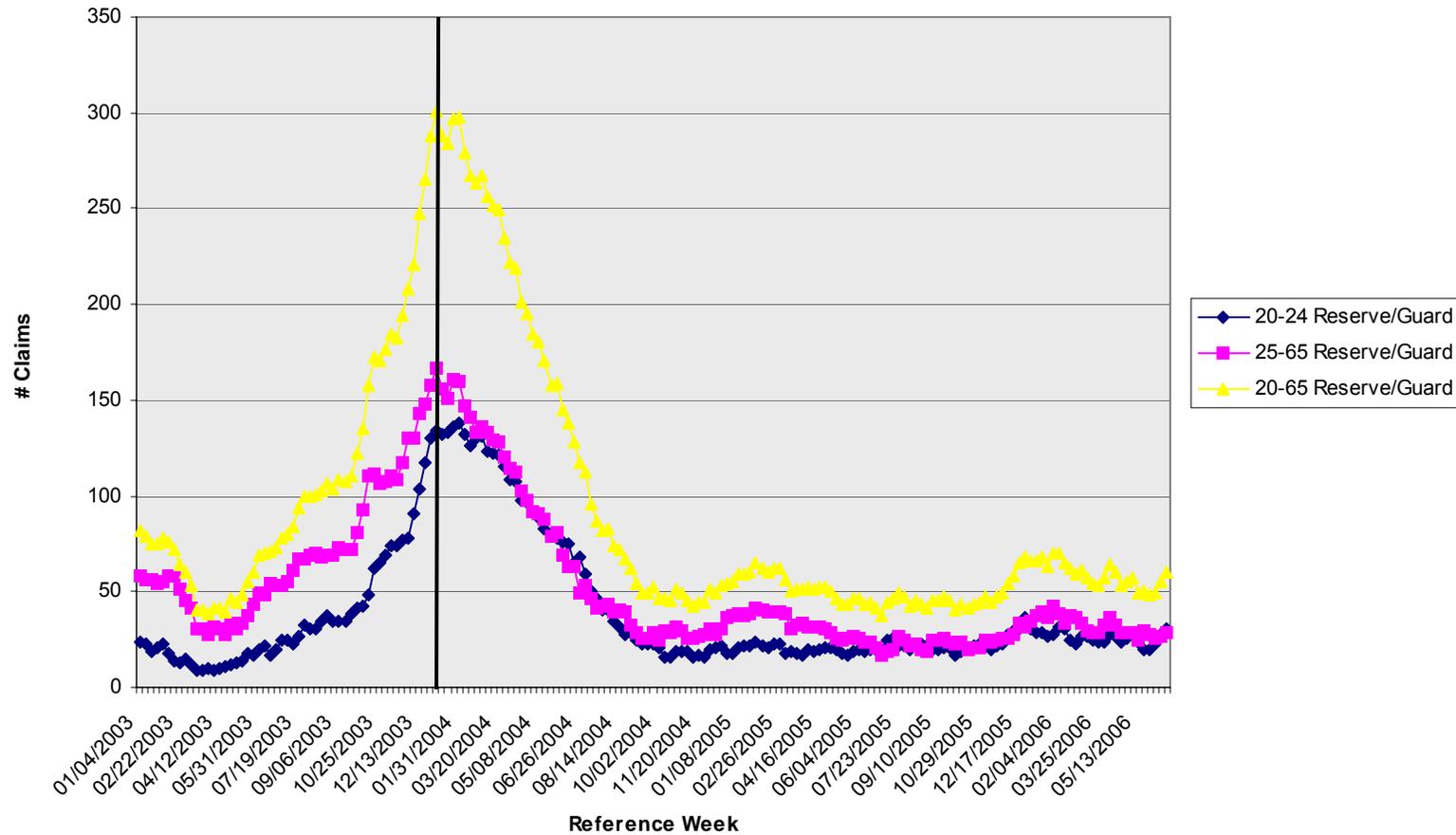


Chart 1B. UI Claims - Veterans Discharged in 2003 (Regular Services)

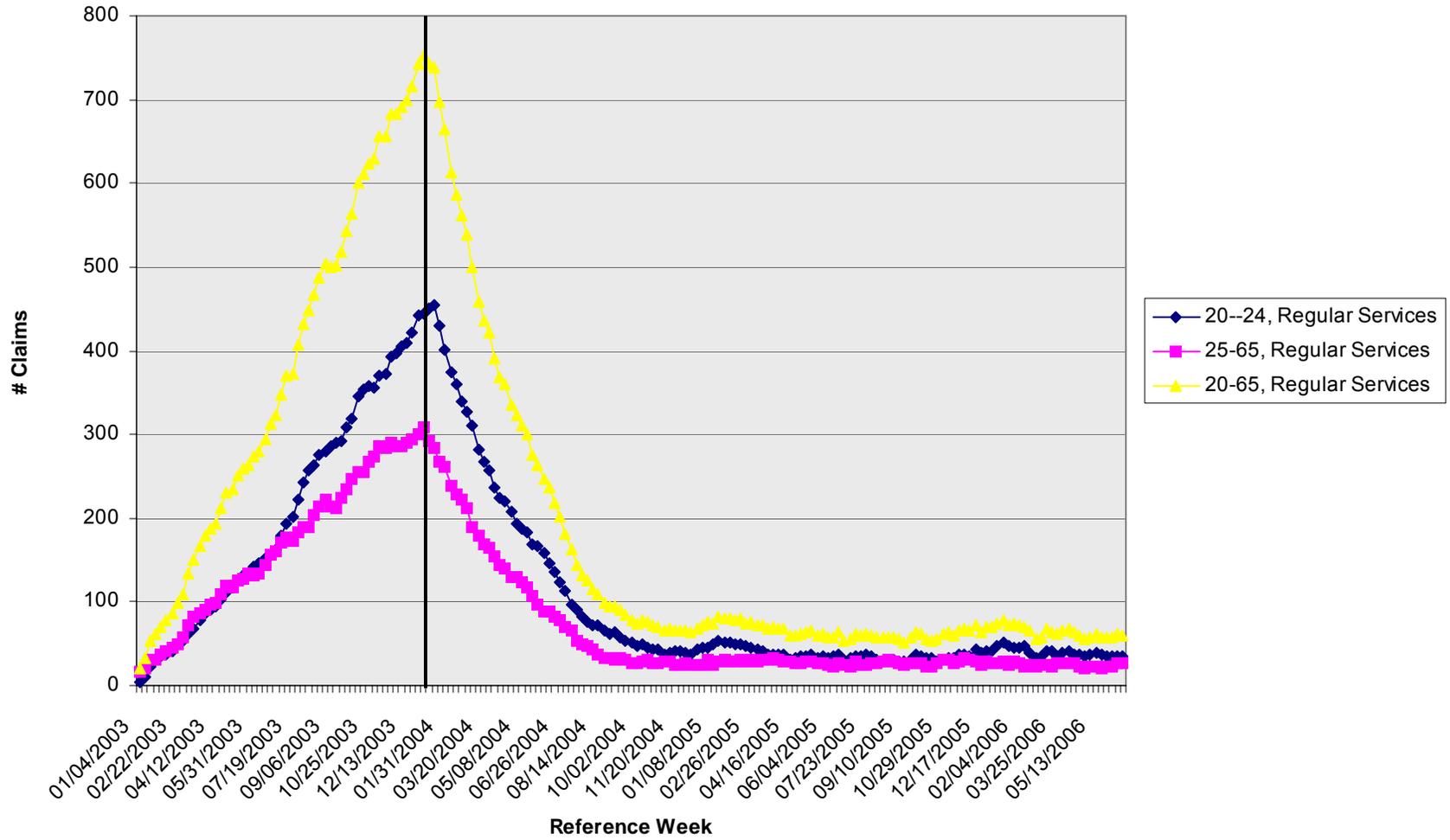


Chart 2A. UI Claims - Veterans Discharged in 2004 (Reserve/Guard)

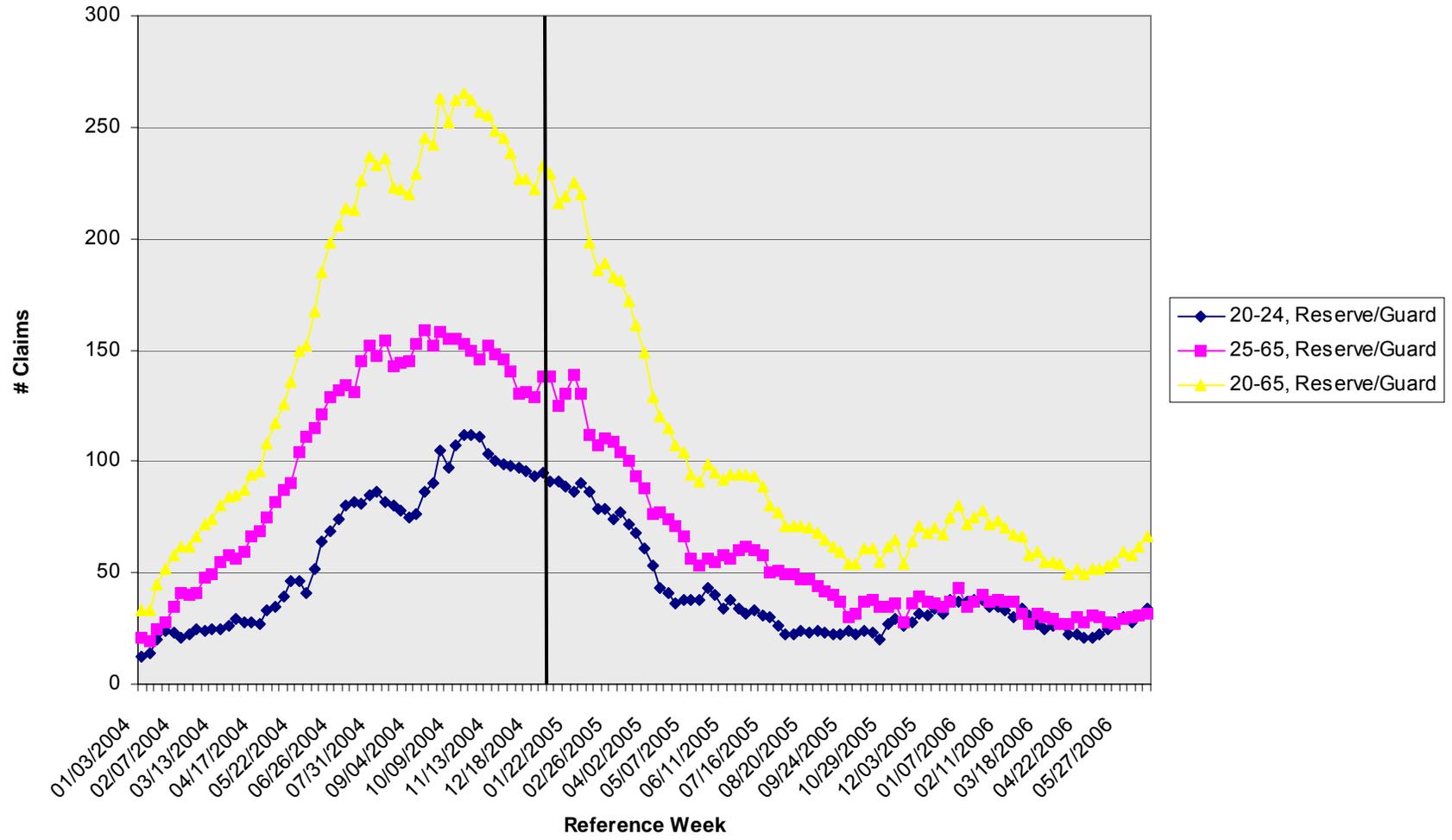


Chart 2B. UI Claims - Veterans Discharged in 2004 (Regular Services)

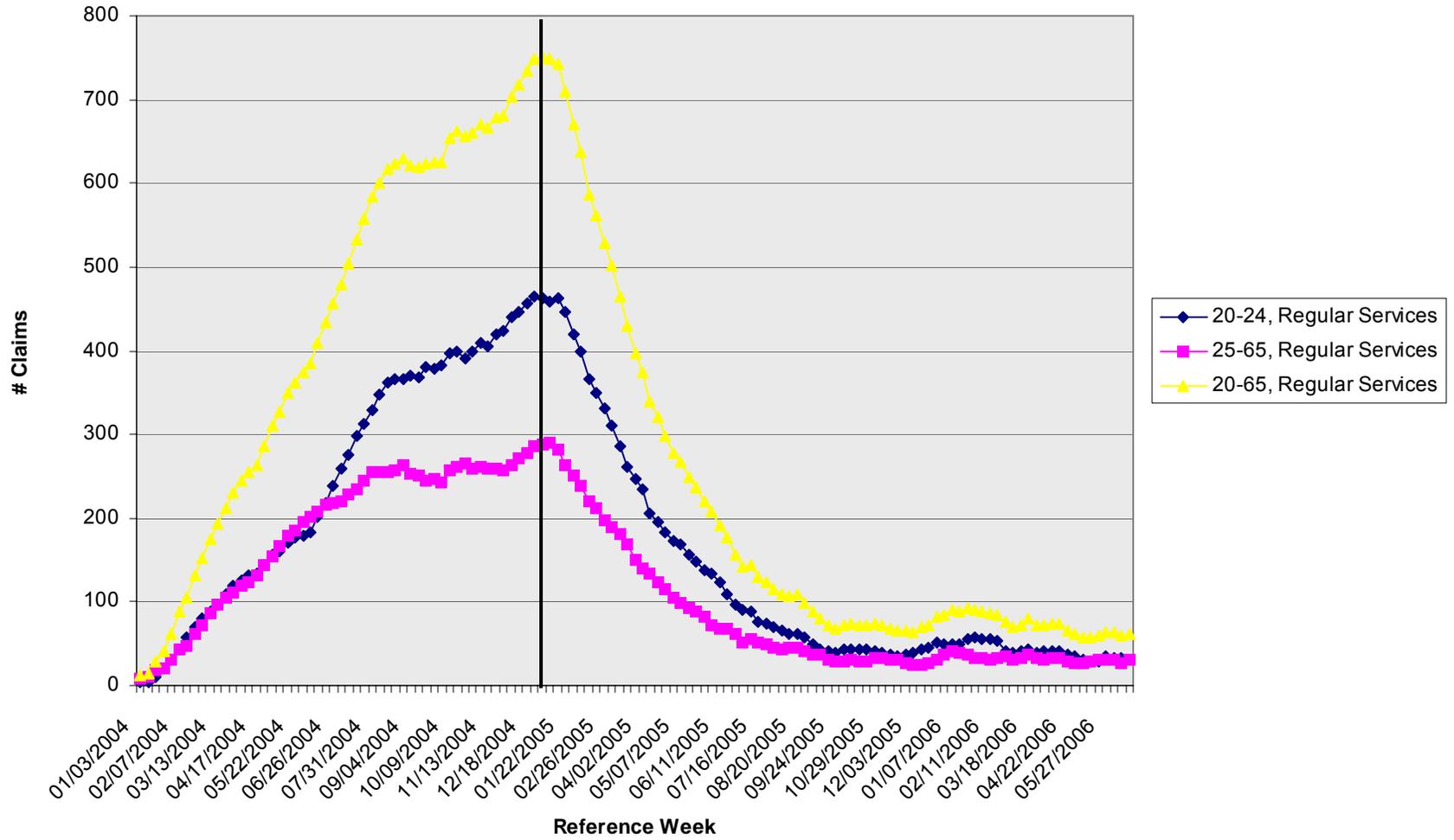
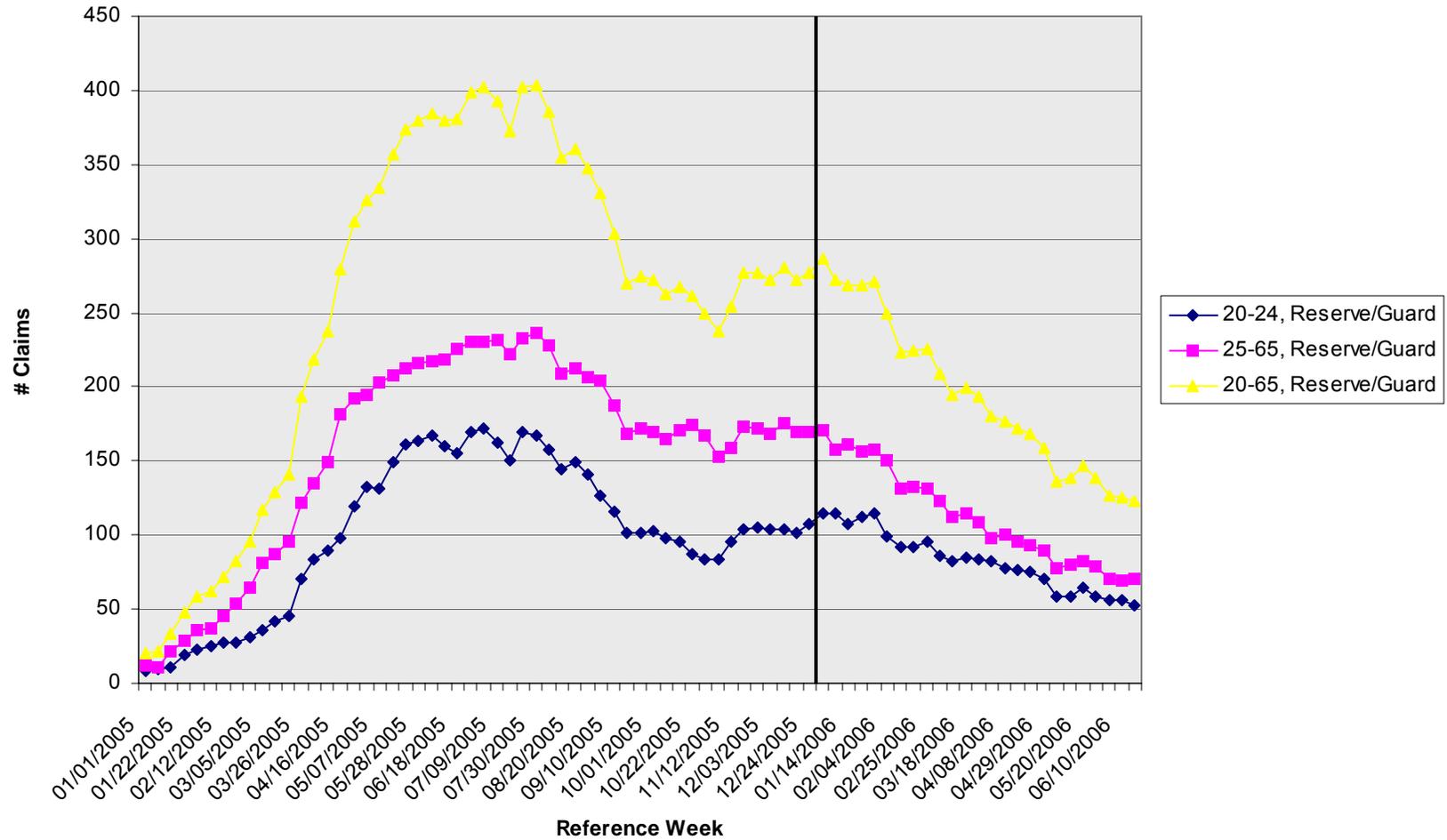
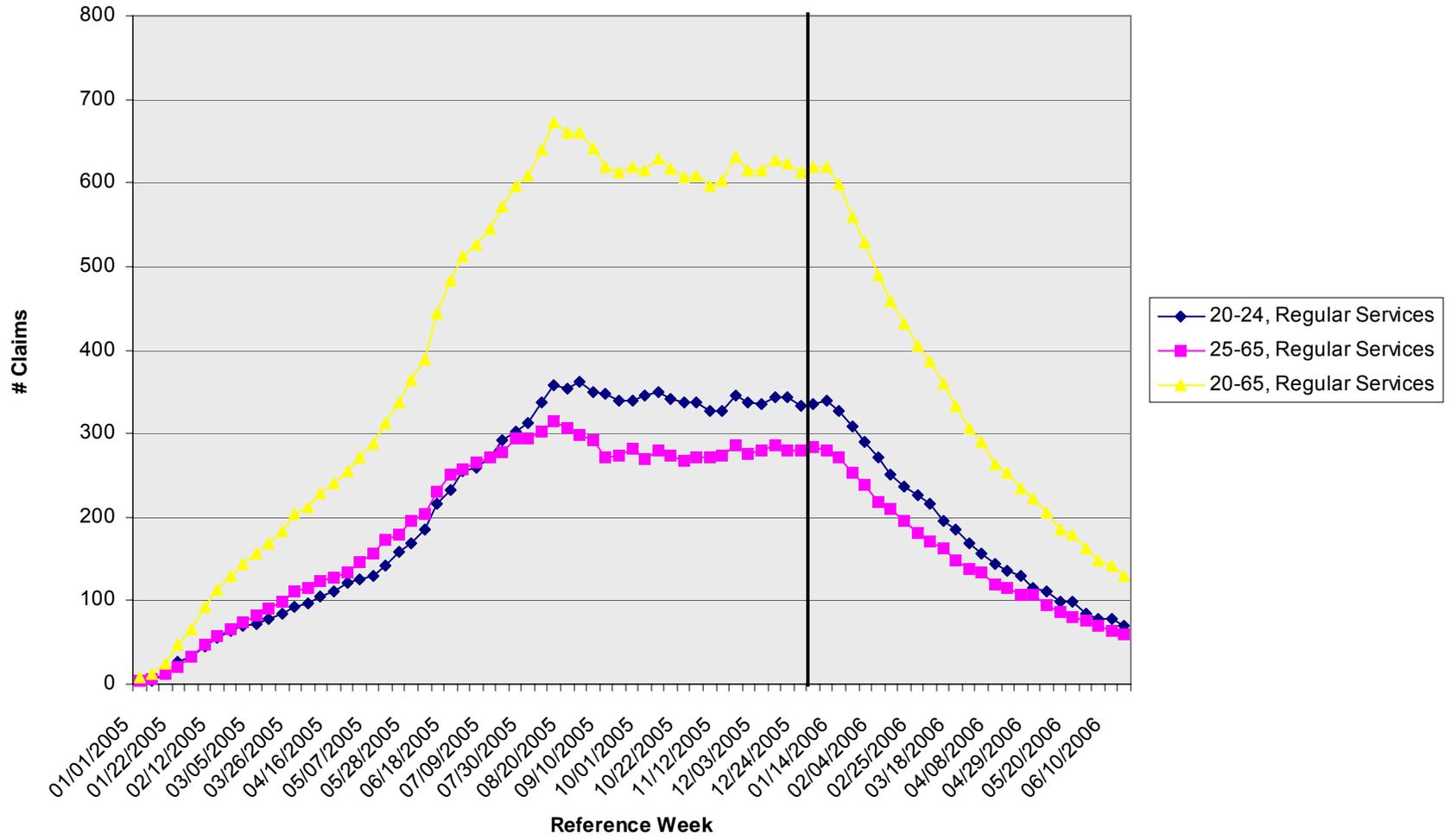


Chart 3A. UI Claims - Veterans Discharged in 2005 (Reserve/Guard)



**Chart 3B. UI Claims - Veterans Discharged in 2005 (Regular Services)**



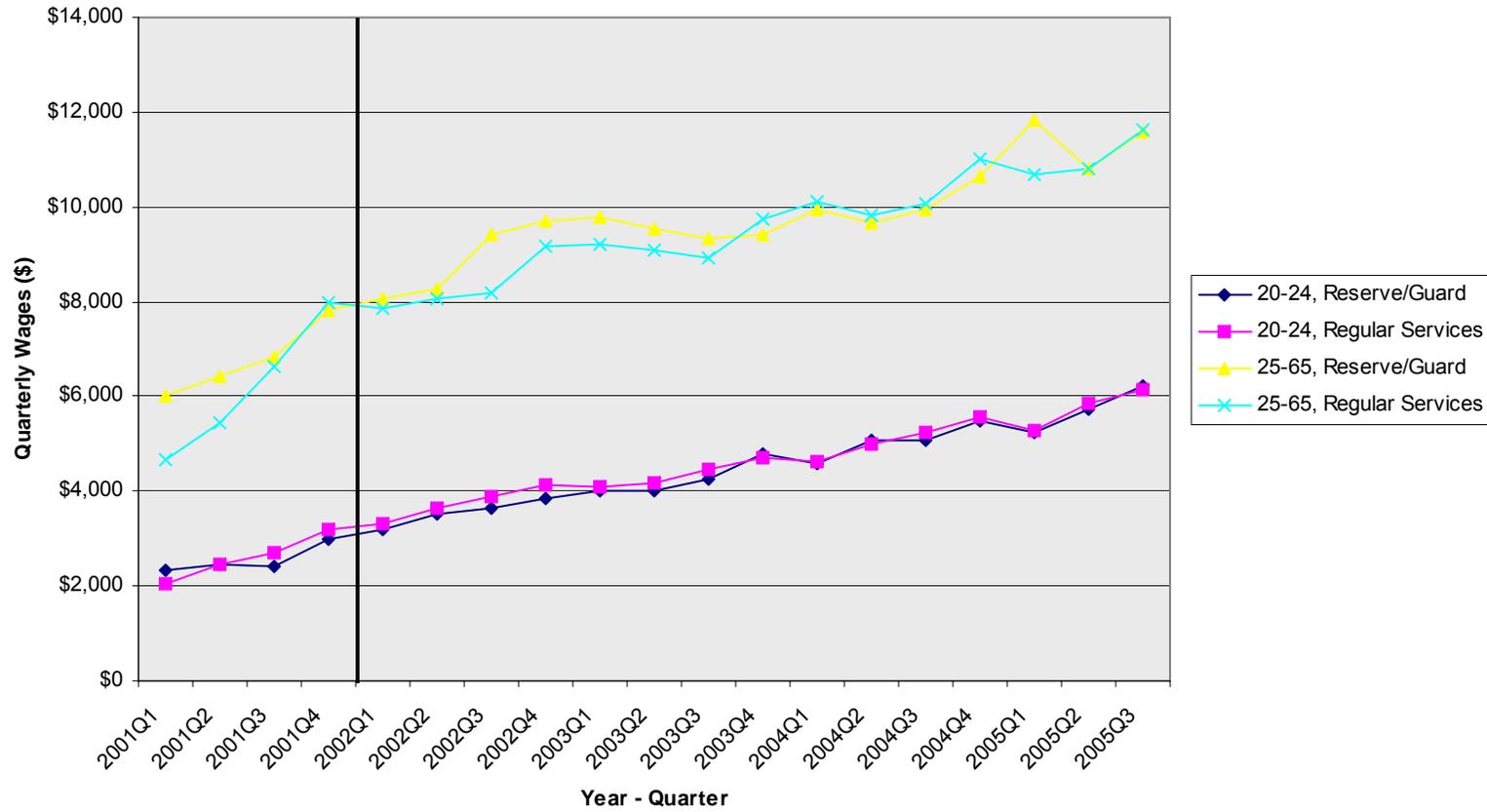
**Table 3. Estimate of Duration of Benefits Since Discharge for Illinois Veterans**

**Discharge Years 2003-2005 by Age Group and Type of Service**

			<b>[A]</b>	<b>[B]</b>	<b>[C]</b>	<b>[B]/[A]</b>	<b>[C]/[A]</b>
<b>Discharge Year</b>	<b>Military Service</b>	<b>Age Group</b>	<b># Vets Receiving 1st Payment</b>	<b># Payment Records with Benefit &gt; 0</b>	<b># Certification Records with EI = 0</b>	<b>Avg. Weeks Benefit &gt; 0</b>	<b>Avg. Weeks Certified EI = 0</b>
<b>2003</b>	<b>Reserve/Guard</b>	<b>20-24</b>	329	6,713	7,172	20.4	21.8
<b>2003</b>	<b>Reserve/Guard</b>	<b>25-65</b>	415	9,694	9,783	23.4	23.6
<b>2003</b>	<b>Regular Service</b>	<b>20-24</b>	940	20,577	21,972	21.9	23.4
<b>2003</b>	<b>Regular Service</b>	<b>25-65</b>	663	15,229	15,993	23.0	24.1
<b>2004</b>	<b>Reserve/Guard</b>	<b>20-24</b>	352	6,701	7,050	19.0	20.0
<b>2004</b>	<b>Reserve/Guard</b>	<b>25-65</b>	544	11,367	11,421	20.9	21.0
<b>2004</b>	<b>Regular Service</b>	<b>20-24</b>	1,065	21,201	22,502	19.9	21.1
<b>2004</b>	<b>Regular Service</b>	<b>25-65</b>	743	15,282	15,997	20.6	21.5
<b>2005</b>	<b>Reserve/Guard</b>	<b>20-24</b>	474	8,889	8,952	18.8	18.9
<b>2005</b>	<b>Reserve/Guard</b>	<b>25-65</b>	773	16,661	16,777	21.6	21.7
<b>2005</b>	<b>Regular Service</b>	<b>20-24</b>	860	15,800	16,786	18.4	19.5
<b>2005</b>	<b>Regular Service</b>	<b>25-65</b>	786	14,719	15,381	18.7	19.6

Source: Illinois Department of Employment Security

Chart 4A. Average Wages for Veterans Discharged in 2001



**Chart 4B. Average Wages for Veterans Discharged in 2002**

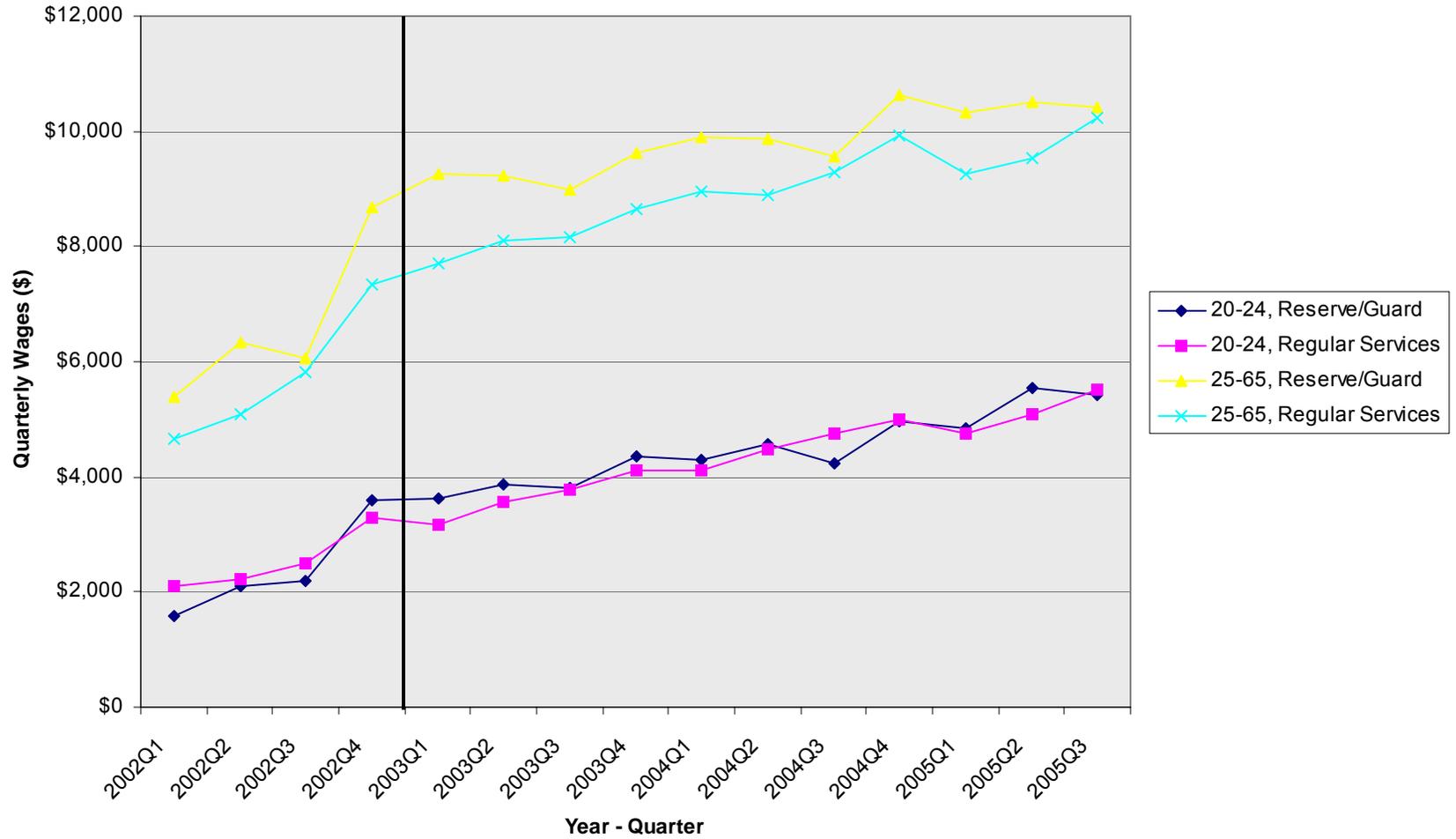


Chart 4C. Average Wages for Veterans Discharged in 2003

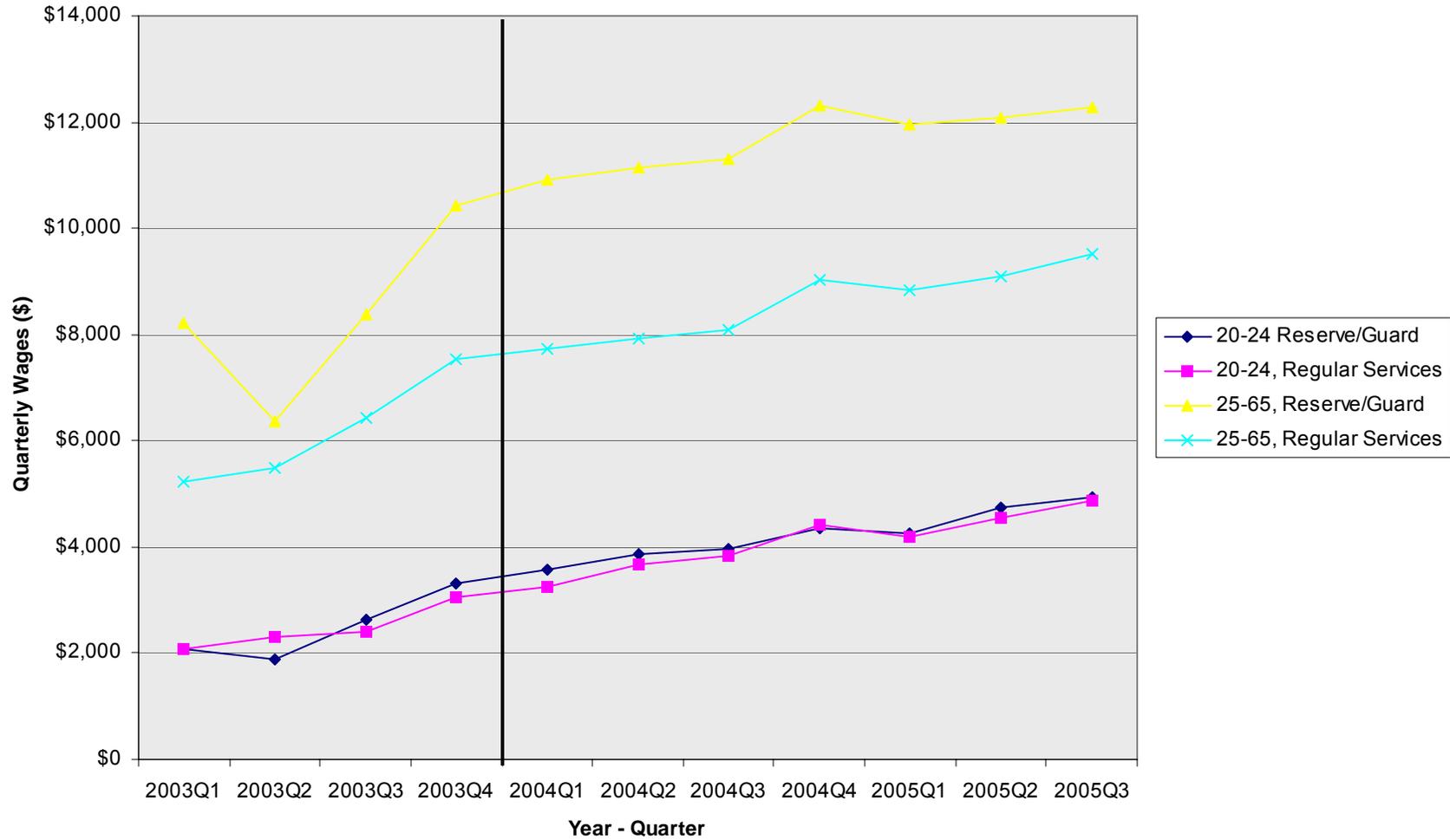
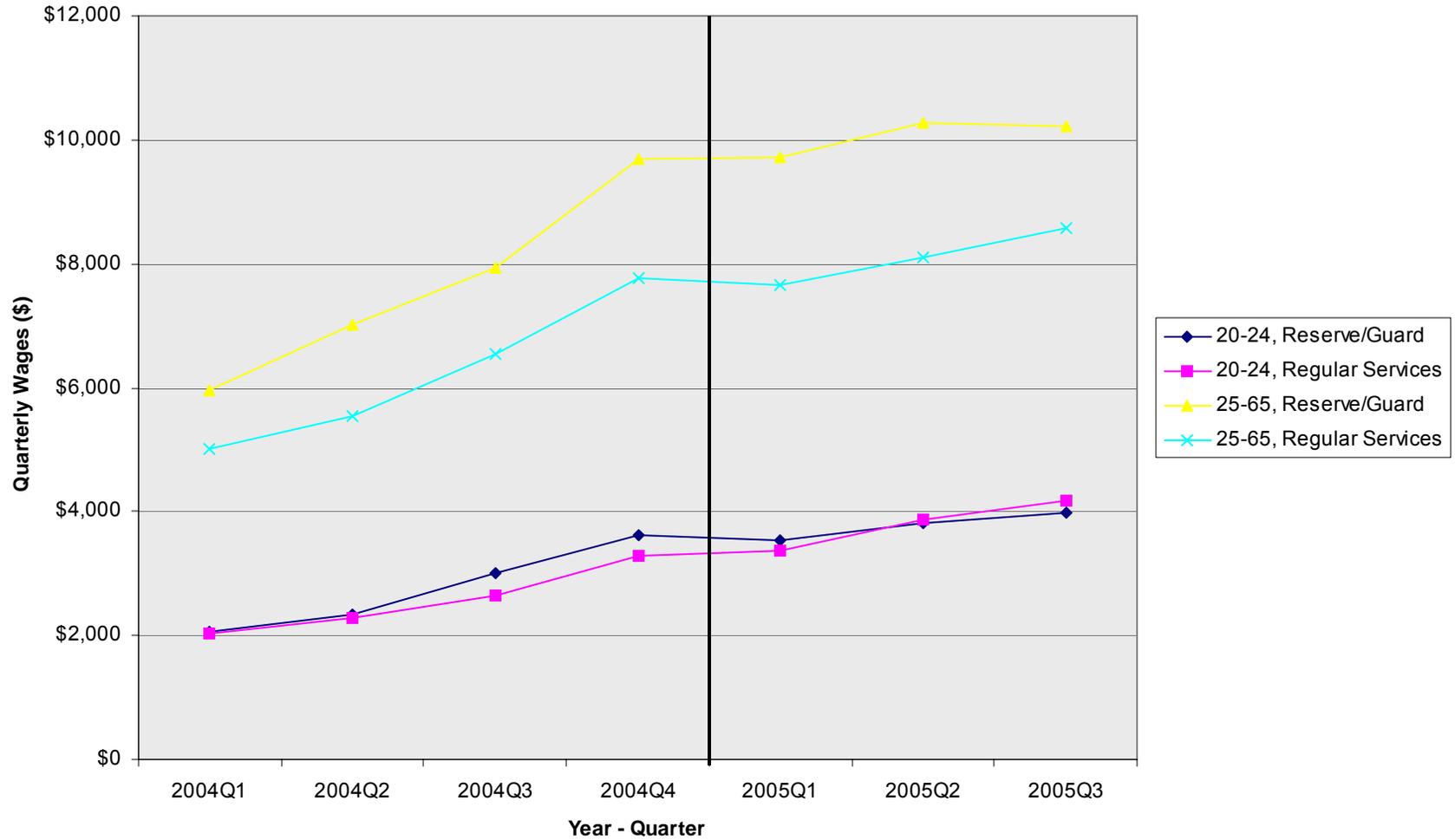
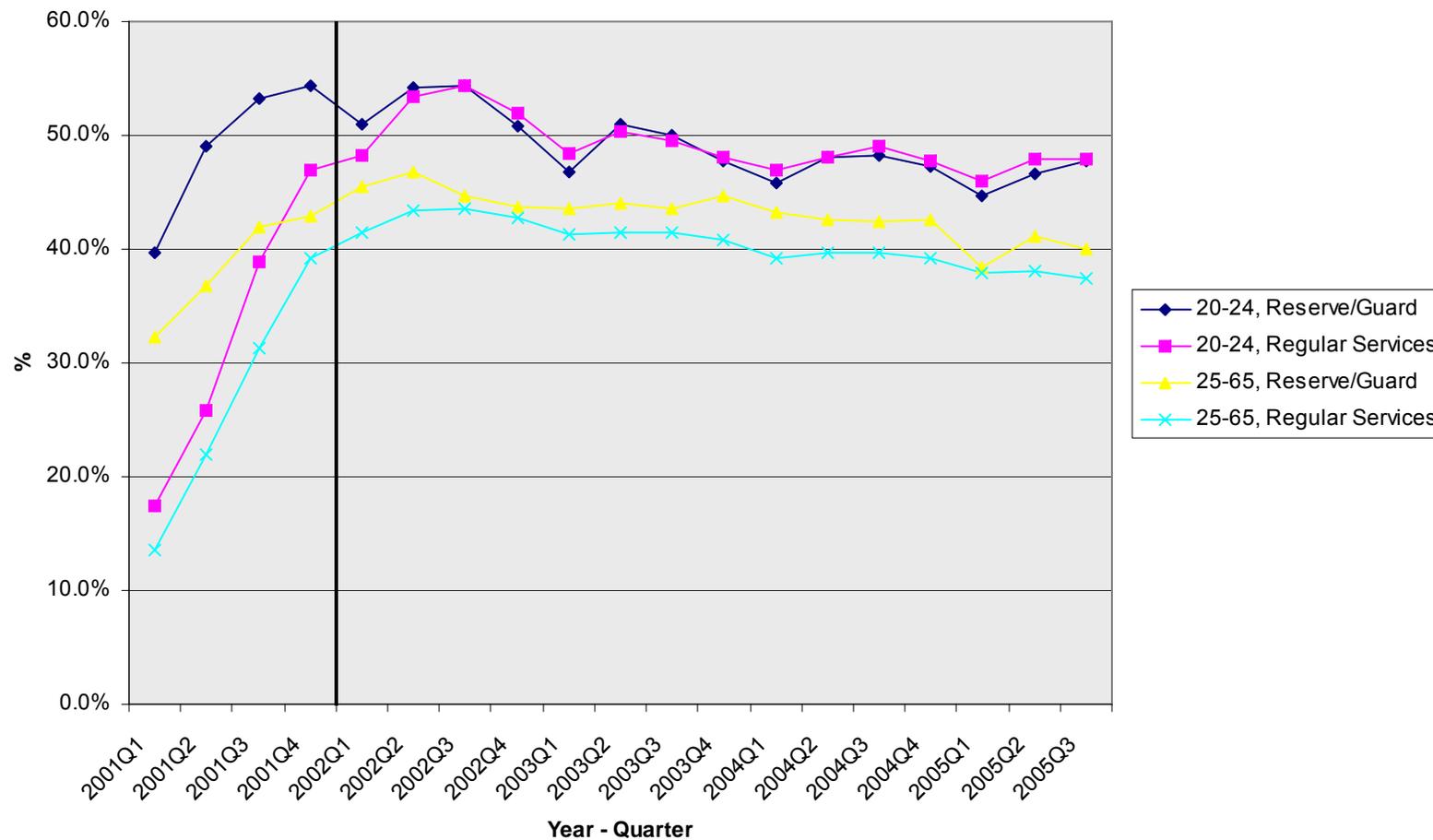


Chart 4D. Average Wages for Veterans Discharged in 2004

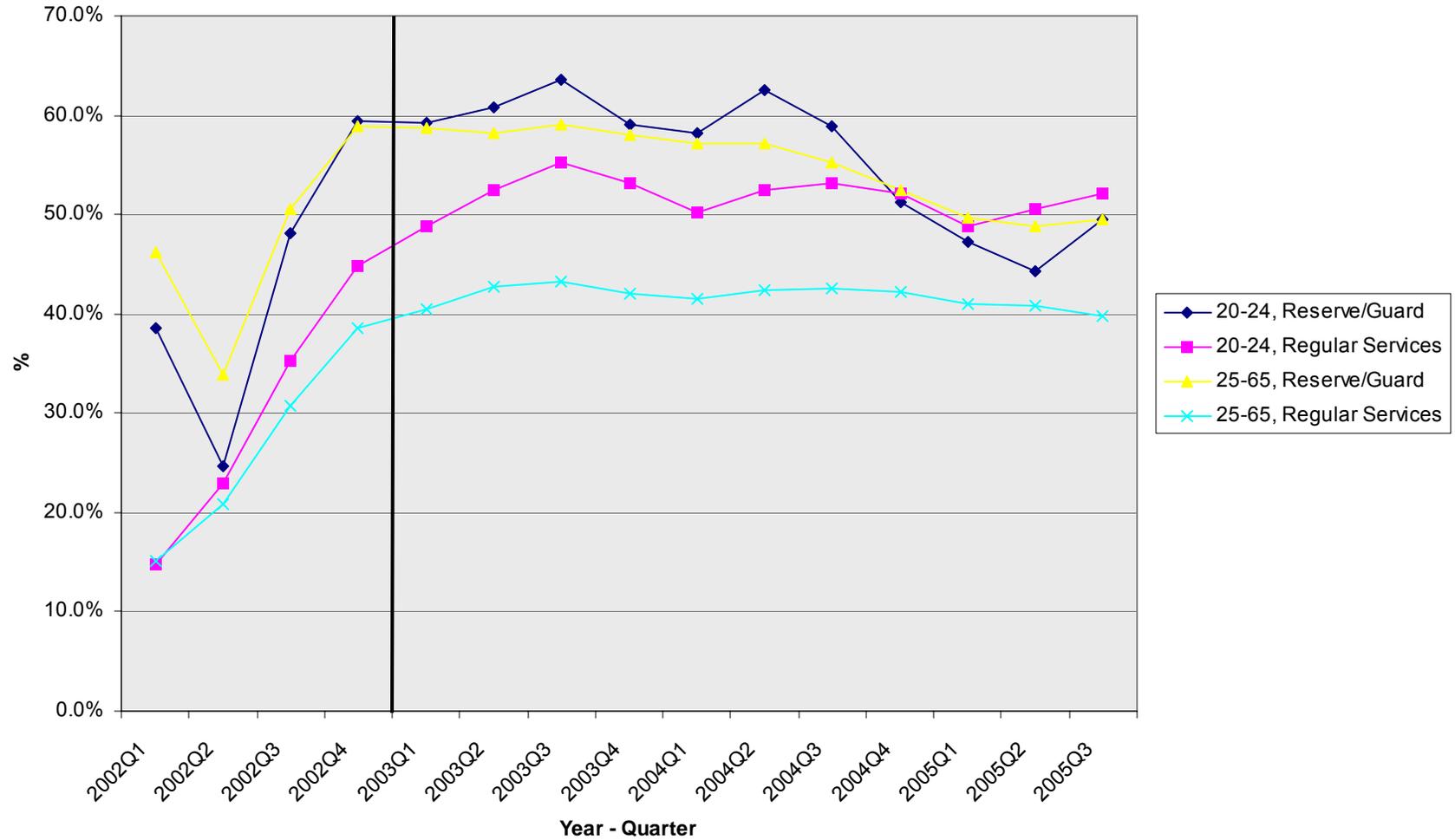


The denominator has been set equal to the number of veterans discharged in a particular year for a particular group (reserve/guard and regular service for both 20-24 and 25-65).

**Chart 5A. Proportion of Veterans Discharged in 2001 Earning Wages in Illinois**



**Chart 5B. Proportion of Veterans Discharged in 2002 Earning Wages in Illinois**



**Chart 5C. Proportion of Veterans Discharged in 2003 Earning Wages in Illinois**

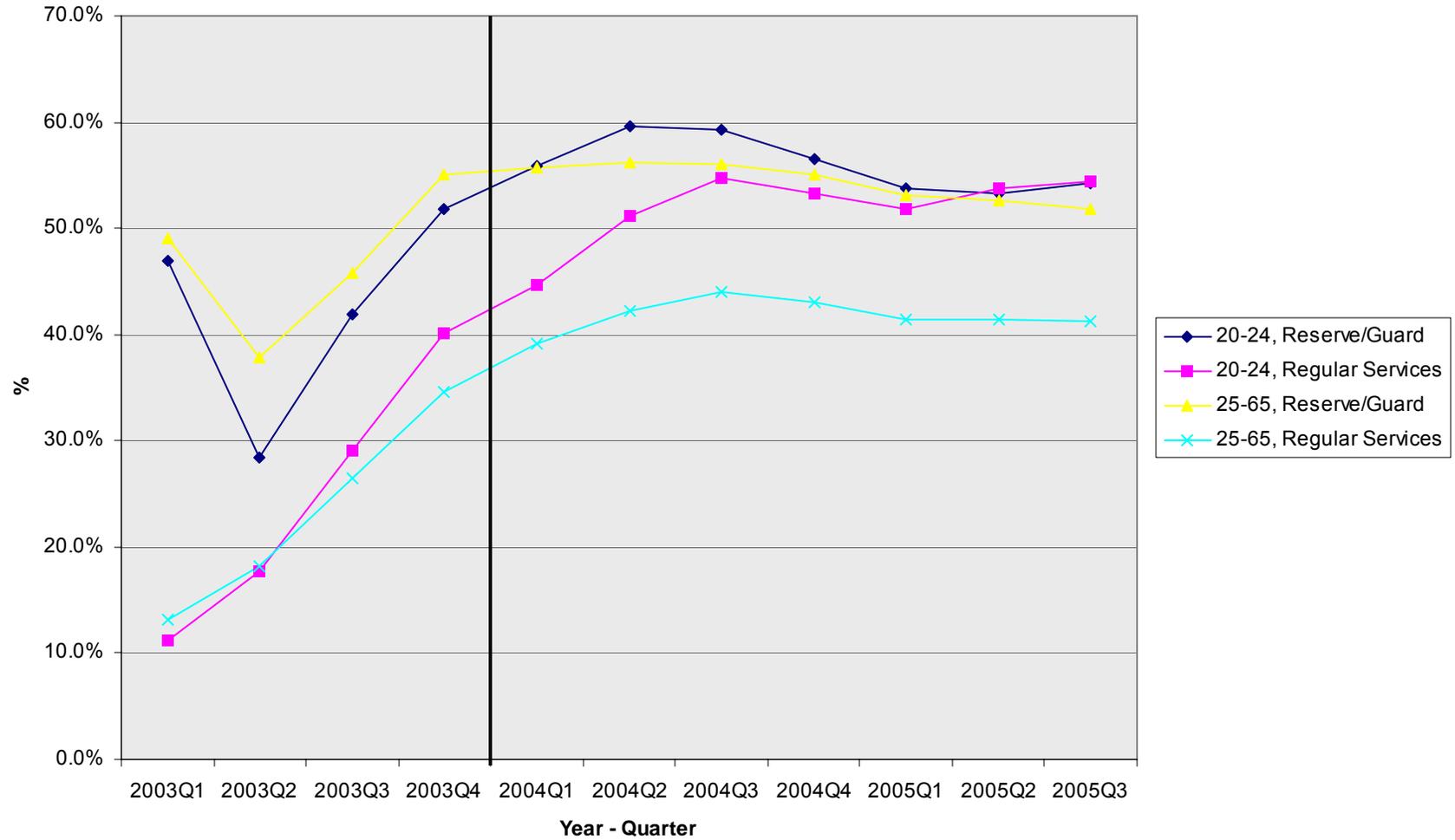
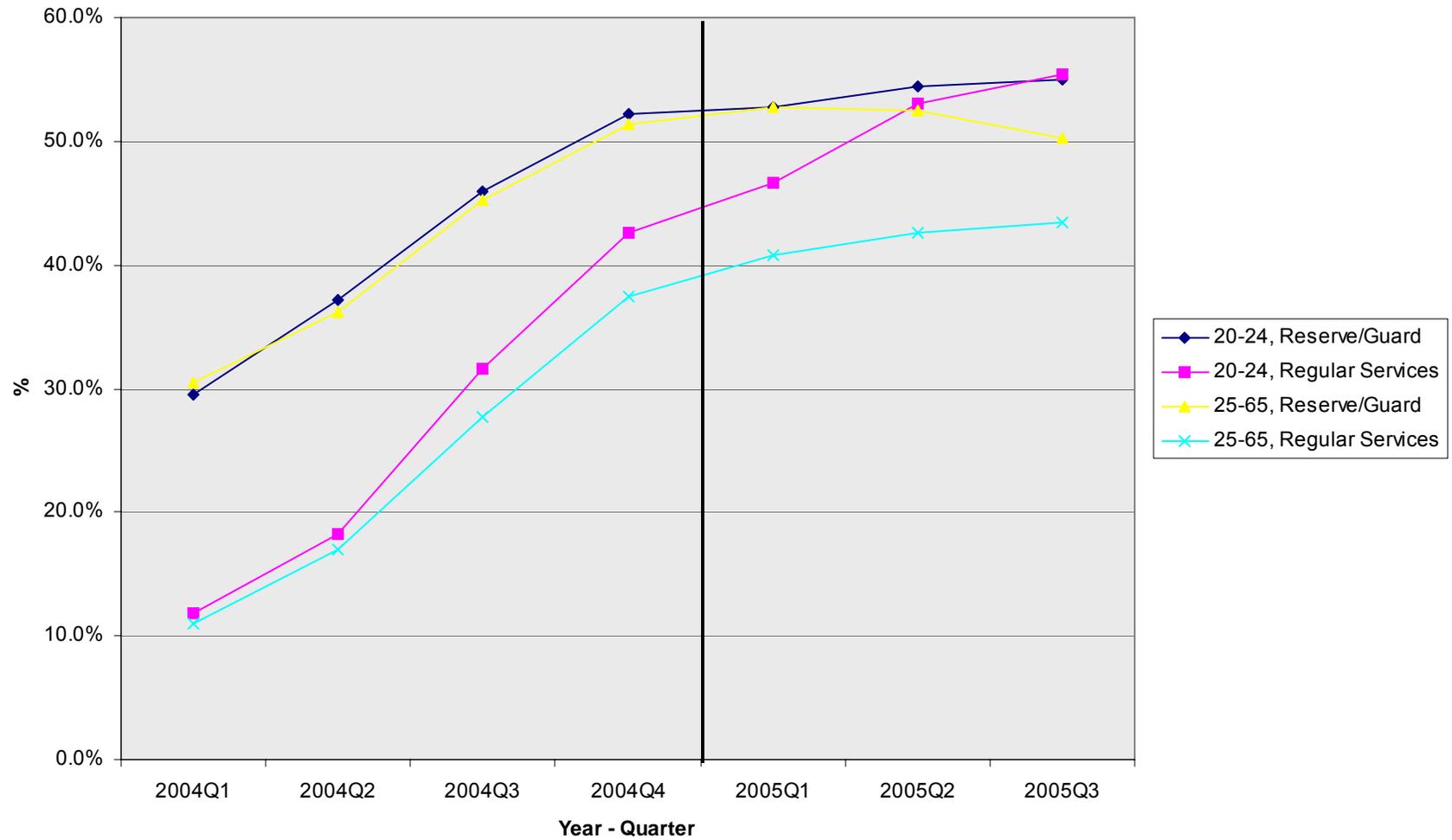


Chart 5D. Proportion of Veterans Discharged in 2004 Earning Wages in Illinois



[Tables 4A-6D: 4 = Discharge Year 2002, 5 = 2003, 6 =2004; A = 20-24 – Reserve/Guard, B = 20-24 – Regular service, C =25-65 – Reserve/Guard, D = 25-65 – Regular Service]. Some individuals work for more than one employer in a quarter and so they have multiple wage records in that quarter. These cases have been handled by replacing the multiple records with a single record for the individual by summing the wages for all employment in the quarter and setting the industry of the employer equal to the industry of the employer that paid the most wages.

**Table 4A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2002**

NAICS 2	2002 Q1			2002 Q2			2002 Q3			2002 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	0	0.0%	\$0	1	12.5%	\$100	4	0.9%	\$1,063	2	0.4%	\$4,425
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	2	25.0%	\$2,017	4	0.9%	\$2,092	2	0.4%	\$3,072
Mining	0	0.0%	\$0	0	0.0%	\$0	1	0.2%	\$7,667	1	0.2%	\$11,820
Utilities	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Construction	14	4.1%	\$1,798	8	100.0%	\$5,274	36	8.5%	\$3,523	39	7.4%	\$5,859
Manufacturing	23	6.8%	\$2,034	17	212.5%	\$2,434	30	7.1%	\$2,285	33	6.3%	\$4,678
Wholesale Trade	21	6.2%	\$1,847	14	175.0%	\$2,390	26	6.1%	\$2,304	32	6.1%	\$4,916
Retail Trade	95	27.9%	\$1,162	42	525.0%	\$1,715	100	23.5%	\$1,613	139	26.5%	\$2,571
Transportation & Warehousing	18	5.3%	\$2,002	12	150.0%	\$1,718	21	4.9%	\$1,850	31	5.9%	\$3,440
Information	11	3.2%	\$1,123	7	87.5%	\$566	9	2.1%	\$2,203	14	2.7%	\$4,614
Finance & Insurance	10	2.9%	\$2,964	10	125.0%	\$3,880	16	3.8%	\$4,069	20	3.8%	\$5,519
Real Estate & Rental & Leasing	6	1.8%	\$1,970	5	62.5%	\$2,727	5	1.2%	\$4,178	9	1.7%	\$4,663
Professional, Scientific & Technical Services	4	1.2%	\$649	3	37.5%	\$1,461	6	1.4%	\$1,645	3	0.6%	\$4,209
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	21	6.2%	\$1,133	13	162.5%	\$1,796	35	8.2%	\$1,733	53	10.1%	\$2,868
Educational Services	7	2.1%	\$2,253	8	100.0%	\$2,047	8	1.9%	\$1,482	9	1.7%	\$2,197
Health Care & Social Assistance	22	6.5%	\$1,285	10	125.0%	\$1,945	17	4.0%	\$1,818	24	4.6%	\$3,781
Arts, Entertainment & Recreation	11	3.2%	\$1,489	12	150.0%	\$1,046	13	3.1%	\$1,553	15	2.9%	\$2,286
Accommodations & Food Services	39	11.5%	\$746	30	375.0%	\$1,405	57	13.4%	\$1,391	59	11.3%	\$1,984
Other Services	10	2.9%	\$678	8	100.0%	\$1,320	10	2.4%	\$2,133	11	2.1%	\$3,286
Public Administration	28	8.2%	\$3,916	16	200.0%	\$3,541	27	6.4%	\$4,219	28	5.3%	\$6,421
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>340</b>	<b>100.0%</b>	<b>\$1,598</b>	<b>218</b>	<b>100.0%</b>	<b>\$2,090</b>	<b>425</b>	<b>100.0%</b>	<b>\$2,187</b>	<b>524</b>	<b>100.0%</b>	<b>\$3,608</b>

Source: Illinois Department of Employment Security

**Table 4A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2002**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.4%	\$6,401	1	0.2%	\$5,533	3	0.5%	\$1,910	2	0.4%	\$3,974
Agriculture, Forestry, Fishing & Hunting	2	0.4%	\$4,103	2	0.4%	\$4,987	3	0.5%	\$3,204	3	0.6%	\$3,031
Mining	2	0.4%	\$8,200	3	0.6%	\$3,715	3	0.5%	\$8,328	2	0.4%	\$10,145
Utilities	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Construction	36	6.9%	\$4,763	43	8.0%	\$5,604	47	8.4%	\$6,060	47	9.0%	\$5,641
Manufacturing	37	7.1%	\$4,593	41	7.6%	\$4,795	40	7.1%	\$4,473	39	7.5%	\$5,701
Wholesale Trade	28	5.4%	\$5,307	25	4.7%	\$5,066	23	4.1%	\$5,415	21	4.0%	\$6,308
Retail Trade	138	26.4%	\$2,655	132	24.6%	\$3,118	132	23.6%	\$2,948	114	21.9%	\$3,233
Transportation & Warehousing	30	5.7%	\$3,805	29	5.4%	\$3,801	26	4.6%	\$4,223	27	5.2%	\$4,553
Information	14	2.7%	\$4,671	10	1.9%	\$6,053	12	2.1%	\$5,131	12	2.3%	\$5,277
Finance & Insurance	21	4.0%	\$5,468	22	4.1%	\$5,487	20	3.6%	\$5,971	17	3.3%	\$6,709
Real Estate & Rental & Leasing	9	1.7%	\$3,708	6	1.1%	\$4,244	10	1.8%	\$3,150	4	0.8%	\$7,183
Professional, Scientific & Technical Services	5	1.0%	\$3,096	7	1.3%	\$3,209	8	1.4%	\$3,881	9	1.7%	\$4,099
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	49	9.4%	\$2,746	50	9.3%	\$3,425	64	11.4%	\$2,823	60	11.5%	\$3,593
Educational Services	9	1.7%	\$2,651	11	2.1%	\$2,466	13	2.3%	\$1,981	14	2.7%	\$3,243
Health Care & Social Assistance	23	4.4%	\$4,088	27	5.0%	\$3,876	23	4.1%	\$3,751	22	4.2%	\$3,696
Arts, Entertainment & Recreation	12	2.3%	\$3,546	18	3.4%	\$2,699	18	3.2%	\$2,799	14	2.7%	\$3,588
Accommodations & Food Services	59	11.3%	\$1,884	61	11.4%	\$1,783	56	10.0%	\$1,995	54	10.4%	\$2,085
Other Services	15	2.9%	\$2,282	12	2.2%	\$3,067	16	2.9%	\$2,155	10	1.9%	\$2,857
Public Administration	32	6.1%	\$6,954	36	6.7%	\$6,457	43	7.7%	\$6,497	50	9.6%	\$6,987
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>523</b>	<b>100.0%</b>	<b>\$3,633</b>	<b>536</b>	<b>100.0%</b>	<b>\$3,865</b>	<b>560</b>	<b>100.0%</b>	<b>\$3,821</b>	<b>521</b>	<b>100.0%</b>	<b>\$4,366</b>

Source: Illinois Department of Employment Security

**Table 4A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2002**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	4	0.8%	\$4,595	3	0.5%	\$3,205	3	0.6%	\$2,639	2	0.4%	\$2,998
Agriculture, Forestry, Fishing & Hunting	1	0.2%	\$3,707	4	0.7%	\$3,865	5	1.0%	\$2,635	2	0.4%	\$4,948
Mining	2	0.4%	\$9,610	2	0.4%	\$11,756	2	0.4%	\$15,428	2	0.4%	\$12,634
Utilities	0	0.0%	\$0	1	0.2%	\$1,794	1	0.2%	\$710	0	0.0%	\$0
Construction	37	7.2%	\$5,692	45	8.2%	\$6,063	42	8.1%	\$6,407	34	7.5%	\$7,305
Manufacturing	53	10.3%	\$5,475	53	9.6%	\$6,588	58	11.2%	\$5,209	55	12.2%	\$6,185
Wholesale Trade	21	4.1%	\$5,893	30	5.4%	\$5,047	30	5.8%	\$4,024	19	4.2%	\$5,974
Retail Trade	105	20.5%	\$2,933	113	20.5%	\$3,018	90	17.3%	\$2,532	70	15.5%	\$3,582
Transportation & Warehousing	21	4.1%	\$5,694	22	4.0%	\$5,232	19	3.7%	\$4,578	16	3.5%	\$6,067
Information	12	2.3%	\$4,925	10	1.8%	\$6,762	8	1.5%	\$5,076	7	1.5%	\$4,216
Finance & Insurance	16	3.1%	\$5,316	16	2.9%	\$6,647	14	2.7%	\$6,335	12	2.7%	\$8,441
Real Estate & Rental & Leasing	4	0.8%	\$6,123	5	0.9%	\$6,238	8	1.5%	\$4,145	6	1.3%	\$6,810
Professional, Scientific & Technical Services	10	1.9%	\$5,621	11	2.0%	\$4,046	14	2.7%	\$4,017	11	2.4%	\$5,940
Management of Companies & Enterprises	1	0.2%	\$676	1	0.2%	\$2,060	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	55	10.7%	\$3,281	62	11.2%	\$3,439	55	10.6%	\$3,703	49	10.8%	\$4,340
Educational Services	13	2.5%	\$2,543	10	1.8%	\$3,196	7	1.3%	\$3,074	14	3.1%	\$2,929
Health Care & Social Assistance	22	4.3%	\$4,155	24	4.3%	\$4,381	24	4.6%	\$3,378	23	5.1%	\$4,378
Arts, Entertainment & Recreation	12	2.3%	\$3,178	13	2.4%	\$3,348	12	2.3%	\$3,401	9	2.0%	\$3,518
Accommodations & Food Services	60	11.7%	\$1,978	54	9.8%	\$2,377	51	9.8%	\$2,077	52	11.5%	\$1,827
Other Services	12	2.3%	\$3,140	15	2.7%	\$2,510	17	3.3%	\$2,301	10	2.2%	\$2,846
Public Administration	52	10.1%	\$7,525	58	10.5%	\$7,316	60	11.5%	\$7,255	59	13.1%	\$6,984
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>513</b>	<b>100.0%</b>	<b>\$4,307</b>	<b>552</b>	<b>100.0%</b>	<b>\$4,558</b>	<b>520</b>	<b>100.0%</b>	<b>\$4,241</b>	<b>452</b>	<b>100.0%</b>	<b>\$4,977</b>

Source: Illinois Department of Employment Security

**Table 4A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2002**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	1	0.2%	\$4,778	1	0.3%	\$6,920	1	0.2%	\$5,093
Agriculture, Forestry, Fishing & Hunting	1	0.2%	\$955	1	0.3%	\$4,323	2	0.5%	\$867
Mining	2	0.5%	\$6,874	2	0.5%	\$11,576	2	0.5%	\$14,065
Utilities	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Construction	29	7.0%	\$6,277	34	8.7%	\$6,896	39	8.9%	\$7,963
Manufacturing	53	12.7%	\$6,087	49	12.6%	\$6,591	53	12.1%	\$6,154
Wholesale Trade	18	4.3%	\$4,331	17	4.4%	\$5,555	22	5.0%	\$5,227
Retail Trade	68	16.3%	\$2,890	52	13.3%	\$3,700	71	16.2%	\$3,013
Transportation & Warehousing	20	4.8%	\$5,202	19	4.9%	\$6,252	23	5.3%	\$6,026
Information	7	1.7%	\$6,000	6	1.5%	\$6,387	8	1.8%	\$6,217
Finance & Insurance	14	3.4%	\$8,222	15	3.8%	\$8,961	14	3.2%	\$9,301
Real Estate & Rental & Leasing	8	1.9%	\$6,276	13	3.3%	\$5,083	12	2.7%	\$6,874
Professional, Scientific & Technical Services	11	2.6%	\$5,775	13	3.3%	\$6,811	12	2.7%	\$6,719
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	44	10.6%	\$3,218	40	10.3%	\$4,130	44	10.1%	\$3,797
Educational Services	16	3.8%	\$3,103	16	4.1%	\$3,767	11	2.5%	\$4,520
Health Care & Social Assistance	26	6.3%	\$3,919	24	6.2%	\$4,232	27	6.2%	\$4,529
Arts, Entertainment & Recreation	5	1.2%	\$6,648	7	1.8%	\$5,854	11	2.5%	\$4,648
Accommodations & Food Services	34	8.2%	\$1,933	25	6.4%	\$2,656	28	6.4%	\$2,513
Other Services	7	1.7%	\$4,278	9	2.3%	\$3,193	10	2.3%	\$3,587
Public Administration	51	12.3%	\$8,199	47	12.1%	\$8,049	47	10.8%	\$8,259
Unclassified	1	0.2%	\$1,514	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>416</b>	<b>100.0%</b>	<b>\$4,844</b>	<b>390</b>	<b>100.0%</b>	<b>\$5,555</b>	<b>437</b>	<b>100.0%</b>	<b>\$5,416</b>

Source: Illinois Department of Employment Security

**Table 4B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2002**

NAICS 2	2002 Q1			2002 Q2			2002 Q3			2002 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	3	0.8%	\$771	6	1.0%	\$1,367	2	0.2%	\$408	3	0.2%	\$1,589
Agriculture, Forestry, Fishing & Hunting	1	0.3%	\$1,808	3	0.5%	\$3,124	3	0.3%	\$1,354	5	0.4%	\$2,406
Mining	0	0.0%	\$0	1	0.2%	\$2,396	1	0.1%	\$1,368	1	0.1%	\$13,426
Utilities	3	0.8%	\$3,664	2	0.3%	\$632	0	0.0%	\$0	1	0.1%	\$5,215
Construction	19	4.8%	\$4,075	42	6.8%	\$3,508	74	7.8%	\$3,137	91	7.5%	\$4,415
Manufacturing	34	8.5%	\$2,666	57	9.2%	\$3,063	90	9.4%	\$3,517	106	8.8%	\$4,708
Wholesale Trade	15	3.8%	\$3,442	28	4.5%	\$3,275	51	5.3%	\$3,748	53	4.4%	\$5,109
Retail Trade	82	20.6%	\$1,766	131	21.2%	\$1,880	205	21.5%	\$2,401	300	24.8%	\$2,664
Transportation & Warehousing	11	2.8%	\$2,291	30	4.8%	\$1,884	52	5.5%	\$2,488	77	6.4%	\$3,057
Information	6	1.5%	\$1,222	9	1.5%	\$3,140	9	0.9%	\$3,545	12	1.0%	\$4,663
Finance & Insurance	6	1.5%	\$4,040	6	1.0%	\$3,548	19	2.0%	\$2,851	22	1.8%	\$3,775
Real Estate & Rental & Leasing	7	1.8%	\$1,687	15	2.4%	\$2,238	19	2.0%	\$3,043	18	1.5%	\$3,645
Professional, Scientific & Technical Services	15	3.8%	\$3,418	13	2.1%	\$3,934	26	2.7%	\$3,214	29	2.4%	\$4,588
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$5,172
Administrative & Waste Services	53	13.3%	\$1,616	92	14.9%	\$1,967	142	14.9%	\$2,039	175	14.5%	\$3,177
Educational Services	10	2.5%	\$2,457	11	1.8%	\$2,137	9	0.9%	\$3,175	17	1.4%	\$2,603
Health Care & Social Assistance	16	4.0%	\$2,589	19	3.1%	\$2,705	40	4.2%	\$2,526	56	4.6%	\$3,730
Arts, Entertainment & Recreation	11	2.8%	\$888	23	3.7%	\$1,458	29	3.0%	\$2,054	27	2.2%	\$2,526
Accommodations & Food Services	86	21.6%	\$1,449	102	16.5%	\$1,439	139	14.6%	\$1,574	154	12.7%	\$2,116
Other Services	15	3.8%	\$2,094	21	3.4%	\$2,351	26	2.7%	\$2,072	39	3.2%	\$2,813
Public Administration	6	1.5%	\$2,747	8	1.3%	\$2,376	18	1.9%	\$2,468	22	1.8%	\$3,784
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>399</b>	<b>100.0%</b>	<b>\$2,089</b>	<b>619</b>	<b>100.0%</b>	<b>\$2,224</b>	<b>954</b>	<b>100.0%</b>	<b>\$2,506</b>	<b>1,209</b>	<b>100.0%</b>	<b>\$3,292</b>

Source: Illinois Department of Employment Security

**Table 4B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2002**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	10	0.8%	\$3,511	8	0.6%	\$3,996	4	0.3%	\$4,694	5	0.3%	\$3,000
Agriculture, Forestry, Fishing & Hunting	5	0.4%	\$2,183	5	0.4%	\$1,910	6	0.4%	\$660	5	0.3%	\$1,903
Mining	1	0.1%	\$12,553	3	0.2%	\$6,758	2	0.1%	\$11,341	2	0.1%	\$13,561
Utilities	1	0.1%	\$1,457	3	0.2%	\$4,171	3	0.2%	\$3,974	1	0.1%	\$2,507
Construction	76	5.8%	\$3,989	91	6.4%	\$4,649	100	6.7%	\$5,501	93	6.5%	\$5,645
Manufacturing	122	9.2%	\$4,523	132	9.3%	\$4,734	155	10.4%	\$5,244	137	9.6%	\$5,958
Wholesale Trade	55	4.2%	\$5,240	74	5.2%	\$4,653	73	4.9%	\$5,556	69	4.8%	\$6,220
Retail Trade	326	24.7%	\$2,580	312	22.0%	\$3,109	316	21.2%	\$3,176	333	23.2%	\$3,179
Transportation & Warehousing	82	6.2%	\$2,975	76	5.4%	\$3,552	87	5.8%	\$3,653	82	5.7%	\$4,883
Information	18	1.4%	\$4,899	23	1.6%	\$3,816	20	1.3%	\$5,022	15	1.0%	\$6,995
Finance & Insurance	30	2.3%	\$3,387	33	2.3%	\$3,727	36	2.4%	\$4,471	32	2.2%	\$4,694
Real Estate & Rental & Leasing	17	1.3%	\$2,848	29	2.0%	\$2,622	31	2.1%	\$2,477	26	1.8%	\$3,479
Professional, Scientific & Technical Services	34	2.6%	\$3,896	32	2.3%	\$4,852	42	2.8%	\$4,501	47	3.3%	\$4,089
Management of Companies & Enterprises	2	0.2%	\$2,888	1	0.1%	\$4,207	1	0.1%	\$6,134	2	0.1%	\$4,062
Administrative & Waste Services	194	14.7%	\$3,066	234	16.5%	\$3,468	219	14.7%	\$3,270	199	13.9%	\$3,804
Educational Services	22	1.7%	\$2,797	24	1.7%	\$3,580	19	1.3%	\$3,983	28	2.0%	\$4,089
Health Care & Social Assistance	55	4.2%	\$3,693	60	4.2%	\$4,194	66	4.4%	\$4,131	64	4.5%	\$4,336
Arts, Entertainment & Recreation	26	2.0%	\$3,004	29	2.0%	\$3,026	38	2.5%	\$2,976	25	1.7%	\$3,286
Accommodations & Food Services	185	14.0%	\$1,962	187	13.2%	\$2,114	197	13.2%	\$2,250	189	13.2%	\$2,440
Other Services	29	2.2%	\$3,327	27	1.9%	\$3,138	33	2.2%	\$3,169	32	2.2%	\$2,793
Public Administration	27	2.0%	\$4,266	32	2.3%	\$5,267	43	2.9%	\$5,476	44	3.1%	\$5,894
Unclassified	2	0.2%	\$2,961	3	0.2%	\$1,929	2	0.1%	\$1,881	3	0.2%	\$1,655
<b>Total</b>	<b>1,319</b>	<b>100.0%</b>	<b>\$3,171</b>	<b>1,418</b>	<b>100.0%</b>	<b>\$3,557</b>	<b>1,493</b>	<b>100.0%</b>	<b>\$3,781</b>	<b>1,433</b>	<b>100.0%</b>	<b>\$4,100</b>

Source: Illinois Department of Employment Security

**Table 4B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2002**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	8	0.6%	\$2,786	6	0.4%	\$3,390	7	0.5%	\$3,035	3	0.2%	\$6,218
Agriculture, Forestry, Fishing & Hunting	5	0.4%	\$1,850	4	0.3%	\$3,008	4	0.3%	\$3,220	9	0.6%	\$3,044
Mining	2	0.1%	\$10,754	3	0.2%	\$10,642	2	0.1%	\$16,890	2	0.1%	\$6,755
Utilities	0	0.0%	\$0	1	0.1%	\$1,014	1	0.1%	\$0	1	0.1%	\$0
Construction	75	5.5%	\$5,374	107	7.6%	\$5,448	108	7.5%	\$6,236	112	8.0%	\$6,228
Manufacturing	141	10.4%	\$5,379	142	10.0%	\$6,199	160	11.1%	\$6,328	158	11.2%	\$6,549
Wholesale Trade	70	5.2%	\$5,606	76	5.4%	\$6,275	80	5.6%	\$6,428	73	5.2%	\$7,219
Retail Trade	290	21.4%	\$3,405	285	20.1%	\$3,646	278	19.4%	\$3,860	277	19.7%	\$4,030
Transportation & Warehousing	80	5.9%	\$4,552	78	5.5%	\$4,774	92	6.4%	\$4,665	103	7.3%	\$5,220
Information	20	1.5%	\$6,069	20	1.4%	\$6,743	26	1.8%	\$5,637	24	1.7%	\$6,143
Finance & Insurance	33	2.4%	\$5,171	39	2.8%	\$4,612	42	2.9%	\$5,369	44	3.1%	\$5,374
Real Estate & Rental & Leasing	31	2.3%	\$3,562	34	2.4%	\$3,476	34	2.4%	\$4,573	29	2.1%	\$4,957
Professional, Scientific & Technical Services	36	2.7%	\$5,082	39	2.8%	\$6,509	42	2.9%	\$6,214	39	2.8%	\$7,551
Management of Companies & Enterprises	2	0.1%	\$3,465	4	0.3%	\$2,552	3	0.2%	\$2,164	2	0.1%	\$3,272
Administrative & Waste Services	186	13.7%	\$3,695	203	14.3%	\$4,040	188	13.1%	\$4,429	170	12.1%	\$4,547
Educational Services	23	1.7%	\$4,690	22	1.6%	\$5,415	25	1.7%	\$5,196	26	1.9%	\$5,373
Health Care & Social Assistance	73	5.4%	\$4,180	74	5.2%	\$4,648	67	4.7%	\$4,552	61	4.3%	\$5,055
Arts, Entertainment & Recreation	22	1.6%	\$3,800	34	2.4%	\$3,103	42	2.9%	\$3,407	31	2.2%	\$3,266
Accommodations & Food Services	183	13.5%	\$2,429	155	10.9%	\$2,631	145	10.1%	\$2,526	147	10.5%	\$2,733
Other Services	27	2.0%	\$2,460	33	2.3%	\$2,626	33	2.3%	\$2,976	33	2.3%	\$3,135
Public Administration	46	3.4%	\$6,702	56	4.0%	\$6,271	54	3.8%	\$7,055	59	4.2%	\$6,674
Unclassified	0	0.0%	\$0	1	0.1%	\$2,859	2	0.1%	\$5,014	2	0.1%	\$1,406
<b>Total</b>	<b>1,353</b>	<b>100.0%</b>	<b>\$4,105</b>	<b>1,416</b>	<b>100.0%</b>	<b>\$4,485</b>	<b>1,435</b>	<b>100.0%</b>	<b>\$4,761</b>	<b>1,405</b>	<b>100.0%</b>	<b>\$5,000</b>

Source: Illinois Department of Employment Security

**Table 4B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2002**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	5	0.4%	\$2,619	3	0.2%	\$5,107	1	0.1%	\$6,269
Agriculture, Forestry, Fishing & Hunting	6	0.5%	\$3,597	5	0.4%	\$1,906	5	0.4%	\$2,224
Mining	2	0.2%	\$10,887	4	0.3%	\$6,128	5	0.4%	\$8,998
Utilities	1	0.1%	\$14,250	3	0.2%	\$6,332	3	0.2%	\$9,240
Construction	93	7.1%	\$5,204	109	8.0%	\$6,202	112	8.0%	\$7,728
Manufacturing	151	11.4%	\$6,303	156	11.4%	\$6,740	169	12.0%	\$7,110
Wholesale Trade	78	5.9%	\$6,334	82	6.0%	\$6,604	82	5.8%	\$6,910
Retail Trade	239	18.1%	\$3,809	228	16.7%	\$4,271	241	17.1%	\$4,311
Transportation & Warehousing	84	6.4%	\$5,310	87	6.4%	\$5,421	87	6.2%	\$6,048
Information	26	2.0%	\$5,534	23	1.7%	\$6,114	26	1.8%	\$6,474
Finance & Insurance	39	3.0%	\$5,413	43	3.2%	\$4,964	40	2.8%	\$6,111
Real Estate & Rental & Leasing	27	2.0%	\$4,343	28	2.1%	\$4,875	26	1.8%	\$5,616
Professional, Scientific & Technical Services	37	2.8%	\$7,356	40	2.9%	\$6,817	38	2.7%	\$8,503
Management of Companies & Enterprises	3	0.2%	\$2,176	3	0.2%	\$2,680	2	0.1%	\$9,617
Administrative & Waste Services	156	11.8%	\$4,067	170	12.5%	\$4,416	180	12.8%	\$4,165
Educational Services	33	2.5%	\$4,840	29	2.1%	\$5,423	27	1.9%	\$6,379
Health Care & Social Assistance	69	5.2%	\$4,654	71	5.2%	\$4,811	78	5.5%	\$5,603
Arts, Entertainment & Recreation	30	2.3%	\$2,854	35	2.6%	\$2,669	43	3.1%	\$3,300
Accommodations & Food Services	136	10.3%	\$2,594	141	10.3%	\$2,941	143	10.2%	\$2,966
Other Services	40	3.0%	\$2,622	34	2.5%	\$2,611	30	2.1%	\$3,285
Public Administration	60	4.5%	\$8,146	66	4.8%	\$8,130	66	4.7%	\$7,804
Unclassified	4	0.3%	\$5,586	5	0.4%	\$5,104	3	0.2%	\$7,224
<b>Total</b>	<b>1,319</b>	<b>100.0%</b>	<b>\$4,759</b>	<b>1,365</b>	<b>100.0%</b>	<b>\$5,101</b>	<b>1,407</b>	<b>100.0%</b>	<b>\$5,509</b>

Source: Illinois Department of Employment Security

**Table 4C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2002**

NAICS 2	2002 Q1			2002 Q2			2002 Q3			2002 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	1	0.1%	\$3,089	1	0.2%	\$2,910	1	0.1%	\$52	0	0.0%	\$0
Agriculture, Forestry, Fishing & Hunting	1	0.1%	\$1,266	0	0.0%	\$0	2	0.3%	\$2,581	2	0.2%	\$6,783
Mining	1	0.1%	\$12,172	1	0.2%	\$3,304	1	0.1%	\$4,136	1	0.1%	\$1,651
Utilities	8	1.2%	\$8,740	9	1.8%	\$9,607	10	1.3%	\$11,000	10	1.1%	\$15,112
Construction	23	3.4%	\$2,631	12	2.4%	\$2,849	41	5.5%	\$4,221	49	5.6%	\$7,087
Manufacturing	91	13.3%	\$4,444	53	10.6%	\$5,322	93	12.5%	\$5,502	112	12.9%	\$9,117
Wholesale Trade	33	4.8%	\$6,509	22	4.4%	\$6,887	40	5.4%	\$6,591	46	5.3%	\$9,657
Retail Trade	54	7.9%	\$3,947	31	6.2%	\$3,981	62	8.3%	\$3,531	80	9.2%	\$5,708
Transportation & Warehousing	42	6.1%	\$5,514	26	5.2%	\$7,712	44	5.9%	\$6,707	57	6.6%	\$9,413
Information	27	4.0%	\$4,899	21	4.2%	\$3,424	25	3.4%	\$6,527	27	3.1%	\$10,310
Finance & Insurance	25	3.7%	\$7,622	21	4.2%	\$6,180	26	3.5%	\$8,057	27	3.1%	\$9,716
Real Estate & Rental & Leasing	5	0.7%	\$1,762	2	0.4%	\$5,179	5	0.7%	\$3,747	6	0.7%	\$9,038
Professional, Scientific & Technical Services	35	5.1%	\$7,663	26	5.2%	\$10,912	38	5.1%	\$10,161	46	5.3%	\$13,918
Management of Companies & Enterprises	1	0.1%	\$605	1	0.2%	\$1,693	2	0.3%	\$2,629	2	0.2%	\$9,468
Administrative & Waste Services	23	3.4%	\$1,541	21	4.2%	\$2,577	35	4.7%	\$2,751	56	6.4%	\$3,962
Educational Services	47	6.9%	\$5,968	43	8.6%	\$6,710	54	7.2%	\$5,636	61	7.0%	\$8,334
Health Care & Social Assistance	34	5.0%	\$3,917	21	4.2%	\$6,057	33	4.4%	\$7,545	47	5.4%	\$10,096
Arts, Entertainment & Recreation	8	1.2%	\$2,435	5	1.0%	\$4,481	12	1.6%	\$3,328	12	1.4%	\$6,033
Accommodations & Food Services	18	2.6%	\$1,694	12	2.4%	\$2,932	27	3.6%	\$2,236	27	3.1%	\$3,510
Other Services	14	2.0%	\$3,094	5	1.0%	\$2,506	12	1.6%	\$3,139	18	2.1%	\$5,758
Public Administration	192	28.1%	\$6,924	168	33.5%	\$7,452	183	24.5%	\$7,516	182	20.9%	\$10,045
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	2	0.2%	\$5,906
<b>Total</b>	<b>683</b>	<b>100.0%</b>	<b>\$5,393</b>	<b>501</b>	<b>100.0%</b>	<b>\$6,335</b>	<b>746</b>	<b>100.0%</b>	<b>\$6,069</b>	<b>870</b>	<b>100.0%</b>	<b>\$8,669</b>

Source: Illinois Department of Employment Security

**Table 4C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2002**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	3	0.3%	\$7,303	2	0.2%	\$7,475	5	0.6%	\$8,519	1	0.1%	\$15,298
Agriculture, Forestry, Fishing & Hunting	2	0.2%	\$5,532	2	0.2%	\$5,329	1	0.1%	\$8,344	1	0.1%	\$8,665
Mining	1	0.1%	\$11,204	1	0.1%	\$8,383	1	0.1%	\$658	1	0.1%	\$6,643
Utilities	10	1.2%	\$16,559	10	1.2%	\$16,756	9	1.0%	\$11,885	10	1.2%	\$13,055
Construction	43	5.0%	\$6,943	47	5.5%	\$7,874	55	6.3%	\$6,934	54	6.3%	\$7,575
Manufacturing	111	12.8%	\$9,238	102	11.9%	\$9,826	107	12.3%	\$9,653	104	12.1%	\$10,316
Wholesale Trade	45	5.2%	\$10,105	43	5.0%	\$10,545	45	5.2%	\$9,954	43	5.0%	\$11,348
Retail Trade	83	9.6%	\$6,116	82	9.5%	\$6,196	79	9.1%	\$6,371	88	10.3%	\$6,349
Transportation & Warehousing	63	7.3%	\$8,667	63	7.3%	\$8,368	61	7.0%	\$8,192	60	7.0%	\$8,541
Information	25	2.9%	\$10,712	23	2.7%	\$10,296	22	2.5%	\$9,676	20	2.3%	\$11,692
Finance & Insurance	26	3.0%	\$10,061	26	3.0%	\$11,501	29	3.3%	\$11,427	32	3.7%	\$10,298
Real Estate & Rental & Leasing	7	0.8%	\$8,734	8	0.9%	\$6,357	8	0.9%	\$6,021	9	1.0%	\$7,141
Professional, Scientific & Technical Services	50	5.8%	\$13,389	51	5.9%	\$12,917	47	5.4%	\$12,950	45	5.2%	\$14,193
Management of Companies & Enterprises	2	0.2%	\$9,330	2	0.2%	\$8,656	2	0.2%	\$9,637	2	0.2%	\$9,531
Administrative & Waste Services	39	4.5%	\$4,788	44	5.1%	\$4,516	46	5.3%	\$3,982	43	5.0%	\$4,578
Educational Services	61	7.0%	\$8,490	57	6.6%	\$8,747	53	6.1%	\$8,778	49	5.7%	\$10,292
Health Care & Social Assistance	47	5.4%	\$10,025	52	6.0%	\$9,946	48	5.5%	\$9,272	42	4.9%	\$11,433
Arts, Entertainment & Recreation	15	1.7%	\$6,537	14	1.6%	\$6,897	15	1.7%	\$6,379	10	1.2%	\$6,917
Accommodations & Food Services	26	3.0%	\$3,419	25	2.9%	\$3,134	30	3.4%	\$3,173	28	3.3%	\$3,974
Other Services	14	1.6%	\$5,886	14	1.6%	\$6,276	14	1.6%	\$6,415	14	1.6%	\$7,126
Public Administration	194	22.4%	\$11,721	191	22.2%	\$11,212	193	22.2%	\$11,475	200	23.3%	\$11,470
Unclassified	0	0.0%	\$0	1	0.1%	\$238	1	0.1%	\$1,638	2	0.2%	\$6,584
<b>Total</b>	<b>867</b>	<b>100.0%</b>	<b>\$9,273</b>	<b>860</b>	<b>100.0%</b>	<b>\$9,238</b>	<b>871</b>	<b>100.0%</b>	<b>\$8,995</b>	<b>858</b>	<b>100.0%</b>	<b>\$9,623</b>

Source: Illinois Department of Employment Security

**Table 4C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2002**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.2%	\$321	0	0.0%	\$0	0	0.0%	\$0	2	0.3%	\$12,215
Agriculture, Forestry, Fishing & Hunting	1	0.1%	\$8,344	1	0.1%	\$8,344	1	0.1%	\$1,391	0	0.0%	\$0
Mining	1	0.1%	\$5,954	1	0.1%	\$5,947	1	0.1%	\$5,019	1	0.1%	\$6,115
Utilities	9	1.1%	\$13,250	7	0.8%	\$17,917	8	1.0%	\$14,416	7	0.9%	\$19,394
Construction	53	6.3%	\$7,487	54	6.4%	\$7,960	50	6.1%	\$6,836	41	5.3%	\$7,677
Manufacturing	99	11.7%	\$11,302	102	12.1%	\$11,235	102	12.5%	\$10,338	100	12.9%	\$11,628
Wholesale Trade	42	5.0%	\$12,790	43	5.1%	\$10,785	38	4.7%	\$13,101	39	5.0%	\$12,339
Retail Trade	79	9.4%	\$7,321	79	9.4%	\$6,821	72	8.8%	\$6,175	58	7.5%	\$6,951
Transportation & Warehousing	57	6.8%	\$7,831	56	6.6%	\$8,347	51	6.3%	\$8,450	49	6.3%	\$9,344
Information	21	2.5%	\$11,299	20	2.4%	\$11,424	23	2.8%	\$9,582	25	3.2%	\$11,089
Finance & Insurance	34	4.0%	\$10,077	31	3.7%	\$11,748	31	3.8%	\$10,494	30	3.9%	\$13,167
Real Estate & Rental & Leasing	9	1.1%	\$6,183	9	1.1%	\$6,740	8	1.0%	\$6,118	4	0.5%	\$8,205
Professional, Scientific & Technical Services	46	5.5%	\$13,854	45	5.3%	\$14,299	47	5.8%	\$13,941	41	5.3%	\$17,936
Management of Companies & Enterprises	2	0.2%	\$8,723	2	0.2%	\$9,873	2	0.2%	\$4,697	1	0.1%	\$9,035
Administrative & Waste Services	45	5.3%	\$5,142	44	5.2%	\$4,892	41	5.0%	\$4,062	41	5.3%	\$5,795
Educational Services	51	6.0%	\$9,886	48	5.7%	\$10,783	48	5.9%	\$9,080	50	6.5%	\$10,270
Health Care & Social Assistance	42	5.0%	\$10,349	45	5.3%	\$10,859	41	5.0%	\$11,655	38	4.9%	\$13,489
Arts, Entertainment & Recreation	11	1.3%	\$6,784	12	1.4%	\$6,471	11	1.3%	\$6,673	8	1.0%	\$6,403
Accommodations & Food Services	25	3.0%	\$4,284	30	3.6%	\$3,334	28	3.4%	\$4,004	25	3.2%	\$4,796
Other Services	15	1.8%	\$6,550	14	1.7%	\$7,034	16	2.0%	\$5,940	18	2.3%	\$6,589
Public Administration	197	23.4%	\$12,091	199	23.6%	\$11,679	196	24.0%	\$11,638	195	25.2%	\$11,483
Unclassified	2	0.2%	\$6,451	1	0.1%	\$1,055	1	0.1%	\$643	1	0.1%	\$408
<b>Total</b>	<b>843</b>	<b>100.0%</b>	<b>\$9,902</b>	<b>843</b>	<b>100.0%</b>	<b>\$9,875</b>	<b>816</b>	<b>100.0%</b>	<b>\$9,551</b>	<b>774</b>	<b>100.0%</b>	<b>\$10,631</b>

Source: Illinois Department of Employment Security

**Table 4C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2002**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	1	0.1%	\$17,109	2	0.3%	\$11,320	1	0.1%	\$15,285
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$2,077
Mining	2	0.3%	\$7,278	2	0.3%	\$8,495	2	0.3%	\$9,992
Utilities	7	1.0%	\$18,361	7	1.0%	\$15,978	7	1.0%	\$18,715
Construction	28	3.8%	\$7,558	26	3.6%	\$8,976	37	5.1%	\$8,275
Manufacturing	96	13.1%	\$12,286	97	13.5%	\$11,060	102	13.9%	\$11,892
Wholesale Trade	35	4.8%	\$12,065	35	4.9%	\$12,829	37	5.1%	\$12,368
Retail Trade	56	7.6%	\$6,883	52	7.2%	\$7,259	60	8.2%	\$7,142
Transportation & Warehousing	41	5.6%	\$9,029	44	6.1%	\$9,930	43	5.9%	\$9,576
Information	24	3.3%	\$10,146	23	3.2%	\$9,941	23	3.1%	\$10,599
Finance & Insurance	33	4.5%	\$12,766	31	4.3%	\$11,474	33	4.5%	\$11,432
Real Estate & Rental & Leasing	5	0.7%	\$5,219	6	0.8%	\$7,084	8	1.1%	\$5,922
Professional, Scientific & Technical Services	39	5.3%	\$14,014	36	5.0%	\$15,218	39	5.3%	\$13,914
Management of Companies & Enterprises	1	0.1%	\$6,089	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	35	4.8%	\$5,410	41	5.7%	\$5,352	41	5.6%	\$5,404
Educational Services	56	7.6%	\$9,124	43	6.0%	\$9,643	48	6.6%	\$10,152
Health Care & Social Assistance	39	5.3%	\$10,892	42	5.8%	\$10,416	42	5.7%	\$10,901
Arts, Entertainment & Recreation	8	1.1%	\$5,632	5	0.7%	\$9,255	7	1.0%	\$4,707
Accommodations & Food Services	17	2.3%	\$5,114	15	2.1%	\$6,413	14	1.9%	\$6,749
Other Services	14	1.9%	\$7,376	13	1.8%	\$7,640	13	1.8%	\$7,931
Public Administration	195	26.6%	\$11,437	199	27.6%	\$11,730	173	23.6%	\$11,642
Unclassified	1	0.1%	\$375	1	0.1%	\$19,412	1	0.1%	\$11,751
<b>Total</b>	<b>733</b>	<b>100.0%</b>	<b>\$10,319</b>	<b>720</b>	<b>100.0%</b>	<b>\$10,504</b>	<b>732</b>	<b>100.0%</b>	<b>\$10,409</b>

Source: Illinois Department of Employment Security

**Table 4D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2002**

NAICS 2	2002 Q1			2002 Q2			2002 Q3			2002 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$6,439	3	0.3%	\$6,705
Agriculture, Forestry, Fishing & Hunting	3	0.8%	\$3,634	3	0.6%	\$4,965	1	0.1%	\$6,598	1	0.1%	\$7,066
Mining	0	0.0%	\$0	1	0.2%	\$8,552	2	0.3%	\$6,021	3	0.3%	\$6,979
Utilities	6	1.6%	\$9,802	7	1.4%	\$10,278	9	1.2%	\$6,483	8	0.9%	\$11,057
Construction	13	3.6%	\$2,985	25	5.0%	\$5,888	31	4.2%	\$7,475	48	5.1%	\$7,235
Manufacturing	50	13.7%	\$4,915	57	11.3%	\$5,308	83	11.1%	\$6,913	106	11.4%	\$8,929
Wholesale Trade	21	5.8%	\$6,388	37	7.4%	\$7,022	49	6.6%	\$8,489	70	7.5%	\$9,147
Retail Trade	51	14.0%	\$3,009	69	13.7%	\$3,380	96	12.9%	\$3,630	139	14.9%	\$3,675
Transportation & Warehousing	14	3.8%	\$2,535	23	4.6%	\$6,375	41	5.5%	\$5,331	49	5.3%	\$5,887
Information	11	3.0%	\$5,935	11	2.2%	\$4,183	18	2.4%	\$3,428	20	2.1%	\$5,163
Finance & Insurance	16	4.4%	\$10,205	17	3.4%	\$6,352	26	3.5%	\$7,487	32	3.4%	\$11,263
Real Estate & Rental & Leasing	6	1.6%	\$2,121	9	1.8%	\$1,808	14	1.9%	\$4,387	19	2.0%	\$5,233
Professional, Scientific & Technical Services	17	4.7%	\$5,423	29	5.8%	\$8,278	55	7.4%	\$8,182	79	8.5%	\$11,949
Management of Companies & Enterprises	1	0.3%	\$3,245	2	0.4%	\$3,304	4	0.5%	\$2,894	3	0.3%	\$4,908
Administrative & Waste Services	39	10.7%	\$3,476	66	13.1%	\$3,349	89	11.9%	\$4,430	109	11.7%	\$5,062
Educational Services	18	4.9%	\$4,244	20	4.0%	\$4,020	35	4.7%	\$4,364	42	4.5%	\$5,706
Health Care & Social Assistance	32	8.8%	\$6,038	38	7.6%	\$6,915	63	8.4%	\$8,539	73	7.8%	\$12,484
Arts, Entertainment & Recreation	4	1.1%	\$336	11	2.2%	\$1,249	16	2.1%	\$2,054	16	1.7%	\$2,522
Accommodations & Food Services	17	4.7%	\$1,326	27	5.4%	\$1,774	40	5.4%	\$2,060	38	4.1%	\$2,977
Other Services	14	3.8%	\$4,126	15	3.0%	\$4,931	24	3.2%	\$4,422	20	2.1%	\$7,612
Public Administration	31	8.5%	\$6,240	36	7.2%	\$7,116	47	6.3%	\$7,934	53	5.7%	\$7,943
Unclassified	0	0.0%	\$0	0	0.0%	\$0	2	0.3%	\$6,895	2	0.2%	\$6,982
<b>Total</b>	<b>364</b>	<b>100.0%</b>	<b>\$4,655</b>	<b>503</b>	<b>100.0%</b>	<b>\$5,085</b>	<b>746</b>	<b>100.0%</b>	<b>\$5,824</b>	<b>933</b>	<b>100.0%</b>	<b>\$7,326</b>

Source: Illinois Department of Employment Security

**Table 4D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2002**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	3	0.3%	\$2,856	3	0.3%	\$6,405	3	0.3%	\$6,509	4	0.4%	\$5,031
Agriculture, Forestry, Fishing & Hunting	2	0.2%	\$4,858	3	0.3%	\$3,165	2	0.2%	\$8,283	3	0.3%	\$4,319
Mining	3	0.3%	\$10,374	3	0.3%	\$9,775	3	0.3%	\$8,805	3	0.3%	\$5,393
Utilities	7	0.7%	\$13,348	10	1.0%	\$11,372	10	1.0%	\$10,866	10	1.0%	\$12,044
Construction	35	3.6%	\$6,397	40	3.9%	\$8,088	45	4.3%	\$9,175	45	4.4%	\$8,760
Manufacturing	118	12.0%	\$8,990	114	11.0%	\$9,709	111	10.6%	\$9,709	107	10.5%	\$10,649
Wholesale Trade	67	6.8%	\$10,419	73	7.0%	\$10,528	63	6.0%	\$11,064	56	5.5%	\$11,077
Retail Trade	138	14.1%	\$4,234	138	13.3%	\$4,586	152	14.5%	\$4,706	145	14.2%	\$5,099
Transportation & Warehousing	50	5.1%	\$6,709	64	6.2%	\$7,197	72	6.9%	\$7,899	81	8.0%	\$7,704
Information	22	2.2%	\$5,961	21	2.0%	\$7,780	17	1.6%	\$8,614	18	1.8%	\$9,015
Finance & Insurance	36	3.7%	\$10,537	34	3.3%	\$11,334	34	3.3%	\$10,100	34	3.3%	\$10,068
Real Estate & Rental & Leasing	23	2.3%	\$5,112	17	1.6%	\$5,095	15	1.4%	\$5,361	12	1.2%	\$7,531
Professional, Scientific & Technical Services	94	9.6%	\$12,471	96	9.3%	\$13,612	96	9.2%	\$12,698	92	9.0%	\$13,728
Management of Companies & Enterprises	3	0.3%	\$4,950	5	0.5%	\$4,461	5	0.5%	\$6,817	5	0.5%	\$7,984
Administrative & Waste Services	115	11.7%	\$4,781	118	11.4%	\$5,589	114	10.9%	\$6,048	119	11.7%	\$6,590
Educational Services	49	5.0%	\$6,126	50	4.8%	\$6,364	47	4.5%	\$5,541	42	4.1%	\$7,036
Health Care & Social Assistance	84	8.6%	\$11,693	90	8.7%	\$11,284	95	9.1%	\$10,912	81	8.0%	\$11,639
Arts, Entertainment & Recreation	13	1.3%	\$2,800	18	1.7%	\$3,041	22	2.1%	\$4,042	16	1.6%	\$4,231
Accommodations & Food Services	39	4.0%	\$2,671	49	4.7%	\$2,701	48	4.6%	\$2,893	43	4.2%	\$3,129
Other Services	20	2.0%	\$6,116	23	2.2%	\$7,022	23	2.2%	\$6,018	21	2.1%	\$8,940
Public Administration	57	5.8%	\$10,422	66	6.4%	\$9,275	67	6.4%	\$10,556	79	7.8%	\$9,902
Unclassified	2	0.2%	\$6,096	1	0.1%	\$12,115	1	0.1%	\$10,385	2	0.2%	\$6,077
<b>Total</b>	<b>980</b>	<b>100.0%</b>	<b>\$7,716</b>	<b>1,036</b>	<b>100.0%</b>	<b>\$8,103</b>	<b>1,045</b>	<b>100.0%</b>	<b>\$8,169</b>	<b>1,018</b>	<b>100.0%</b>	<b>\$8,636</b>

Source: Illinois Department of Employment Security

**Table 4D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2002**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	5	0.5%	\$3,843	4	0.4%	\$2,781	5	0.5%	\$1,768	1	0.1%	\$747
Agriculture, Forestry, Fishing & Hunting	2	0.2%	\$4,642	2	0.2%	\$4,933	2	0.2%	\$3,996	1	0.1%	\$6,785
Mining	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$7,370	1	0.1%	\$11,693
Utilities	11	1.1%	\$16,289	12	1.2%	\$17,160	13	1.3%	\$16,862	12	1.2%	\$16,995
Construction	40	4.0%	\$7,025	50	4.9%	\$8,464	61	5.9%	\$8,837	59	5.8%	\$9,424
Manufacturing	107	10.6%	\$10,529	119	11.6%	\$10,279	128	12.4%	\$9,952	125	12.2%	\$10,880
Wholesale Trade	62	6.2%	\$10,979	61	5.9%	\$10,952	63	6.1%	\$10,895	63	6.2%	\$12,440
Retail Trade	126	12.5%	\$5,083	122	11.9%	\$5,469	120	11.7%	\$5,497	123	12.0%	\$5,794
Transportation & Warehousing	84	8.4%	\$7,830	78	7.6%	\$8,112	73	7.1%	\$9,316	73	7.1%	\$9,678
Information	18	1.8%	\$9,546	20	1.9%	\$9,293	22	2.1%	\$8,916	22	2.2%	\$9,685
Finance & Insurance	36	3.6%	\$13,212	40	3.9%	\$10,010	34	3.3%	\$8,831	35	3.4%	\$10,401
Real Estate & Rental & Leasing	17	1.7%	\$5,968	15	1.5%	\$6,615	13	1.3%	\$7,476	15	1.5%	\$7,338
Professional, Scientific & Technical Services	92	9.2%	\$14,270	91	8.9%	\$14,252	97	9.4%	\$14,046	94	9.2%	\$14,416
Management of Companies & Enterprises	8	0.8%	\$9,922	7	0.7%	\$11,571	6	0.6%	\$11,798	6	0.6%	\$16,117
Administrative & Waste Services	104	10.3%	\$6,434	104	10.1%	\$5,743	102	9.9%	\$6,205	88	8.6%	\$6,825
Educational Services	41	4.1%	\$6,722	40	3.9%	\$6,990	36	3.5%	\$8,045	44	4.3%	\$7,660
Health Care & Social Assistance	89	8.9%	\$12,254	90	8.8%	\$12,266	87	8.4%	\$13,242	85	8.3%	\$13,747
Arts, Entertainment & Recreation	14	1.4%	\$3,828	19	1.9%	\$3,974	19	1.8%	\$4,664	20	2.0%	\$5,652
Accommodations & Food Services	46	4.6%	\$2,980	45	4.4%	\$2,952	36	3.5%	\$3,947	42	4.1%	\$3,359
Other Services	21	2.1%	\$7,912	20	1.9%	\$6,911	22	2.1%	\$8,300	19	1.9%	\$9,865
Public Administration	81	8.1%	\$10,481	86	8.4%	\$10,074	89	8.6%	\$10,829	92	9.0%	\$11,797
Unclassified	1	0.1%	\$17,010	1	0.1%	\$11,010	1	0.1%	\$428	2	0.2%	\$11,443
<b>Total</b>	<b>1,005</b>	<b>100.0%</b>	<b>\$8,949</b>	<b>1,026</b>	<b>100.0%</b>	<b>\$8,879</b>	<b>1,030</b>	<b>100.0%</b>	<b>\$9,283</b>	<b>1,022</b>	<b>100.0%</b>	<b>\$9,919</b>

Source: Illinois Department of Employment Security

**Table 4D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2002**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	4	0.4%	\$5,801	2	0.2%	\$8,154	2	0.2%	\$7,373
Agriculture, Forestry, Fishing & Hunting	1	0.1%	\$6,415	4	0.4%	\$5,222	2	0.2%	\$11,563
Mining	1	0.1%	\$7,463	2	0.2%	\$10,025	1	0.1%	\$7,975
Utilities	13	1.3%	\$22,377	13	1.3%	\$15,829	13	1.3%	\$21,409
Construction	50	5.0%	\$7,703	62	6.3%	\$9,272	59	6.1%	\$9,593
Manufacturing	123	12.4%	\$10,089	121	12.2%	\$10,467	117	12.1%	\$11,365
Wholesale Trade	61	6.1%	\$11,403	67	6.8%	\$11,119	68	7.0%	\$11,899
Retail Trade	120	12.1%	\$5,632	112	11.3%	\$5,616	109	11.3%	\$6,051
Transportation & Warehousing	70	7.1%	\$10,107	76	7.7%	\$9,707	70	7.3%	\$11,544
Information	19	1.9%	\$9,048	18	1.8%	\$10,135	15	1.6%	\$10,194
Finance & Insurance	39	3.9%	\$12,287	40	4.0%	\$8,780	40	4.1%	\$10,711
Real Estate & Rental & Leasing	13	1.3%	\$7,059	11	1.1%	\$7,431	12	1.2%	\$6,315
Professional, Scientific & Technical Services	84	8.5%	\$14,585	91	9.2%	\$14,544	91	9.4%	\$15,238
Management of Companies & Enterprises	4	0.4%	\$11,717	4	0.4%	\$11,657	3	0.3%	\$14,950
Administrative & Waste Services	90	9.1%	\$6,688	91	9.2%	\$6,633	96	9.9%	\$7,367
Educational Services	49	4.9%	\$6,611	37	3.7%	\$8,318	41	4.2%	\$8,197
Health Care & Social Assistance	83	8.4%	\$10,513	78	7.9%	\$11,425	71	7.4%	\$13,301
Arts, Entertainment & Recreation	17	1.7%	\$3,702	11	1.1%	\$5,587	14	1.5%	\$5,439
Accommodations & Food Services	34	3.4%	\$3,237	28	2.8%	\$3,241	37	3.8%	\$3,264
Other Services	21	2.1%	\$8,378	24	2.4%	\$6,318	23	2.4%	\$7,166
Public Administration	94	9.5%	\$10,364	96	9.7%	\$11,630	79	8.2%	\$11,694
Unclassified	2	0.2%	\$11,884	2	0.2%	\$7,788	2	0.2%	\$8,540
<b>Total</b>	<b>992</b>	<b>100.0%</b>	<b>\$9,267</b>	<b>990</b>	<b>100.0%</b>	<b>\$9,535</b>	<b>965</b>	<b>100.0%</b>	<b>\$10,234</b>

Source: Illinois Department of Employment Security

**Table 5A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2003**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.3%	\$1,514	2	0.5%	\$2,328	5	0.8%	\$2,640	2	0.3%	\$3,346
Agriculture, Forestry, Fishing & Hunting	3	0.4%	\$2,443	2	0.5%	\$6,200	1	0.2%	\$3,541	3	0.4%	\$2,497
Mining	1	0.1%	\$6,164	0	0.0%	\$0	1	0.2%	\$1,716	2	0.3%	\$4,405
Utilities	0	0.0%	\$0	1	0.2%	\$1,554	0	0.0%	\$0	0	0.0%	\$0
Construction	24	3.6%	\$3,576	29	7.1%	\$2,359	39	6.5%	\$4,160	47	6.3%	\$5,128
Manufacturing	43	6.4%	\$2,805	25	6.1%	\$2,113	44	7.3%	\$2,848	46	6.2%	\$4,275
Wholesale Trade	23	3.4%	\$2,120	14	3.4%	\$940	20	3.3%	\$2,511	31	4.2%	\$4,074
Retail Trade	192	28.4%	\$1,648	96	23.5%	\$1,541	158	26.2%	\$2,266	191	25.6%	\$2,764
Transportation & Warehousing	24	3.6%	\$1,913	13	3.2%	\$2,030	22	3.6%	\$2,448	28	3.8%	\$3,162
Information	22	3.3%	\$3,013	11	2.7%	\$3,002	16	2.7%	\$3,479	16	2.1%	\$4,386
Finance & Insurance	21	3.1%	\$2,202	13	3.2%	\$1,467	24	4.0%	\$2,814	28	3.8%	\$3,781
Real Estate & Rental & Leasing	16	2.4%	\$2,034	10	2.4%	\$2,654	14	2.3%	\$1,776	14	1.9%	\$2,309
Professional, Scientific & Technical Services	18	2.7%	\$2,053	12	2.9%	\$1,134	16	2.7%	\$4,186	16	2.1%	\$5,019
Management of Companies & Enterprises	1	0.1%	\$2,967	0	0.0%	\$0	1	0.2%	\$1,116	1	0.1%	\$2,468
Administrative & Waste Services	55	8.1%	\$1,662	29	7.1%	\$2,164	44	7.3%	\$2,123	79	10.6%	\$2,305
Educational Services	13	1.9%	\$1,364	9	2.2%	\$1,821	17	2.8%	\$1,931	18	2.4%	\$2,515
Health Care & Social Assistance	55	8.1%	\$2,841	36	8.8%	\$1,741	49	8.1%	\$3,332	58	7.8%	\$3,949
Arts, Entertainment & Recreation	17	2.5%	\$1,280	12	2.9%	\$950	17	2.8%	\$1,612	18	2.4%	\$2,293
Accommodations & Food Services	98	14.5%	\$1,265	58	14.2%	\$1,339	67	11.1%	\$1,474	85	11.4%	\$1,944
Other Services	17	2.5%	\$1,735	13	3.2%	\$908	15	2.5%	\$1,497	20	2.7%	\$2,925
Public Administration	31	4.6%	\$4,712	24	5.9%	\$4,478	33	5.5%	\$5,133	43	5.8%	\$5,758
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>676</b>	<b>100.0%</b>	<b>\$2,080</b>	<b>409</b>	<b>100.0%</b>	<b>\$1,882</b>	<b>603</b>	<b>100.0%</b>	<b>\$2,640</b>	<b>746</b>	<b>100.0%</b>	<b>\$3,303</b>

Source: Illinois Department of Employment Security

**Table 5A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2003**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	6	0.7%	\$2,849	3	0.3%	\$3,140	3	0.4%	\$3,419	1	0.1%	\$7,215
Agriculture, Forestry, Fishing & Hunting	2	0.2%	\$2,330	3	0.3%	\$2,348	4	0.5%	\$2,071	2	0.2%	\$2,839
Mining	2	0.2%	\$8,327	3	0.3%	\$6,850	3	0.4%	\$7,357	3	0.4%	\$4,582
Utilities	0	0.0%	\$0	2	0.2%	\$2,136	2	0.2%	\$3,347	0	0.0%	\$0
Construction	43	5.3%	\$5,526	43	5.0%	\$6,789	50	5.9%	\$6,395	43	5.3%	\$7,139
Manufacturing	59	7.3%	\$4,798	60	7.0%	\$5,429	62	7.3%	\$5,801	66	8.1%	\$6,363
Wholesale Trade	30	3.7%	\$4,235	37	4.3%	\$4,297	38	4.5%	\$4,604	36	4.4%	\$4,354
Retail Trade	198	24.6%	\$2,782	188	21.9%	\$3,032	171	20.0%	\$3,286	177	21.7%	\$3,369
Transportation & Warehousing	33	4.1%	\$3,498	36	4.2%	\$3,297	34	4.0%	\$3,475	35	4.3%	\$3,071
Information	16	2.0%	\$6,625	18	2.1%	\$5,907	21	2.5%	\$5,319	17	2.1%	\$6,166
Finance & Insurance	29	3.6%	\$3,597	30	3.5%	\$3,660	25	2.9%	\$4,127	26	3.2%	\$4,752
Real Estate & Rental & Leasing	11	1.4%	\$2,988	11	1.3%	\$2,755	15	1.8%	\$2,199	11	1.3%	\$4,031
Professional, Scientific & Technical Services	18	2.2%	\$4,567	19	2.2%	\$4,679	14	1.6%	\$5,758	16	2.0%	\$5,007
Management of Companies & Enterprises	1	0.1%	\$3,413	1	0.1%	\$2,824	1	0.1%	\$3,907	2	0.2%	\$2,112
Administrative & Waste Services	92	11.4%	\$2,623	114	13.3%	\$3,122	115	13.5%	\$3,397	96	11.8%	\$3,835
Educational Services	17	2.1%	\$2,960	21	2.4%	\$3,074	27	3.2%	\$2,384	24	2.9%	\$3,307
Health Care & Social Assistance	65	8.1%	\$4,467	69	8.0%	\$4,905	67	7.9%	\$4,119	62	7.6%	\$4,639
Arts, Entertainment & Recreation	21	2.6%	\$1,752	19	2.2%	\$1,957	21	2.5%	\$2,238	14	1.7%	\$2,489
Accommodations & Food Services	87	10.8%	\$2,121	100	11.7%	\$2,031	98	11.5%	\$2,113	104	12.8%	\$2,461
Other Services	25	3.1%	\$3,185	28	3.3%	\$3,602	25	2.9%	\$4,171	27	3.3%	\$5,085
Public Administration	47	5.8%	\$6,810	50	5.8%	\$7,011	55	6.4%	\$6,817	52	6.4%	\$7,982
Unclassified	2	0.2%	\$825	3	0.3%	\$2,966	2	0.2%	\$4,238	1	0.1%	\$4,813
<b>Total</b>	<b>804</b>	<b>100.0%</b>	<b>\$3,589</b>	<b>858</b>	<b>100.0%</b>	<b>\$3,851</b>	<b>853</b>	<b>100.0%</b>	<b>\$3,971</b>	<b>815</b>	<b>100.0%</b>	<b>\$4,361</b>

Source: Illinois Department of Employment Security

**Table 5A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2003**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	0	0.0%	\$0	1	0.1%	\$504	2	0.3%	\$4,999
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	1	0.1%	\$5,325	2	0.3%	\$5,059
Mining	2	0.3%	\$7,659	3	0.4%	\$5,158	4	0.5%	\$9,075
Utilities	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$2,816
Construction	41	5.3%	\$6,936	51	6.6%	\$7,144	55	7.0%	\$8,150
Manufacturing	63	8.1%	\$6,443	75	9.8%	\$5,977	73	9.3%	\$6,087
Wholesale Trade	35	4.5%	\$4,669	27	3.5%	\$5,345	28	3.6%	\$5,506
Retail Trade	158	20.4%	\$2,931	133	17.3%	\$3,860	144	18.4%	\$3,872
Transportation & Warehousing	31	4.0%	\$4,042	30	3.9%	\$3,882	33	4.2%	\$3,995
Information	19	2.5%	\$5,672	14	1.8%	\$6,983	13	1.7%	\$6,296
Finance & Insurance	31	4.0%	\$3,541	32	4.2%	\$4,597	33	4.2%	\$4,692
Real Estate & Rental & Leasing	12	1.5%	\$3,222	11	1.4%	\$3,040	12	1.5%	\$3,562
Professional, Scientific & Technical Services	16	2.1%	\$4,178	16	2.1%	\$4,903	16	2.0%	\$5,151
Management of Companies & Enterprises	1	0.1%	\$2,087	1	0.1%	\$3,472	1	0.1%	\$431
Administrative & Waste Services	82	10.6%	\$3,709	103	13.4%	\$3,739	91	11.7%	\$4,042
Educational Services	25	3.2%	\$3,681	27	3.5%	\$4,061	22	2.8%	\$4,396
Health Care & Social Assistance	67	8.6%	\$4,400	65	8.5%	\$4,452	72	9.2%	\$4,672
Arts, Entertainment & Recreation	13	1.7%	\$1,718	16	2.1%	\$2,216	19	2.4%	\$2,181
Accommodations & Food Services	96	12.4%	\$2,379	79	10.3%	\$2,760	75	9.6%	\$2,954
Other Services	29	3.7%	\$4,278	25	3.3%	\$4,930	25	3.2%	\$4,994
Public Administration	53	6.8%	\$8,196	57	7.4%	\$8,887	60	7.7%	\$8,665
Unclassified	1	0.1%	\$4,552	1	0.1%	\$3,196	0	0.0%	\$0
<b>Total</b>	<b>775</b>	<b>100.0%</b>	<b>\$4,242</b>	<b>768</b>	<b>100.0%</b>	<b>\$4,738</b>	<b>781</b>	<b>100.0%</b>	<b>\$4,950</b>

Source: Illinois Department of Employment Security

**Table 5B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2003**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	4	1.4%	\$432	3	0.7%	\$3,365	3	0.4%	\$2,293	4	0.4%	\$1,519
Agriculture, Forestry, Fishing & Hunting	1	0.4%	\$64	4	0.9%	\$1,175	5	0.7%	\$1,505	4	0.4%	\$3,695
Mining	1	0.4%	\$12,236	2	0.5%	\$2,764	2	0.3%	\$6,194	1	0.1%	\$10,194
Utilities	0	0.0%	\$0	1	0.2%	\$221	1	0.1%	\$4,699	1	0.1%	\$0
Construction	11	3.9%	\$3,931	34	7.7%	\$2,825	59	8.1%	\$3,302	74	7.3%	\$4,501
Manufacturing	23	8.1%	\$3,381	35	7.9%	\$2,609	58	7.9%	\$3,406	79	7.8%	\$4,616
Wholesale Trade	16	5.7%	\$2,094	23	5.2%	\$3,345	29	4.0%	\$3,654	36	3.6%	\$4,259
Retail Trade	72	25.4%	\$1,745	94	21.2%	\$2,182	167	22.9%	\$1,961	262	26.0%	\$2,445
Transportation & Warehousing	8	2.8%	\$1,647	21	4.7%	\$1,717	40	5.5%	\$1,885	62	6.1%	\$2,848
Information	4	1.4%	\$3,107	5	1.1%	\$3,440	9	1.2%	\$2,674	16	1.6%	\$3,162
Finance & Insurance	4	1.4%	\$2,890	4	0.9%	\$3,110	9	1.2%	\$4,269	16	1.6%	\$4,507
Real Estate & Rental & Leasing	3	1.1%	\$1,451	5	1.1%	\$1,194	11	1.5%	\$2,124	14	1.4%	\$2,366
Professional, Scientific & Technical Services	11	3.9%	\$2,934	17	3.8%	\$4,678	32	4.4%	\$3,564	39	3.9%	\$4,069
Management of Companies & Enterprises	3	1.1%	\$2,799	2	0.5%	\$4,557	1	0.1%	\$2,335	0	0.0%	\$0
Administrative & Waste Services	36	12.7%	\$1,700	80	18.0%	\$1,832	115	15.8%	\$2,094	157	15.6%	\$2,792
Educational Services	3	1.1%	\$699	4	0.9%	\$2,085	7	1.0%	\$2,150	7	0.7%	\$2,885
Health Care & Social Assistance	11	3.9%	\$1,682	12	2.7%	\$2,079	33	4.5%	\$2,300	47	4.7%	\$3,368
Arts, Entertainment & Recreation	6	2.1%	\$2,247	16	3.6%	\$2,881	19	2.6%	\$2,623	17	1.7%	\$2,834
Accommodations & Food Services	49	17.3%	\$1,083	54	12.2%	\$1,688	91	12.5%	\$1,577	114	11.3%	\$1,952
Other Services	10	3.5%	\$4,081	19	4.3%	\$1,907	28	3.8%	\$1,919	40	4.0%	\$2,644
Public Administration	7	2.5%	\$3,572	8	1.8%	\$1,949	10	1.4%	\$3,163	18	1.8%	\$4,610
Unclassified	0	0.0%	\$0	1	0.2%	\$2,335	1	0.1%	\$4,137	1	0.1%	\$1,670
<b>Total</b>	<b>283</b>	<b>100.0%</b>	<b>\$2,087</b>	<b>444</b>	<b>100.0%</b>	<b>\$2,301</b>	<b>730</b>	<b>100.0%</b>	<b>\$2,397</b>	<b>1,009</b>	<b>100.0%</b>	<b>\$3,064</b>

Source: Illinois Department of Employment Security

**Table 5B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2003**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	6	0.5%	\$2,806	7	0.5%	\$5,153	9	0.7%	\$3,616	3	0.2%	\$3,467
Agriculture, Forestry, Fishing & Hunting	4	0.4%	\$2,202	4	0.3%	\$2,445	1	0.1%	\$5,383	2	0.1%	\$2,856
Mining	1	0.1%	\$11,603	1	0.1%	\$6,492	2	0.1%	\$5,311	2	0.1%	\$3,258
Utilities	1	0.1%	\$7,063	3	0.2%	\$6,842	2	0.1%	\$4,982	1	0.1%	\$12,036
Construction	70	6.2%	\$4,242	82	6.4%	\$4,940	105	7.6%	\$5,724	95	7.1%	\$6,448
Manufacturing	111	9.9%	\$4,326	138	10.7%	\$5,243	149	10.8%	\$5,088	147	11.0%	\$6,345
Wholesale Trade	44	3.9%	\$4,039	52	4.0%	\$4,752	57	4.1%	\$5,419	55	4.1%	\$5,446
Retail Trade	255	22.7%	\$2,402	257	20.0%	\$2,898	262	19.0%	\$3,116	282	21.1%	\$3,359
Transportation & Warehousing	63	5.6%	\$3,567	85	6.6%	\$3,628	83	6.0%	\$3,834	87	6.5%	\$4,355
Information	18	1.6%	\$4,566	19	1.5%	\$4,610	15	1.1%	\$5,148	16	1.2%	\$6,284
Finance & Insurance	32	2.8%	\$4,154	33	2.6%	\$4,442	31	2.3%	\$4,202	25	1.9%	\$4,973
Real Estate & Rental & Leasing	15	1.3%	\$2,709	19	1.5%	\$2,216	27	2.0%	\$3,443	28	2.1%	\$4,112
Professional, Scientific & Technical Services	38	3.4%	\$4,194	40	3.1%	\$4,831	51	3.7%	\$4,946	46	3.4%	\$7,217
Management of Companies & Enterprises	1	0.1%	\$263	2	0.2%	\$1,144	4	0.3%	\$4,722	5	0.4%	\$4,820
Administrative & Waste Services	178	15.9%	\$3,186	224	17.4%	\$3,118	233	16.9%	\$3,174	205	15.3%	\$3,635
Educational Services	11	1.0%	\$2,334	17	1.3%	\$2,743	19	1.4%	\$2,968	23	1.7%	\$2,752
Health Care & Social Assistance	54	4.8%	\$4,221	51	4.0%	\$4,475	61	4.4%	\$4,024	66	4.9%	\$4,354
Arts, Entertainment & Recreation	20	1.8%	\$2,909	29	2.3%	\$3,155	33	2.4%	\$3,389	25	1.9%	\$4,021
Accommodations & Food Services	121	10.8%	\$1,844	139	10.8%	\$2,085	139	10.1%	\$2,092	130	9.7%	\$2,436
Other Services	46	4.1%	\$3,389	48	3.7%	\$3,920	44	3.2%	\$4,002	43	3.2%	\$4,569
Public Administration	32	2.8%	\$4,431	35	2.7%	\$5,256	47	3.4%	\$4,950	51	3.8%	\$5,653
Unclassified	2	0.2%	\$4,667	2	0.2%	\$6,522	2	0.1%	\$2,566	1	0.1%	\$3,678
<b>Total</b>	<b>1,123</b>	<b>100.0%</b>	<b>\$3,260</b>	<b>1,287</b>	<b>100.0%</b>	<b>\$3,662</b>	<b>1,376</b>	<b>100.0%</b>	<b>\$3,845</b>	<b>1,338</b>	<b>100.0%</b>	<b>\$4,412</b>

Source: Illinois Department of Employment Security

**Table 5B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2003**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	4	0.3%	\$3,202	2	0.1%	\$4,004	1	0.1%	\$2,572
Agriculture, Forestry, Fishing & Hunting	1	0.1%	\$4,052	1	0.1%	\$4,818	1	0.1%	\$4,736
Mining	1	0.1%	\$3,705	3	0.2%	\$8,139	6	0.4%	\$8,903
Utilities	3	0.2%	\$7,650	4	0.3%	\$7,126	5	0.4%	\$8,541
Construction	85	6.5%	\$5,761	103	7.6%	\$6,133	115	8.4%	\$6,535
Manufacturing	153	11.8%	\$6,084	154	11.4%	\$6,241	162	11.8%	\$6,595
Wholesale Trade	56	4.3%	\$5,126	59	4.4%	\$5,820	67	4.9%	\$5,867
Retail Trade	256	19.7%	\$3,189	245	18.1%	\$3,690	238	17.4%	\$3,694
Transportation & Warehousing	90	6.9%	\$4,065	87	6.4%	\$4,692	88	6.4%	\$5,387
Information	22	1.7%	\$5,102	19	1.4%	\$5,728	20	1.5%	\$6,446
Finance & Insurance	24	1.8%	\$4,614	28	2.1%	\$5,375	31	2.3%	\$6,498
Real Estate & Rental & Leasing	25	1.9%	\$3,602	27	2.0%	\$3,525	27	2.0%	\$4,457
Professional, Scientific & Technical Services	41	3.2%	\$7,146	45	3.3%	\$6,177	45	3.3%	\$6,250
Management of Companies & Enterprises	3	0.2%	\$6,767	6	0.4%	\$4,080	4	0.3%	\$6,032
Administrative & Waste Services	186	14.3%	\$3,466	187	13.8%	\$3,937	181	13.2%	\$3,894
Educational Services	25	1.9%	\$2,749	28	2.1%	\$3,572	25	1.8%	\$4,156
Health Care & Social Assistance	68	5.2%	\$3,913	80	5.9%	\$3,911	82	6.0%	\$4,804
Arts, Entertainment & Recreation	18	1.4%	\$4,393	20	1.5%	\$4,298	26	1.9%	\$3,620
Accommodations & Food Services	143	11.0%	\$2,203	150	11.1%	\$2,436	148	10.8%	\$2,520
Other Services	45	3.5%	\$4,054	47	3.5%	\$4,193	39	2.9%	\$4,320
Public Administration	49	3.8%	\$6,911	53	3.9%	\$6,791	53	3.9%	\$7,392
Unclassified	2	0.2%	\$1,894	3	0.2%	\$4,993	4	0.3%	\$4,618
<b>Total</b>	<b>1,300</b>	<b>100.0%</b>	<b>\$4,199</b>	<b>1,351</b>	<b>100.0%</b>	<b>\$4,547</b>	<b>1,368</b>	<b>100.0%</b>	<b>\$4,879</b>

Source: Illinois Department of Employment Security

**Table 5C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2003**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	3	0.2%	\$2,860	1	0.1%	\$3,894	5	0.4%	\$5,013	9	0.7%	\$10,300
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Mining	3	0.2%	\$11,309	3	0.3%	\$4,055	3	0.3%	\$10,145	4	0.3%	\$11,242
Utilities	11	0.9%	\$15,310	11	1.2%	\$11,746	11	1.0%	\$12,423	12	0.9%	\$15,514
Construction	51	4.2%	\$5,678	32	3.4%	\$3,370	52	4.6%	\$7,568	72	5.3%	\$9,139
Manufacturing	126	10.4%	\$8,736	96	10.3%	\$6,607	114	10.1%	\$8,770	146	10.8%	\$10,325
Wholesale Trade	57	4.7%	\$7,605	42	4.5%	\$5,990	51	4.5%	\$7,965	61	4.5%	\$11,548
Retail Trade	85	7.0%	\$4,601	60	6.5%	\$3,253	75	6.7%	\$4,591	114	8.4%	\$5,592
Transportation & Warehousing	76	6.3%	\$5,962	44	4.7%	\$2,842	63	5.6%	\$5,432	84	6.2%	\$7,454
Information	26	2.2%	\$9,285	21	2.3%	\$5,861	21	1.9%	\$6,327	27	2.0%	\$9,780
Finance & Insurance	48	4.0%	\$11,867	42	4.5%	\$8,831	53	4.7%	\$10,681	59	4.4%	\$11,711
Real Estate & Rental & Leasing	11	0.9%	\$6,401	3	0.3%	\$5,974	5	0.4%	\$8,108	10	0.7%	\$10,613
Professional, Scientific & Technical Services	51	4.2%	\$8,872	45	4.8%	\$9,818	56	5.0%	\$9,154	70	5.2%	\$11,203
Management of Companies & Enterprises	4	0.3%	\$16,038	4	0.4%	\$11,137	3	0.3%	\$17,303	5	0.4%	\$17,449
Administrative & Waste Services	89	7.4%	\$3,880	45	4.8%	\$2,022	75	6.7%	\$3,331	80	5.9%	\$5,702
Educational Services	78	6.5%	\$9,415	65	7.0%	\$7,070	78	6.9%	\$9,350	95	7.0%	\$10,004
Health Care & Social Assistance	139	11.5%	\$13,597	104	11.2%	\$10,298	130	11.5%	\$14,557	155	11.4%	\$19,157
Arts, Entertainment & Recreation	13	1.1%	\$3,954	6	0.6%	\$3,617	13	1.2%	\$4,115	13	1.0%	\$5,584
Accommodations & Food Services	29	2.4%	\$2,894	23	2.5%	\$1,429	19	1.7%	\$2,614	27	2.0%	\$3,956
Other Services	18	1.5%	\$3,314	13	1.4%	\$3,459	15	1.3%	\$4,174	15	1.1%	\$5,497
Public Administration	289	23.9%	\$8,627	269	28.9%	\$6,453	283	25.1%	\$8,527	295	21.8%	\$10,517
Unclassified	0	0.0%	\$0	1	0.1%	\$912	1	0.1%	\$3,845	2	0.1%	\$5,254
<b>Total</b>	<b>1,207</b>	<b>100.0%</b>	<b>\$8,231</b>	<b>930</b>	<b>100.0%</b>	<b>\$6,361</b>	<b>1,126</b>	<b>100.0%</b>	<b>\$8,381</b>	<b>1,355</b>	<b>100.0%</b>	<b>\$10,436</b>

Source: Illinois Department of Employment Security

**Table 5C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2003**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	8	0.6%	\$13,385	9	0.7%	\$10,966	9	0.7%	\$6,027	3	0.2%	\$3,791
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Mining	4	0.3%	\$9,736	4	0.3%	\$11,359	3	0.2%	\$9,183	3	0.2%	\$11,425
Utilities	12	0.9%	\$20,000	13	0.9%	\$17,579	14	1.0%	\$16,588	14	1.0%	\$16,540
Construction	69	5.0%	\$8,942	74	5.3%	\$9,478	79	5.7%	\$10,356	75	5.5%	\$10,559
Manufacturing	144	10.5%	\$11,355	146	10.5%	\$11,668	150	10.9%	\$12,022	152	11.2%	\$12,422
Wholesale Trade	64	4.7%	\$11,841	67	4.8%	\$11,922	66	4.8%	\$11,446	58	4.3%	\$15,006
Retail Trade	116	8.5%	\$6,108	125	9.0%	\$6,438	109	7.9%	\$6,827	110	8.1%	\$7,433
Transportation & Warehousing	79	5.8%	\$8,259	75	5.4%	\$8,171	72	5.2%	\$8,899	82	6.1%	\$9,201
Information	28	2.0%	\$11,179	27	2.0%	\$10,896	30	2.2%	\$10,743	30	2.2%	\$11,083
Finance & Insurance	61	4.4%	\$11,692	62	4.5%	\$11,817	64	4.6%	\$10,822	61	4.5%	\$12,323
Real Estate & Rental & Leasing	13	0.9%	\$7,364	11	0.8%	\$5,318	15	1.1%	\$8,460	14	1.0%	\$10,944
Professional, Scientific & Technical Services	73	5.3%	\$13,073	68	4.9%	\$13,195	66	4.8%	\$13,218	71	5.2%	\$13,026
Management of Companies & Enterprises	4	0.3%	\$19,455	4	0.3%	\$19,194	3	0.2%	\$12,586	2	0.1%	\$17,525
Administrative & Waste Services	80	5.8%	\$6,251	94	6.8%	\$5,429	94	6.8%	\$5,937	83	6.1%	\$6,712
Educational Services	96	7.0%	\$10,662	93	6.7%	\$10,929	92	6.7%	\$9,668	94	6.9%	\$11,109
Health Care & Social Assistance	155	11.3%	\$18,480	161	11.6%	\$19,902	156	11.3%	\$21,557	144	10.6%	\$24,328
Arts, Entertainment & Recreation	14	1.0%	\$4,405	14	1.0%	\$4,441	15	1.1%	\$4,508	9	0.7%	\$6,535
Accommodations & Food Services	32	2.3%	\$3,140	32	2.3%	\$3,314	36	2.6%	\$2,971	30	2.2%	\$3,972
Other Services	17	1.2%	\$5,635	16	1.2%	\$5,840	16	1.2%	\$5,849	15	1.1%	\$5,363
Public Administration	299	21.8%	\$11,384	287	20.7%	\$11,723	288	20.9%	\$11,738	301	22.2%	\$12,261
Unclassified	3	0.2%	\$5,242	2	0.1%	\$6,367	2	0.1%	\$6,446	3	0.2%	\$9,676
<b>Total</b>	<b>1,371</b>	<b>100.0%</b>	<b>\$10,924</b>	<b>1,384</b>	<b>100.0%</b>	<b>\$11,144</b>	<b>1,379</b>	<b>100.0%</b>	<b>\$11,312</b>	<b>1,354</b>	<b>100.0%</b>	<b>\$12,319</b>

Source: Illinois Department of Employment Security

**Table 5C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2003**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	5	0.4%	\$6,945	4	0.3%	\$10,339	4	0.3%	\$13,222
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Mining	3	0.2%	\$9,490	4	0.3%	\$8,381	5	0.4%	\$10,246
Utilities	13	1.0%	\$23,047	13	1.0%	\$18,771	12	0.9%	\$18,242
Construction	68	5.2%	\$9,348	73	5.6%	\$10,895	73	5.7%	\$12,468
Manufacturing	144	11.0%	\$13,168	143	11.0%	\$12,325	142	11.1%	\$12,353
Wholesale Trade	56	4.3%	\$13,611	52	4.0%	\$14,212	53	4.2%	\$14,218
Retail Trade	89	6.8%	\$7,197	85	6.6%	\$6,894	82	6.4%	\$7,082
Transportation & Warehousing	82	6.3%	\$8,733	81	6.3%	\$8,732	72	5.6%	\$10,122
Information	30	2.3%	\$9,890	26	2.0%	\$10,308	23	1.8%	\$10,933
Finance & Insurance	58	4.4%	\$13,446	55	4.2%	\$13,052	56	4.4%	\$12,835
Real Estate & Rental & Leasing	10	0.8%	\$11,563	13	1.0%	\$14,128	13	1.0%	\$9,386
Professional, Scientific & Technical Services	77	5.9%	\$12,344	75	5.8%	\$12,837	76	6.0%	\$13,360
Management of Companies & Enterprises	4	0.3%	\$17,481	5	0.4%	\$13,019	5	0.4%	\$14,692
Administrative & Waste Services	82	6.3%	\$6,187	80	6.2%	\$6,490	94	7.4%	\$7,016
Educational Services	87	6.7%	\$10,864	80	6.2%	\$12,022	93	7.3%	\$9,936
Health Care & Social Assistance	150	11.5%	\$20,775	152	11.7%	\$20,840	149	11.7%	\$23,079
Arts, Entertainment & Recreation	11	0.8%	\$5,794	11	0.8%	\$5,064	10	0.8%	\$6,014
Accommodations & Food Services	26	2.0%	\$4,323	25	1.9%	\$3,300	25	2.0%	\$4,613
Other Services	18	1.4%	\$6,770	22	1.7%	\$6,350	26	2.0%	\$6,583
Public Administration	293	22.4%	\$11,908	295	22.8%	\$12,211	259	20.3%	\$11,706
Unclassified	2	0.2%	\$17,105	2	0.2%	\$11,963	3	0.2%	\$11,486
<b>Total</b>	<b>1,308</b>	<b>100.0%</b>	<b>\$11,939</b>	<b>1,296</b>	<b>100.0%</b>	<b>\$12,083</b>	<b>1,275</b>	<b>100.0%</b>	<b>\$12,288</b>

Source: Illinois Department of Employment Security

**Table 5D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2003**

NAICS 2	2003 Q1			2003 Q2			2003 Q3			2003 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.6%	\$2,929	1	0.2%	\$3,220	2	0.3%	\$4,110	1	0.1%	\$117
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	0	0.0%	\$0	2	0.3%	\$1,389	2	0.2%	\$6,375
Mining	1	0.3%	\$973	1	0.2%	\$9,371	1	0.2%	\$11,644	2	0.2%	\$6,821
Utilities	5	1.6%	\$11,784	6	1.4%	\$17,269	7	1.1%	\$14,874	7	0.8%	\$17,182
Construction	12	3.8%	\$4,512	22	5.1%	\$3,658	34	5.4%	\$5,481	49	5.9%	\$5,824
Manufacturing	31	9.9%	\$6,420	48	11.1%	\$8,012	63	10.0%	\$9,554	75	9.1%	\$10,590
Wholesale Trade	14	4.5%	\$5,986	15	3.5%	\$5,974	25	4.0%	\$6,160	28	3.4%	\$10,167
Retail Trade	47	15.0%	\$2,514	59	13.7%	\$3,161	86	13.7%	\$3,670	127	15.4%	\$4,002
Transportation & Warehousing	11	3.5%	\$5,086	17	3.9%	\$6,349	32	5.1%	\$5,804	59	7.2%	\$5,736
Information	5	1.6%	\$4,090	6	1.4%	\$3,895	11	1.8%	\$5,562	16	1.9%	\$8,948
Finance & Insurance	9	2.9%	\$6,238	14	3.2%	\$5,637	15	2.4%	\$5,629	21	2.5%	\$6,197
Real Estate & Rental & Leasing	4	1.3%	\$5,131	6	1.4%	\$6,354	11	1.8%	\$4,525	16	1.9%	\$4,630
Professional, Scientific & Technical Services	22	7.0%	\$6,725	37	8.6%	\$9,698	49	7.8%	\$11,633	74	9.0%	\$12,781
Management of Companies & Enterprises	1	0.3%	\$481	1	0.2%	\$5,597	1	0.2%	\$3,135	0	0.0%	\$0
Administrative & Waste Services	39	12.5%	\$3,209	56	13.0%	\$3,893	77	12.3%	\$3,863	91	11.0%	\$5,095
Educational Services	29	9.3%	\$5,850	36	8.3%	\$4,467	46	7.3%	\$8,638	62	7.5%	\$9,601
Health Care & Social Assistance	33	10.5%	\$6,451	38	8.8%	\$5,355	58	9.2%	\$7,056	70	8.5%	\$9,744
Arts, Entertainment & Recreation	4	1.3%	\$903	5	1.2%	\$1,797	10	1.6%	\$1,830	12	1.5%	\$2,513
Accommodations & Food Services	12	3.8%	\$4,198	25	5.8%	\$2,835	38	6.1%	\$3,770	35	4.2%	\$4,738
Other Services	9	2.9%	\$4,236	12	2.8%	\$4,801	18	2.9%	\$6,756	24	2.9%	\$7,601
Public Administration	23	7.3%	\$9,472	27	6.3%	\$6,805	42	6.7%	\$7,459	52	6.3%	\$8,573
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$6,704
<b>Total</b>	<b>313</b>	<b>100.0%</b>	<b>\$5,240</b>	<b>432</b>	<b>100.0%</b>	<b>\$5,495</b>	<b>628</b>	<b>100.0%</b>	<b>\$6,432</b>	<b>824</b>	<b>100.0%</b>	<b>\$7,552</b>

Source: Illinois Department of Employment Security

**Table 5D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2003**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	1	0.1%	\$7,500	2	0.2%	\$9,182	0	0.0%	\$0	2	0.2%	\$5,446
Agriculture, Forestry, Fishing & Hunting	3	0.3%	\$4,643	3	0.3%	\$2,902	2	0.2%	\$5,261	2	0.2%	\$3,895
Mining	1	0.1%	\$7,867	1	0.1%	\$9,710	2	0.2%	\$12,167	3	0.3%	\$11,108
Utilities	9	1.0%	\$20,535	9	0.9%	\$18,256	11	1.1%	\$13,559	10	1.0%	\$14,569
Construction	46	4.9%	\$5,609	54	5.4%	\$6,351	60	5.7%	\$6,741	54	5.3%	\$7,038
Manufacturing	93	10.0%	\$9,582	108	10.8%	\$9,818	126	12.0%	\$9,162	126	12.3%	\$10,569
Wholesale Trade	30	3.2%	\$10,835	41	4.1%	\$8,387	43	4.1%	\$9,756	46	4.5%	\$11,074
Retail Trade	137	14.7%	\$4,281	137	13.6%	\$4,426	133	12.7%	\$4,849	135	13.2%	\$5,658
Transportation & Warehousing	66	7.1%	\$5,377	68	6.8%	\$6,643	70	6.7%	\$7,084	70	6.8%	\$7,277
Information	14	1.5%	\$6,624	14	1.4%	\$7,403	14	1.3%	\$6,304	13	1.3%	\$7,256
Finance & Insurance	22	2.4%	\$6,652	21	2.1%	\$7,465	19	1.8%	\$7,703	18	1.8%	\$8,341
Real Estate & Rental & Leasing	17	1.8%	\$4,955	13	1.3%	\$6,468	10	1.0%	\$7,040	10	1.0%	\$7,458
Professional, Scientific & Technical Services	76	8.2%	\$14,515	83	8.3%	\$14,463	88	8.4%	\$14,680	90	8.8%	\$15,832
Management of Companies & Enterprises	1	0.1%	\$2,354	1	0.1%	\$3,742	1	0.1%	\$9,756	1	0.1%	\$9,378
Administrative & Waste Services	126	13.5%	\$5,240	129	12.8%	\$6,050	130	12.4%	\$5,617	115	11.2%	\$6,423
Educational Services	67	7.2%	\$9,626	69	6.9%	\$9,010	70	6.7%	\$9,026	69	6.7%	\$10,646
Health Care & Social Assistance	82	8.8%	\$10,232	91	9.1%	\$10,105	104	9.9%	\$10,115	100	9.8%	\$11,369
Arts, Entertainment & Recreation	9	1.0%	\$4,311	17	1.7%	\$3,693	17	1.6%	\$3,757	15	1.5%	\$4,662
Accommodations & Food Services	46	4.9%	\$3,711	52	5.2%	\$3,835	48	4.6%	\$4,355	40	3.9%	\$4,789
Other Services	28	3.0%	\$7,806	27	2.7%	\$7,562	32	3.1%	\$6,968	33	3.2%	\$6,850
Public Administration	57	6.1%	\$10,041	63	6.3%	\$9,486	65	6.2%	\$9,815	71	6.9%	\$9,492
Unclassified	1	0.1%	\$11,153	1	0.1%	\$8,998	1	0.1%	\$6,600	1	0.1%	\$14,300
<b>Total</b>	<b>932</b>	<b>100.0%</b>	<b>\$7,741</b>	<b>1,004</b>	<b>100.0%</b>	<b>\$7,918</b>	<b>1,046</b>	<b>100.0%</b>	<b>\$8,092</b>	<b>1,024</b>	<b>100.0%</b>	<b>\$9,015</b>

Source: Illinois Department of Employment Security

**Table 5D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2003**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.2%	\$3,061	3	0.3%	\$10,023	5	0.5%	\$7,871
Agriculture, Forestry, Fishing & Hunting	2	0.2%	\$3,635	3	0.3%	\$4,906	3	0.3%	\$6,266
Mining	3	0.3%	\$8,778	4	0.4%	\$11,240	4	0.4%	\$15,216
Utilities	11	1.1%	\$20,393	13	1.3%	\$14,726	15	1.5%	\$15,520
Construction	47	4.8%	\$6,080	44	4.5%	\$6,756	49	5.0%	\$7,422
Manufacturing	122	12.4%	\$11,115	120	12.2%	\$10,665	126	12.9%	\$10,864
Wholesale Trade	50	5.1%	\$10,527	63	6.4%	\$9,982	60	6.1%	\$9,746
Retail Trade	132	13.4%	\$4,692	128	13.0%	\$5,602	111	11.3%	\$5,678
Transportation & Warehousing	60	6.1%	\$7,813	60	6.1%	\$7,875	62	6.3%	\$8,321
Information	12	1.2%	\$7,394	13	1.3%	\$8,820	17	1.7%	\$7,806
Finance & Insurance	17	1.7%	\$8,508	22	2.2%	\$7,087	23	2.3%	\$7,355
Real Estate & Rental & Leasing	9	0.9%	\$6,527	7	0.7%	\$6,786	9	0.9%	\$9,584
Professional, Scientific & Technical Services	93	9.5%	\$14,307	89	9.0%	\$14,736	88	9.0%	\$15,588
Management of Companies & Enterprises	1	0.1%	\$8,341	1	0.1%	\$10,717	1	0.1%	\$11,459
Administrative & Waste Services	110	11.2%	\$6,750	102	10.4%	\$6,971	102	10.4%	\$7,275
Educational Services	69	7.0%	\$9,848	59	6.0%	\$9,706	67	6.8%	\$11,008
Health Care & Social Assistance	103	10.5%	\$9,763	98	10.0%	\$11,174	94	9.6%	\$11,987
Arts, Entertainment & Recreation	9	0.9%	\$5,461	14	1.4%	\$4,398	14	1.4%	\$5,227
Accommodations & Food Services	37	3.8%	\$4,641	39	4.0%	\$4,389	37	3.8%	\$4,228
Other Services	27	2.7%	\$7,206	30	3.0%	\$8,363	25	2.6%	\$9,068
Public Administration	68	6.9%	\$10,226	72	7.3%	\$10,652	68	6.9%	\$10,104
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>984</b>	<b>100.0%</b>	<b>\$8,831</b>	<b>984</b>	<b>100.0%</b>	<b>\$9,092</b>	<b>980</b>	<b>100.0%</b>	<b>\$9,527</b>

Source: Illinois Department of Employment Security

**Table 6A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2004**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.4%	\$336	2	0.3%	\$7,815	0	0.0%	\$0	1	0.1%	\$1,300
Agriculture, Forestry, Fishing & Hunting	3	0.6%	\$1,745	3	0.5%	\$1,887	3	0.4%	\$4,159	4	0.5%	\$3,514
Mining	0	0.0%	\$0	1	0.2%	\$4,549	2	0.3%	\$6,165	3	0.3%	\$7,415
Utilities	0	0.0%	\$0	1	0.2%	\$1,040	1	0.1%	\$7,854	1	0.1%	\$6,033
Construction	13	2.7%	\$2,077	46	7.5%	\$2,498	62	8.2%	\$4,257	57	6.6%	\$5,272
Manufacturing	39	8.0%	\$2,250	51	8.3%	\$2,921	67	8.8%	\$4,140	79	9.2%	\$4,887
Wholesale Trade	23	4.7%	\$4,867	30	4.9%	\$4,494	38	5.0%	\$4,795	34	4.0%	\$5,455
Retail Trade	144	29.6%	\$1,586	135	22.0%	\$1,998	188	24.8%	\$2,018	244	28.4%	\$2,878
Transportation & Warehousing	11	2.3%	\$2,375	18	2.9%	\$1,986	24	3.2%	\$2,860	40	4.7%	\$3,087
Information	14	2.9%	\$3,716	15	2.4%	\$2,862	18	2.4%	\$3,736	21	2.4%	\$5,036
Finance & Insurance	11	2.3%	\$4,439	14	2.3%	\$2,886	17	2.2%	\$4,460	21	2.4%	\$4,433
Real Estate & Rental & Leasing	4	0.8%	\$1,069	8	1.3%	\$3,401	7	0.9%	\$1,348	10	1.2%	\$2,436
Professional, Scientific & Technical Services	10	2.1%	\$1,628	11	1.8%	\$1,975	16	2.1%	\$2,945	22	2.6%	\$3,887
Management of Companies & Enterprises	0	0.0%	\$0	2	0.3%	\$902	1	0.1%	\$49	0	0.0%	\$0
Administrative & Waste Services	48	9.9%	\$1,822	68	11.1%	\$1,930	73	9.6%	\$2,301	88	10.2%	\$2,851
Educational Services	9	1.9%	\$1,404	13	2.1%	\$1,255	12	1.6%	\$1,493	16	1.9%	\$1,968
Health Care & Social Assistance	24	4.9%	\$2,605	34	5.5%	\$2,663	44	5.8%	\$3,424	50	5.8%	\$4,249
Arts, Entertainment & Recreation	10	2.1%	\$534	27	4.4%	\$1,523	27	3.6%	\$2,575	22	2.6%	\$2,662
Accommodations & Food Services	85	17.5%	\$1,321	89	14.5%	\$1,646	98	12.9%	\$1,701	96	11.2%	\$2,064
Other Services	18	3.7%	\$1,842	19	3.1%	\$1,461	30	4.0%	\$1,970	22	2.6%	\$2,544
Public Administration	17	3.5%	\$4,798	26	4.2%	\$4,675	30	4.0%	\$7,993	29	3.4%	\$8,852
Unclassified	1	0.2%	\$497	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
<b>Total</b>	<b>486</b>	<b>100.0%</b>	<b>\$2,066</b>	<b>613</b>	<b>100.0%</b>	<b>\$2,349</b>	<b>758</b>	<b>100.0%</b>	<b>\$3,002</b>	<b>860</b>	<b>100.0%</b>	<b>\$3,621</b>

Source: Illinois Department of Employment Security

**Table 6A. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Reserve/Guard - Discharge Year 2004**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.2%	\$350	0	0.0%	\$0	0	0.0%	\$0
Agriculture, Forestry, Fishing & Hunting	4	0.5%	\$2,187	4	0.4%	\$3,620	4	0.4%	\$3,902
Mining	3	0.3%	\$5,951	4	0.4%	\$3,753	4	0.4%	\$5,920
Utilities	1	0.1%	\$7,013	1	0.1%	\$6,119	1	0.1%	\$7,422
Construction	45	5.2%	\$4,839	57	6.4%	\$5,173	63	7.0%	\$5,138
Manufacturing	80	9.2%	\$4,935	77	8.6%	\$5,333	87	9.6%	\$5,160
Wholesale Trade	33	3.8%	\$5,261	37	4.1%	\$5,747	32	3.5%	\$5,879
Retail Trade	243	27.9%	\$2,657	207	23.1%	\$3,048	190	21.0%	\$3,308
Transportation & Warehousing	31	3.6%	\$4,247	37	4.1%	\$4,163	41	4.5%	\$4,056
Information	25	2.9%	\$3,888	21	2.3%	\$4,109	18	2.0%	\$4,297
Finance & Insurance	19	2.2%	\$5,254	22	2.5%	\$4,574	22	2.4%	\$5,279
Real Estate & Rental & Leasing	10	1.1%	\$3,175	10	1.1%	\$4,652	18	2.0%	\$3,157
Professional, Scientific & Technical Services	23	2.6%	\$3,725	29	3.2%	\$4,398	30	3.3%	\$4,314
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0
Administrative & Waste Services	91	10.5%	\$3,074	100	11.2%	\$3,288	112	12.4%	\$3,116
Educational Services	16	1.8%	\$2,944	16	1.8%	\$2,311	10	1.1%	\$3,996
Health Care & Social Assistance	61	7.0%	\$3,664	62	6.9%	\$4,123	70	7.7%	\$4,249
Arts, Entertainment & Recreation	18	2.1%	\$2,903	27	3.0%	\$2,230	29	3.2%	\$2,580
Accommodations & Food Services	104	12.0%	\$2,083	109	12.2%	\$2,101	95	10.5%	\$2,273
Other Services	23	2.6%	\$2,525	23	2.6%	\$2,494	17	1.9%	\$3,022
Public Administration	37	4.3%	\$7,560	53	5.9%	\$6,625	62	6.8%	\$6,291
Unclassified	1	0.1%	\$1,115	0	0.0%	\$0	1	0.1%	\$13,708
<b>Total</b>	<b>870</b>	<b>100.0%</b>	<b>\$3,529</b>	<b>896</b>	<b>100.0%</b>	<b>\$3,816</b>	<b>906</b>	<b>100.0%</b>	<b>\$3,989</b>

Source: Illinois Department of Employment Security

**Table 6B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2004**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	4	1.1%	\$1,261	2	0.4%	\$625	7	0.7%	\$1,999	4	0.3%	\$2,332
Agriculture, Forestry, Fishing & Hunting	3	0.8%	\$1,290	3	0.6%	\$1,038	5	0.5%	\$866	7	0.5%	\$1,969
Mining	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$9,838
Utilities	0	0.0%	\$0	0	0.0%	\$0	4	0.4%	\$3,618	4	0.3%	\$5,514
Construction	24	6.8%	\$1,845	40	7.3%	\$3,105	63	6.7%	\$4,273	69	5.4%	\$4,831
Manufacturing	20	5.6%	\$3,805	50	9.2%	\$3,247	106	11.2%	\$3,625	125	9.8%	\$5,124
Wholesale Trade	12	3.4%	\$3,573	15	2.8%	\$4,266	33	3.5%	\$3,987	54	4.2%	\$4,931
Retail Trade	85	23.9%	\$1,673	122	22.4%	\$1,794	207	21.9%	\$2,146	365	28.6%	\$2,444
Transportation & Warehousing	17	4.8%	\$2,704	27	5.0%	\$2,462	59	6.2%	\$2,596	90	7.1%	\$4,007
Information	4	1.1%	\$3,218	5	0.9%	\$5,387	9	1.0%	\$4,226	6	0.5%	\$6,312
Finance & Insurance	5	1.4%	\$2,375	6	1.1%	\$2,492	19	2.0%	\$2,918	25	2.0%	\$3,312
Real Estate & Rental & Leasing	10	2.8%	\$934	10	1.8%	\$2,060	17	1.8%	\$2,556	24	1.9%	\$3,529
Professional, Scientific & Technical Services	7	2.0%	\$6,664	14	2.6%	\$4,472	15	1.6%	\$4,834	25	2.0%	\$4,758
Management of Companies & Enterprises	0	0.0%	\$0	1	0.2%	\$558	2	0.2%	\$2,604	1	0.1%	\$1,835
Administrative & Waste Services	64	18.0%	\$1,571	96	17.6%	\$2,170	162	17.1%	\$2,284	193	15.1%	\$2,965
Educational Services	3	0.8%	\$1,652	4	0.7%	\$974	14	1.5%	\$1,953	18	1.4%	\$3,301
Health Care & Social Assistance	9	2.5%	\$2,630	19	3.5%	\$2,988	31	3.3%	\$3,162	39	3.1%	\$3,546
Arts, Entertainment & Recreation	6	1.7%	\$1,954	17	3.1%	\$1,445	34	3.6%	\$1,774	30	2.4%	\$2,880
Accommodations & Food Services	69	19.4%	\$1,471	85	15.6%	\$1,567	119	12.6%	\$1,615	146	11.4%	\$1,945
Other Services	8	2.3%	\$1,943	17	3.1%	\$1,690	22	2.3%	\$2,623	31	2.4%	\$3,626
Public Administration	4	1.1%	\$4,421	10	1.8%	\$2,557	18	1.9%	\$3,376	16	1.3%	\$4,409
Unclassified	1	0.3%	\$7,185	2	0.4%	\$767	0	0.0%	\$0	3	0.2%	\$2,454
<b>Total</b>	<b>355</b>	<b>100.0%</b>	<b>\$2,039</b>	<b>545</b>	<b>100.0%</b>	<b>\$2,291</b>	<b>946</b>	<b>100.0%</b>	<b>\$2,639</b>	<b>1,276</b>	<b>100.0%</b>	<b>\$3,295</b>

Source: Illinois Department of Employment Security

**Table 6B. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
20-24, Regular Services - Discharge Year 2004**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	6	0.4%	\$4,145	6	0.4%	\$3,781	1	0.1%	\$5,449
Agriculture, Forestry, Fishing & Hunting	3	0.2%	\$345	2	0.1%	\$1,146	1	0.1%	\$0
Mining	2	0.1%	\$6,541	2	0.1%	\$9,663	3	0.2%	\$9,470
Utilities	5	0.4%	\$4,753	6	0.4%	\$5,886	7	0.4%	\$7,047
Construction	66	4.7%	\$4,210	89	5.6%	\$5,077	111	6.7%	\$5,108
Manufacturing	161	11.5%	\$5,311	171	10.8%	\$6,030	185	11.2%	\$6,052
Wholesale Trade	72	5.2%	\$4,174	74	4.7%	\$5,540	74	4.5%	\$6,263
Retail Trade	350	25.1%	\$2,419	377	23.7%	\$2,953	366	22.1%	\$3,184
Transportation & Warehousing	88	6.3%	\$3,933	102	6.4%	\$4,436	87	5.3%	\$5,326
Information	14	1.0%	\$3,848	17	1.1%	\$5,141	24	1.4%	\$4,882
Finance & Insurance	32	2.3%	\$3,946	29	1.8%	\$4,528	36	2.2%	\$4,268
Real Estate & Rental & Leasing	27	1.9%	\$3,349	32	2.0%	\$3,575	39	2.4%	\$3,550
Professional, Scientific & Technical Services	28	2.0%	\$4,994	35	2.2%	\$6,576	34	2.1%	\$5,454
Management of Companies & Enterprises	3	0.2%	\$2,264	4	0.3%	\$3,173	3	0.2%	\$4,858
Administrative & Waste Services	196	14.1%	\$3,026	240	15.1%	\$3,369	241	14.6%	\$3,657
Educational Services	28	2.0%	\$4,077	32	2.0%	\$3,110	27	1.6%	\$3,689
Health Care & Social Assistance	50	3.6%	\$3,391	63	4.0%	\$3,966	84	5.1%	\$4,439
Arts, Entertainment & Recreation	31	2.2%	\$2,997	44	2.8%	\$3,014	46	2.8%	\$3,737
Accommodations & Food Services	167	12.0%	\$1,985	185	11.6%	\$2,263	207	12.5%	\$2,534
Other Services	36	2.6%	\$3,033	42	2.6%	\$3,508	35	2.1%	\$3,684
Public Administration	25	1.8%	\$6,166	34	2.1%	\$5,334	41	2.5%	\$6,210
Unclassified	5	0.4%	\$3,783	3	0.2%	\$5,376	4	0.2%	\$4,774
<b>Total</b>	<b>1,395</b>	<b>100.0%</b>	<b>\$3,362</b>	<b>1,589</b>	<b>100.0%</b>	<b>\$3,882</b>	<b>1,656</b>	<b>100.0%</b>	<b>\$4,181</b>

Source: Illinois Department of Employment Security

**Table 6C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2004**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	1	0.1%	\$8,480	3	0.3%	\$1,682	3	0.2%	\$2,271	2	0.1%	\$2,818
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	1	0.1%	\$1,017	1	0.1%	\$2,299	1	0.1%	\$4,964
Mining	2	0.2%	\$6,579	4	0.4%	\$5,185	5	0.4%	\$5,922	6	0.4%	\$8,653
Utilities	4	0.5%	\$9,180	4	0.4%	\$9,169	5	0.4%	\$9,612	5	0.3%	\$19,972
Construction	23	2.7%	\$6,054	44	4.3%	\$7,625	65	5.1%	\$7,513	70	4.9%	\$8,069
Manufacturing	89	10.5%	\$7,472	103	10.2%	\$7,917	129	10.2%	\$9,894	148	10.3%	\$10,739
Wholesale Trade	30	3.5%	\$4,972	39	3.9%	\$8,091	65	5.1%	\$7,738	77	5.4%	\$10,045
Retail Trade	89	10.5%	\$3,436	96	9.5%	\$3,958	124	9.8%	\$4,291	142	9.9%	\$5,212
Transportation & Warehousing	34	4.0%	\$5,922	40	4.0%	\$8,183	65	5.1%	\$7,839	81	5.6%	\$9,142
Information	24	2.8%	\$6,070	23	2.3%	\$7,176	30	2.4%	\$5,948	30	2.1%	\$7,272
Finance & Insurance	39	4.6%	\$5,313	46	4.5%	\$6,409	55	4.4%	\$7,858	63	4.4%	\$9,476
Real Estate & Rental & Leasing	6	0.7%	\$2,564	10	1.0%	\$6,992	14	1.1%	\$5,847	16	1.1%	\$7,906
Professional, Scientific & Technical Services	37	4.3%	\$7,756	41	4.1%	\$8,102	47	3.7%	\$9,284	55	3.8%	\$11,342
Management of Companies & Enterprises	3	0.4%	\$9,272	5	0.5%	\$6,214	4	0.3%	\$4,218	4	0.3%	\$7,956
Administrative & Waste Services	39	4.6%	\$4,160	64	6.3%	\$4,705	81	6.4%	\$5,424	103	7.2%	\$5,794
Educational Services	56	6.6%	\$5,569	55	5.4%	\$6,526	68	5.4%	\$6,530	85	5.9%	\$8,834
Health Care & Social Assistance	67	7.9%	\$8,530	83	8.2%	\$10,908	103	8.2%	\$12,332	128	8.9%	\$17,773
Arts, Entertainment & Recreation	12	1.4%	\$2,865	17	1.7%	\$2,844	23	1.8%	\$3,682	19	1.3%	\$4,276
Accommodations & Food Services	23	2.7%	\$1,600	28	2.8%	\$2,913	36	2.9%	\$2,725	38	2.6%	\$3,774
Other Services	11	1.3%	\$1,245	19	1.9%	\$2,859	26	2.1%	\$4,723	30	2.1%	\$6,032
Public Administration	262	30.8%	\$6,674	287	28.4%	\$7,778	314	24.9%	\$9,580	330	23.0%	\$11,186
Unclassified	0	0.0%	\$0	0	0.0%	\$0	0	0.0%	\$0	1	0.1%	\$16,250
<b>Total</b>	<b>851</b>	<b>100.0%</b>	<b>\$5,971</b>	<b>1,012</b>	<b>100.0%</b>	<b>\$7,028</b>	<b>1,263</b>	<b>100.0%</b>	<b>\$7,925</b>	<b>1,434</b>	<b>100.0%</b>	<b>\$9,696</b>

Source: Illinois Department of Employment Security

**Table 6C. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Reserve/Guard - Discharge Year 2004**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.1%	\$2,861	3	0.2%	\$7,391	3	0.2%	\$6,023
Agriculture, Forestry, Fishing & Hunting	1	0.1%	\$3,550	2	0.1%	\$5,050	2	0.1%	\$4,274
Mining	7	0.5%	\$7,975	8	0.5%	\$7,898	7	0.5%	\$6,707
Utilities	7	0.5%	\$42,875	7	0.5%	\$14,073	8	0.6%	\$17,009
Construction	57	3.9%	\$7,673	59	4.0%	\$8,743	62	4.4%	\$8,681
Manufacturing	162	11.0%	\$11,403	158	10.8%	\$11,265	152	10.8%	\$11,391
Wholesale Trade	73	5.0%	\$11,018	75	5.1%	\$10,645	72	5.1%	\$11,023
Retail Trade	129	8.8%	\$5,489	129	8.8%	\$5,724	119	8.5%	\$6,191
Transportation & Warehousing	90	6.1%	\$8,345	85	5.8%	\$9,640	88	6.3%	\$9,719
Information	31	2.1%	\$8,609	27	1.8%	\$11,692	25	1.8%	\$10,998
Finance & Insurance	64	4.3%	\$9,009	64	4.4%	\$9,158	59	4.2%	\$10,302
Real Estate & Rental & Leasing	21	1.4%	\$7,431	23	1.6%	\$6,859	21	1.5%	\$7,968
Professional, Scientific & Technical Services	64	4.3%	\$10,937	67	4.6%	\$10,891	66	4.7%	\$11,592
Management of Companies & Enterprises	6	0.4%	\$11,999	6	0.4%	\$16,263	6	0.4%	\$11,492
Administrative & Waste Services	102	6.9%	\$5,804	107	7.3%	\$5,635	99	7.0%	\$6,339
Educational Services	90	6.1%	\$8,949	83	5.7%	\$9,154	94	6.7%	\$8,864
Health Care & Social Assistance	139	9.4%	\$13,978	139	9.5%	\$16,462	144	10.2%	\$14,743
Arts, Entertainment & Recreation	18	1.2%	\$4,155	16	1.1%	\$4,642	18	1.3%	\$5,030
Accommodations & Food Services	35	2.4%	\$3,241	35	2.4%	\$3,966	41	2.9%	\$3,865
Other Services	33	2.2%	\$5,408	27	1.8%	\$7,654	26	1.9%	\$6,813
Public Administration	342	23.2%	\$11,502	344	23.5%	\$12,348	292	20.8%	\$12,364
Unclassified	1	0.1%	\$4,280	1	0.1%	\$5,191	1	0.1%	\$5,897
<b>Total</b>	<b>1,474</b>	<b>100.0%</b>	<b>\$9,722</b>	<b>1,465</b>	<b>100.0%</b>	<b>\$10,277</b>	<b>1,405</b>	<b>100.0%</b>	<b>\$10,231</b>

Source: Illinois Department of Employment Security

**Table 6D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2004**

NAICS 2	2004 Q1			2004 Q2			2004 Q3			2004 Q4		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	2	0.7%	\$8,242	2	0.4%	\$7,812	1	0.1%	\$11,045	0	0.0%	\$0
Agriculture, Forestry, Fishing & Hunting	1	0.3%	\$905	0	0.0%	\$0	1	0.1%	\$181	1	0.1%	\$846
Mining	0	0.0%	\$0	2	0.4%	\$3,415	4	0.5%	\$2,943	6	0.6%	\$8,826
Utilities	0	0.0%	\$0	5	1.1%	\$16,867	5	0.7%	\$20,630	5	0.5%	\$20,745
Construction	12	4.0%	\$3,376	25	5.4%	\$5,265	35	4.7%	\$5,117	43	4.2%	\$5,638
Manufacturing	29	9.7%	\$3,827	45	9.8%	\$4,966	92	12.3%	\$6,763	134	13.2%	\$8,206
Wholesale Trade	11	3.7%	\$6,792	25	5.4%	\$5,439	41	5.5%	\$8,387	62	6.1%	\$9,511
Retail Trade	40	13.4%	\$2,942	54	11.8%	\$3,280	88	11.8%	\$3,217	144	14.2%	\$3,873
Transportation & Warehousing	18	6.0%	\$4,939	22	4.8%	\$5,857	44	5.9%	\$5,615	56	5.5%	\$7,134
Information	2	0.7%	\$5,303	8	1.7%	\$3,896	10	1.3%	\$7,426	13	1.3%	\$6,779
Finance & Insurance	9	3.0%	\$13,393	15	3.3%	\$8,979	23	3.1%	\$8,421	26	2.6%	\$11,438
Real Estate & Rental & Leasing	1	0.3%	\$9,654	4	0.9%	\$2,013	10	1.3%	\$2,486	14	1.4%	\$3,953
Professional, Scientific & Technical Services	27	9.1%	\$8,672	50	10.9%	\$10,151	90	12.0%	\$11,791	117	11.5%	\$14,393
Management of Companies & Enterprises	0	0.0%	\$0	0	0.0%	\$0	2	0.3%	\$4,060	2	0.2%	\$10,680
Administrative & Waste Services	30	10.1%	\$3,579	59	12.9%	\$4,009	103	13.8%	\$4,693	124	12.2%	\$5,502
Educational Services	19	6.4%	\$3,660	24	5.2%	\$4,505	37	5.0%	\$4,505	52	5.1%	\$5,572
Health Care & Social Assistance	38	12.8%	\$7,456	44	9.6%	\$6,096	64	8.6%	\$9,067	88	8.7%	\$10,496
Arts, Entertainment & Recreation	6	2.0%	\$1,560	8	1.7%	\$2,447	13	1.7%	\$3,627	11	1.1%	\$3,023
Accommodations & Food Services	21	7.0%	\$1,674	20	4.4%	\$1,816	27	3.6%	\$2,166	39	3.8%	\$2,479
Other Services	11	3.7%	\$2,531	18	3.9%	\$3,948	24	3.2%	\$4,716	29	2.9%	\$5,579
Public Administration	21	7.0%	\$6,499	28	6.1%	\$7,177	31	4.1%	\$8,790	42	4.1%	\$10,701
Unclassified	0	0.0%	\$0	1	0.2%	\$11,925	2	0.3%	\$5,670	5	0.5%	\$5,613
<b>Total</b>	<b>298</b>	<b>100.0%</b>	<b>\$5,014</b>	<b>459</b>	<b>100.0%</b>	<b>\$5,529</b>	<b>747</b>	<b>100.0%</b>	<b>\$6,555</b>	<b>1,013</b>	<b>100.0%</b>	<b>\$7,757</b>

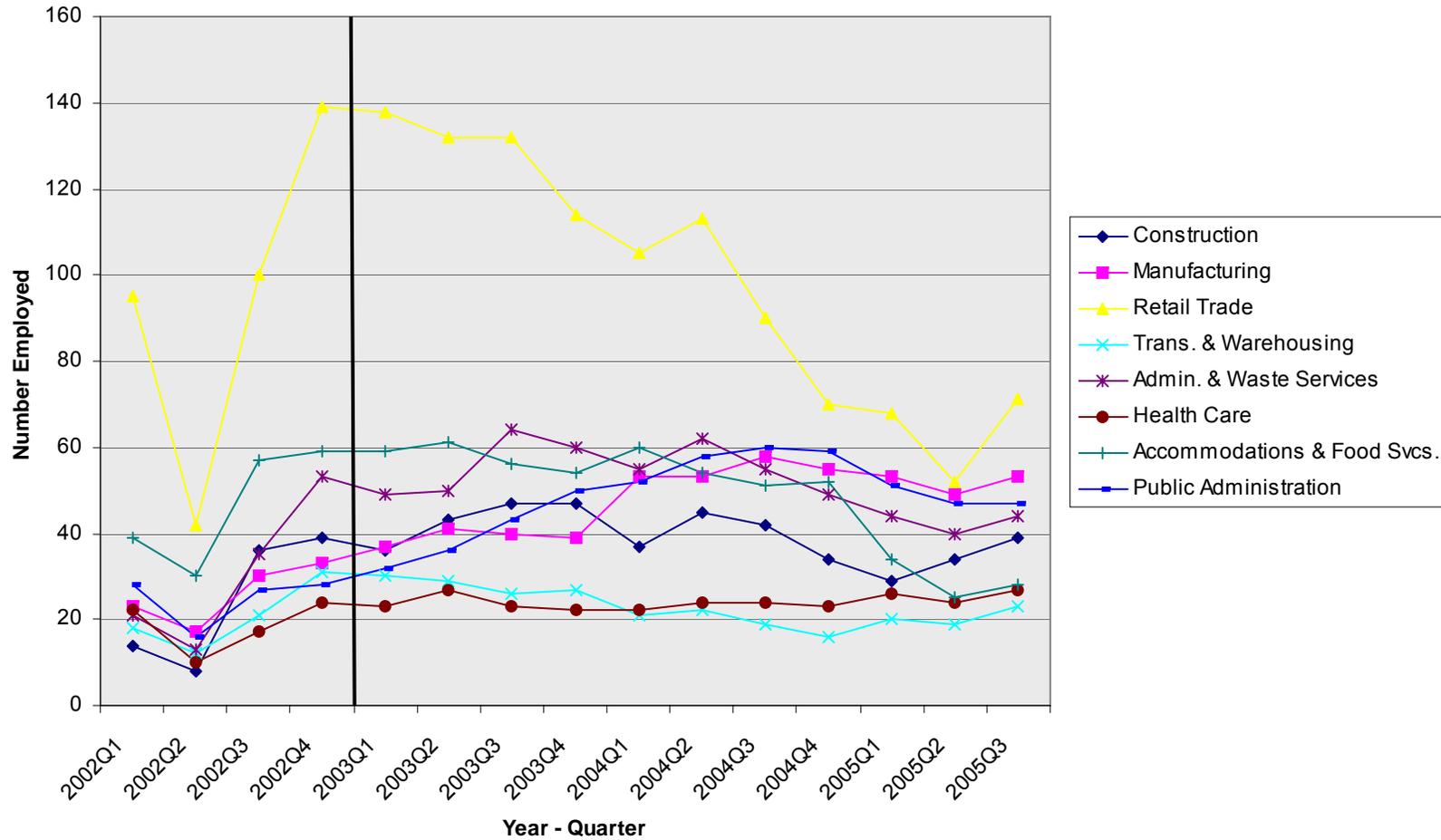
Source: Illinois Department of Employment Security

**Table 6D. Industry Employment Proportions & Wages for Illinois Veterans after Discharge  
25-65, Regular Services - Discharge Year 2004**

NAICS 2	2005 Q1			2005 Q2			2005 Q3		
	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage	# Vets	% Vets	Avg. Wage
N/A	5	0.5%	\$3,019	2	0.2%	\$3,695	2	0.2%	\$1,596
Agriculture, Forestry, Fishing & Hunting	0	0.0%	\$0	3	0.3%	\$3,049	5	0.4%	\$3,533
Mining	6	0.5%	\$9,035	5	0.4%	\$12,137	6	0.5%	\$11,866
Utilities	6	0.5%	\$25,093	8	0.7%	\$18,770	8	0.7%	\$17,724
Construction	38	3.5%	\$5,940	52	4.5%	\$6,179	50	4.3%	\$7,632
Manufacturing	137	12.4%	\$8,744	143	12.4%	\$9,017	141	12.0%	\$9,587
Wholesale Trade	81	7.4%	\$8,354	76	6.6%	\$9,713	77	6.6%	\$10,022
Retail Trade	151	13.7%	\$4,165	161	14.0%	\$4,845	162	13.8%	\$4,892
Transportation & Warehousing	64	5.8%	\$6,999	77	6.7%	\$7,457	83	7.1%	\$7,730
Information	17	1.5%	\$7,782	16	1.4%	\$8,747	19	1.6%	\$8,727
Finance & Insurance	28	2.5%	\$12,888	33	2.9%	\$12,421	41	3.5%	\$10,939
Real Estate & Rental & Leasing	17	1.5%	\$4,669	16	1.4%	\$5,961	15	1.3%	\$5,580
Professional, Scientific & Technical Services	127	11.5%	\$12,931	131	11.4%	\$13,426	135	11.5%	\$14,425
Management of Companies & Enterprises	3	0.3%	\$7,592	3	0.3%	\$9,596	5	0.4%	\$14,925
Administrative & Waste Services	139	12.6%	\$5,546	138	12.0%	\$5,656	121	10.3%	\$6,057
Educational Services	51	4.6%	\$6,805	40	3.5%	\$6,456	44	3.8%	\$7,929
Health Care & Social Assistance	86	7.8%	\$10,231	94	8.2%	\$10,213	92	7.8%	\$11,223
Arts, Entertainment & Recreation	13	1.2%	\$3,198	19	1.7%	\$3,690	18	1.5%	\$4,228
Accommodations & Food Services	50	4.5%	\$2,440	52	4.5%	\$2,975	55	4.7%	\$2,991
Other Services	28	2.5%	\$5,532	24	2.1%	\$6,255	28	2.4%	\$6,553
Public Administration	49	4.5%	\$9,622	56	4.9%	\$10,045	63	5.4%	\$9,897
Unclassified	5	0.5%	\$4,092	1	0.1%	\$4,904	2	0.2%	\$5,634
<b>Total</b>	<b>1,101</b>	<b>100.0%</b>	<b>\$7,668</b>	<b>1,150</b>	<b>100.0%</b>	<b>\$8,091</b>	<b>1,172</b>	<b>100.0%</b>	<b>\$8,589</b>

Source: Illinois Department of Employment Security

**Chart 6A. Employment by Selected Industry for 2002 Reserve/Guard Discharges (20-24)**



**Chart 6B. Employment by Selected Industry for 2002 Regular Services Discharges (20-24)**

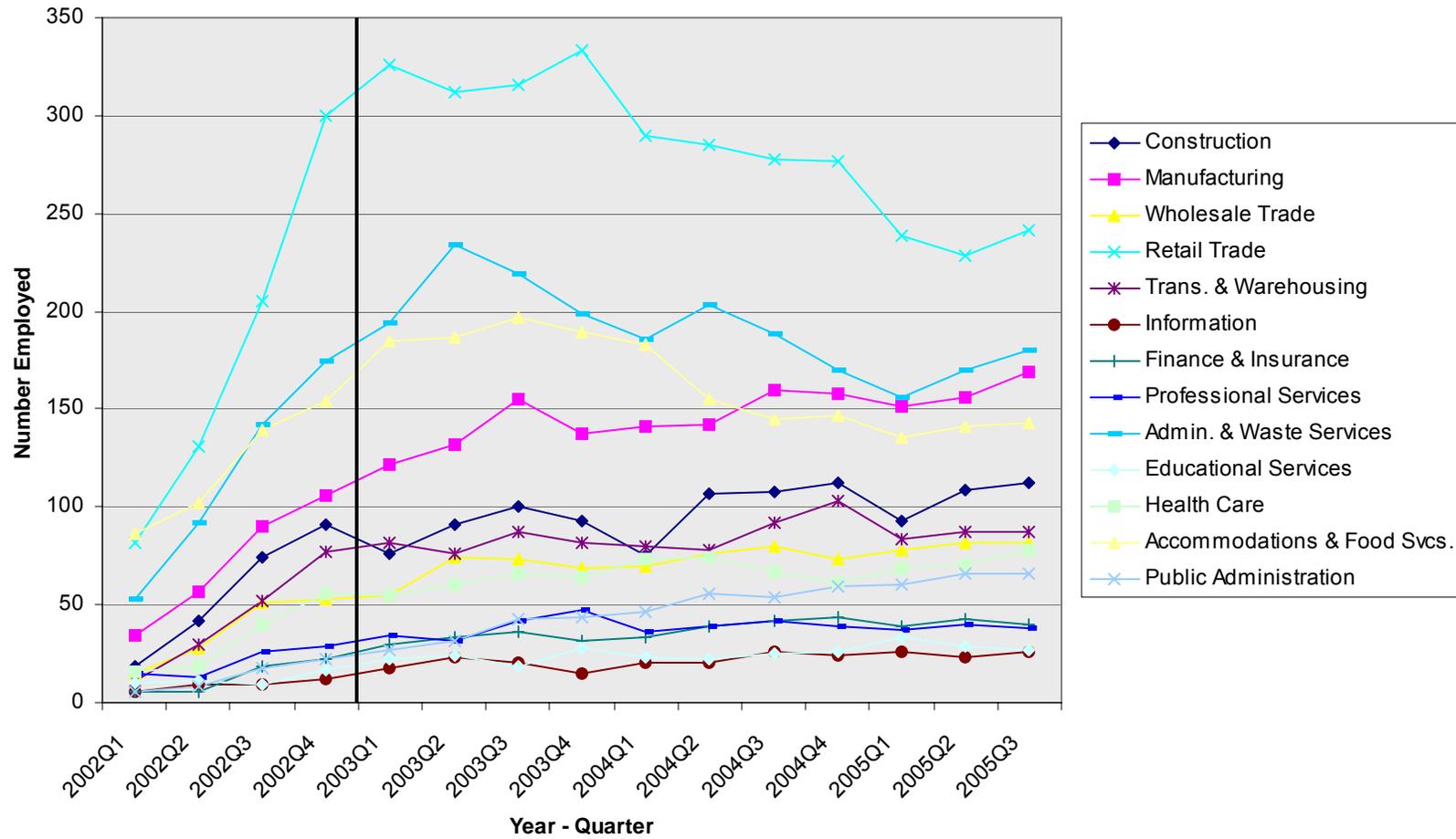


Chart 6C. Employment by Selected Industry for 2002 Reserve/Guard Discharges (25-65)

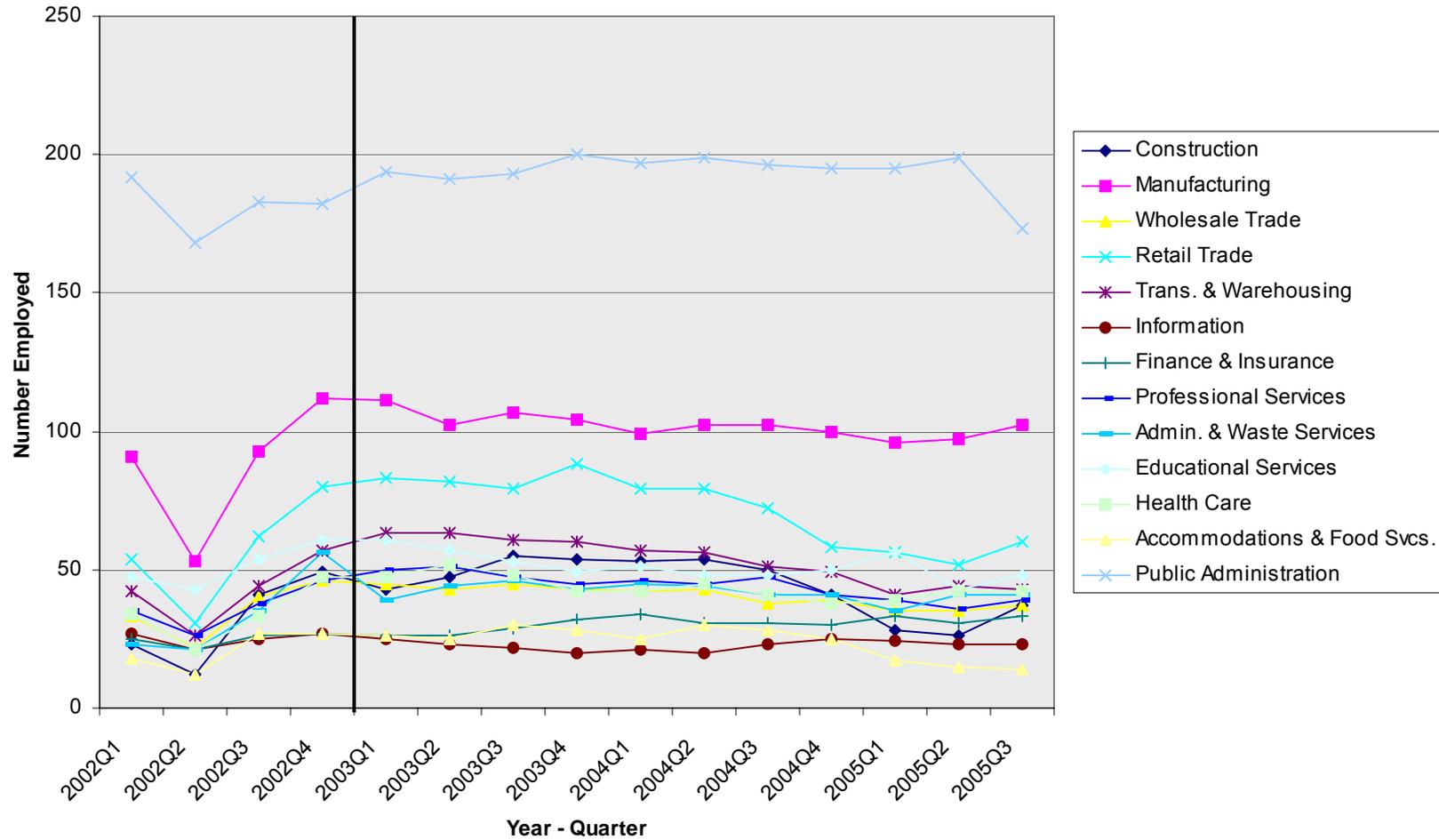
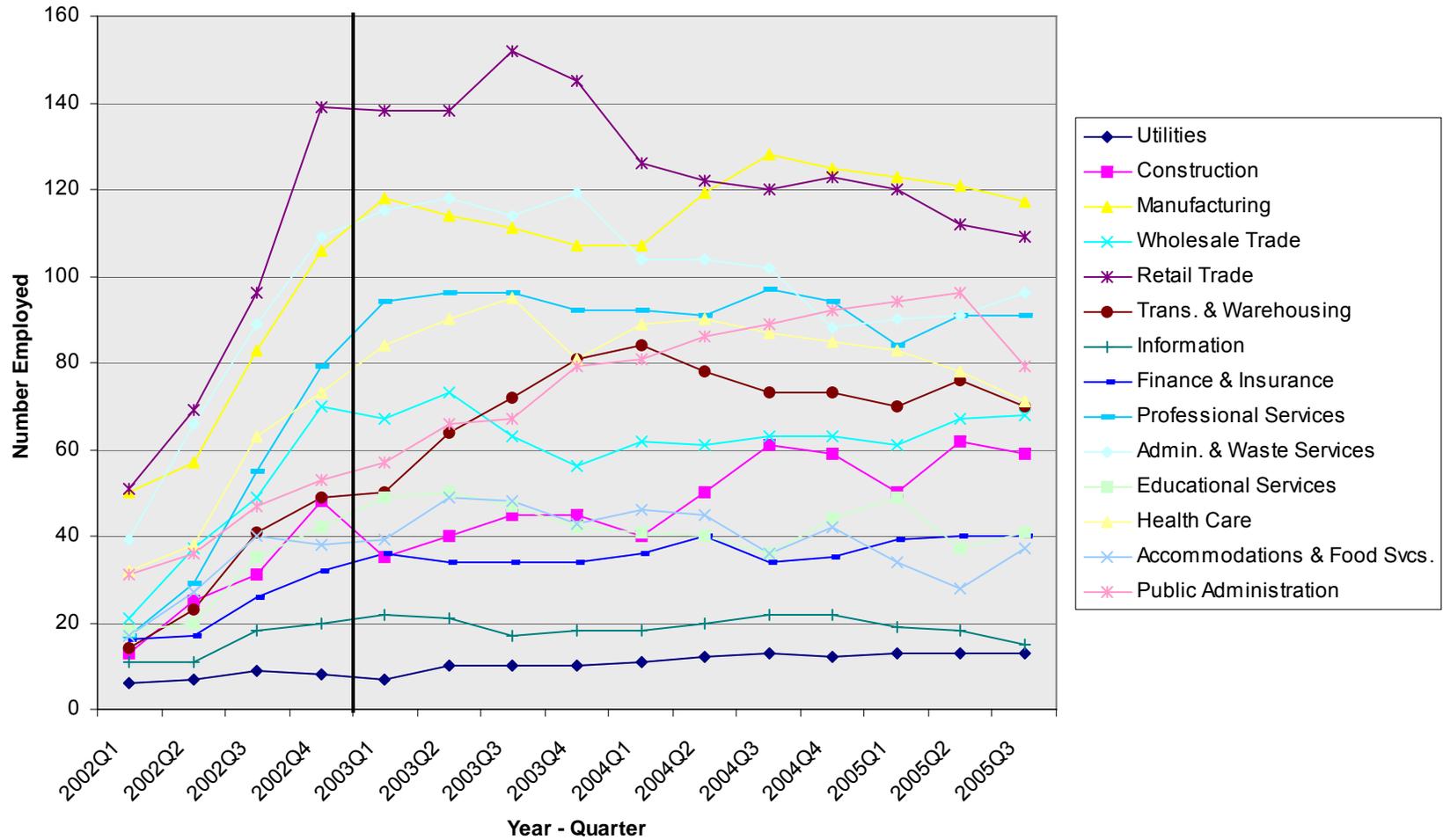


Chart 6D. Employment by Selected Industry for 2002 Regular Services Discharges (25-65)



**Chart 7A. Employment by Selected Industry for 2003 Reserve/Guard Discharges (20-24)**

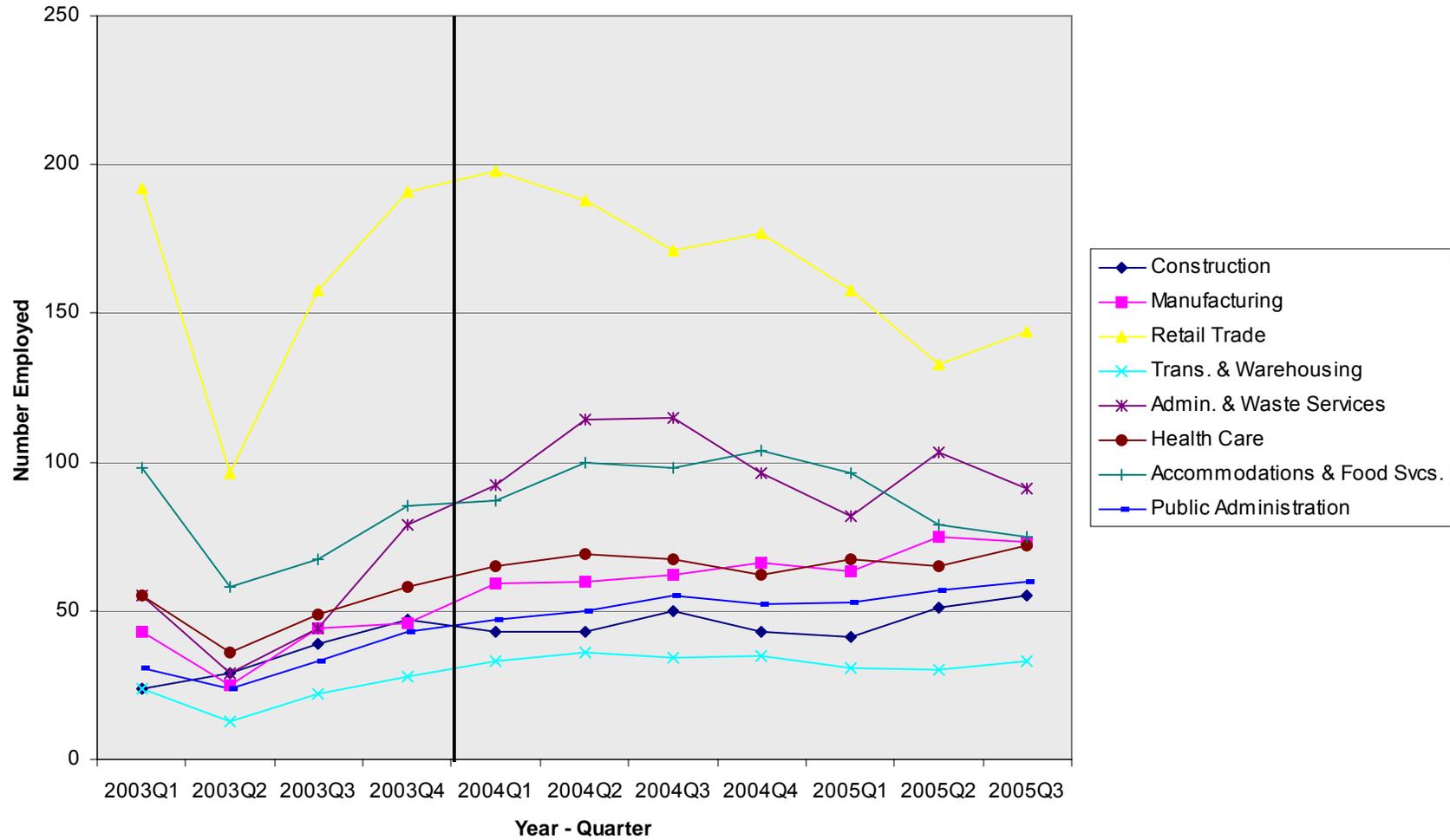
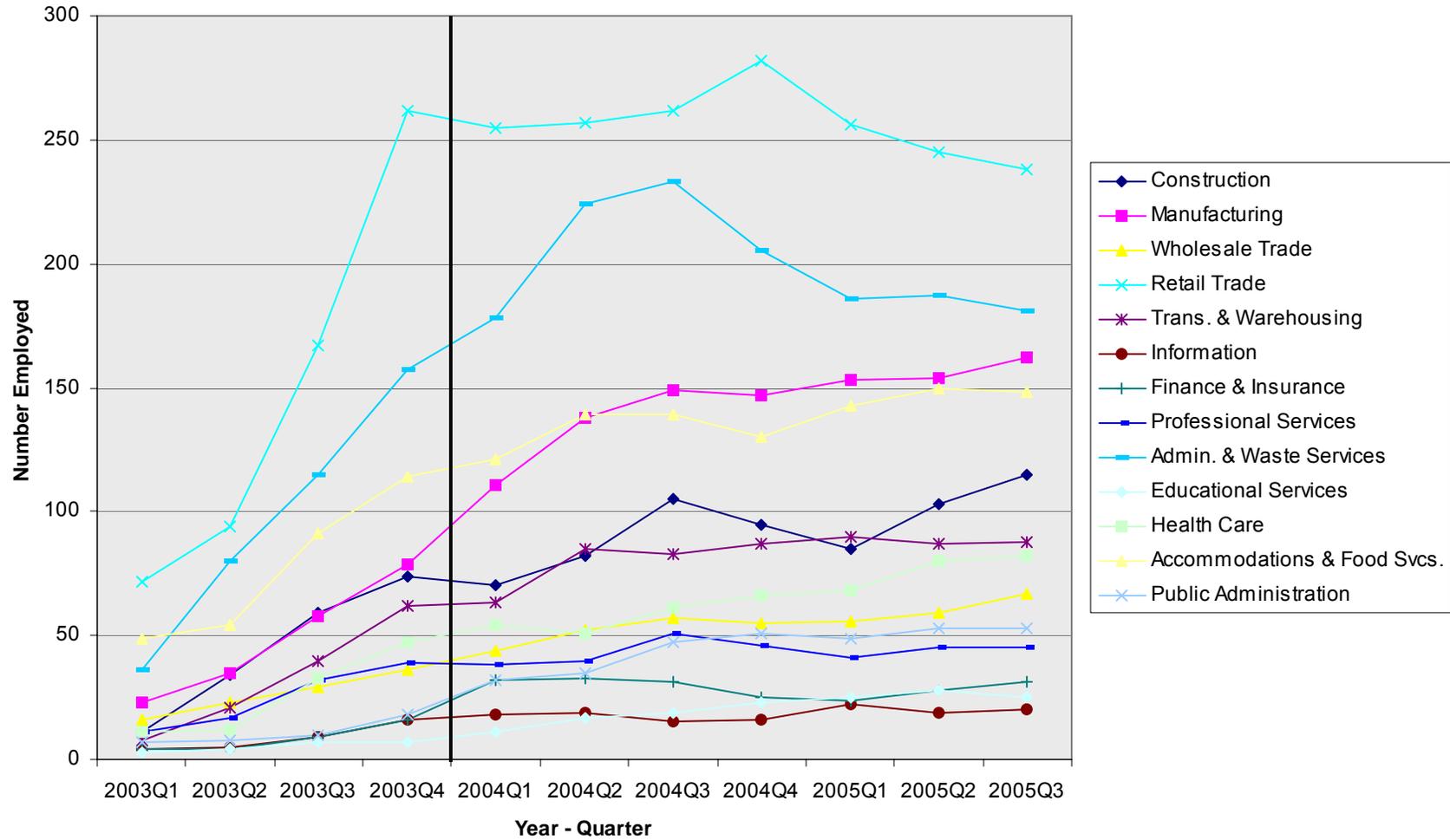


Chart 7B. Employment by Selected Industry for 2003 Regular Services Discharges (20-24)



**Chart 7C. Employment by Selected Industry for 2003 Reserve/Guard Discharges (25-65)**

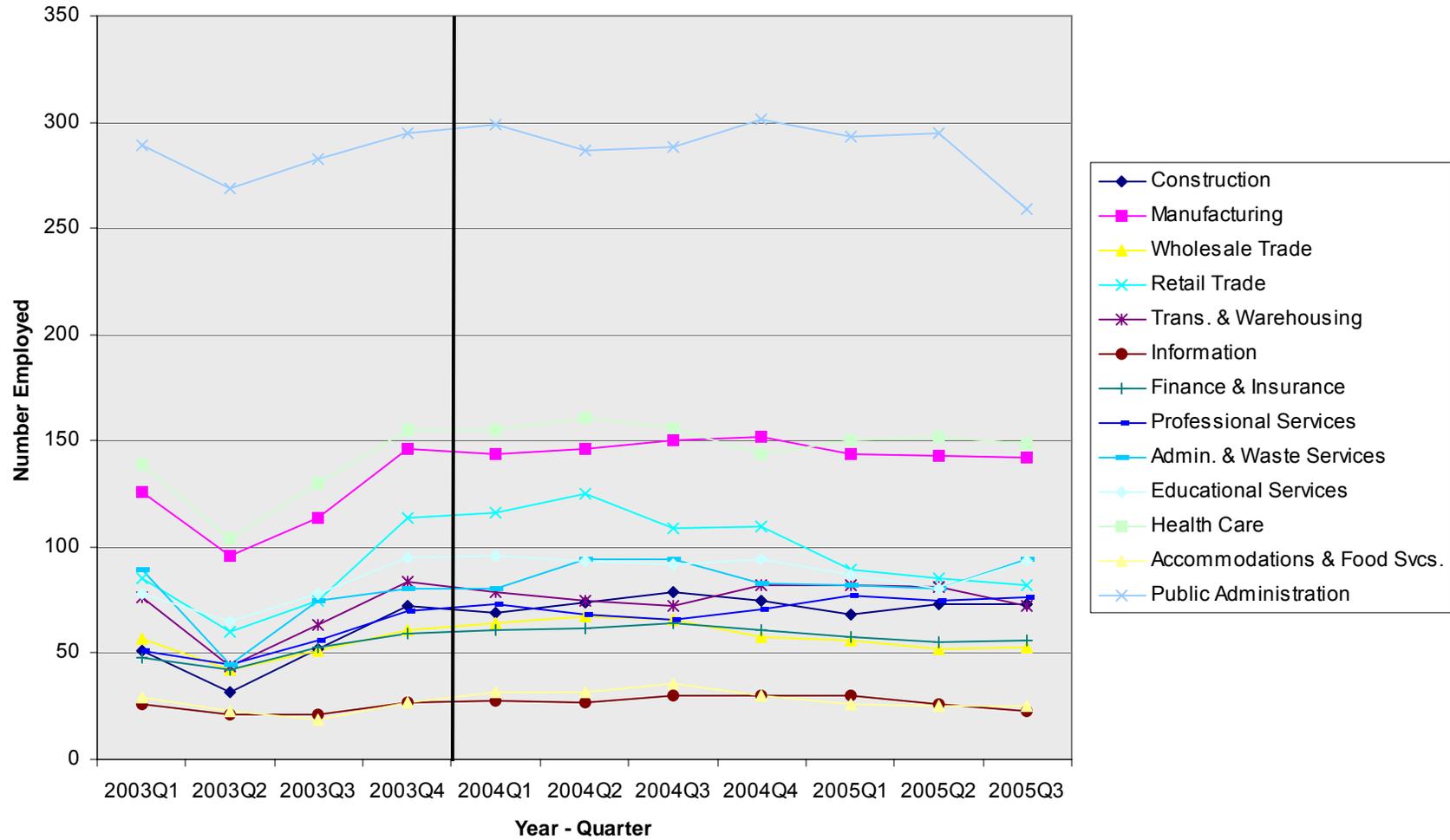


Chart 7D. Employment by Selected Industry for 2003 Regular Services Discharges (25-65)

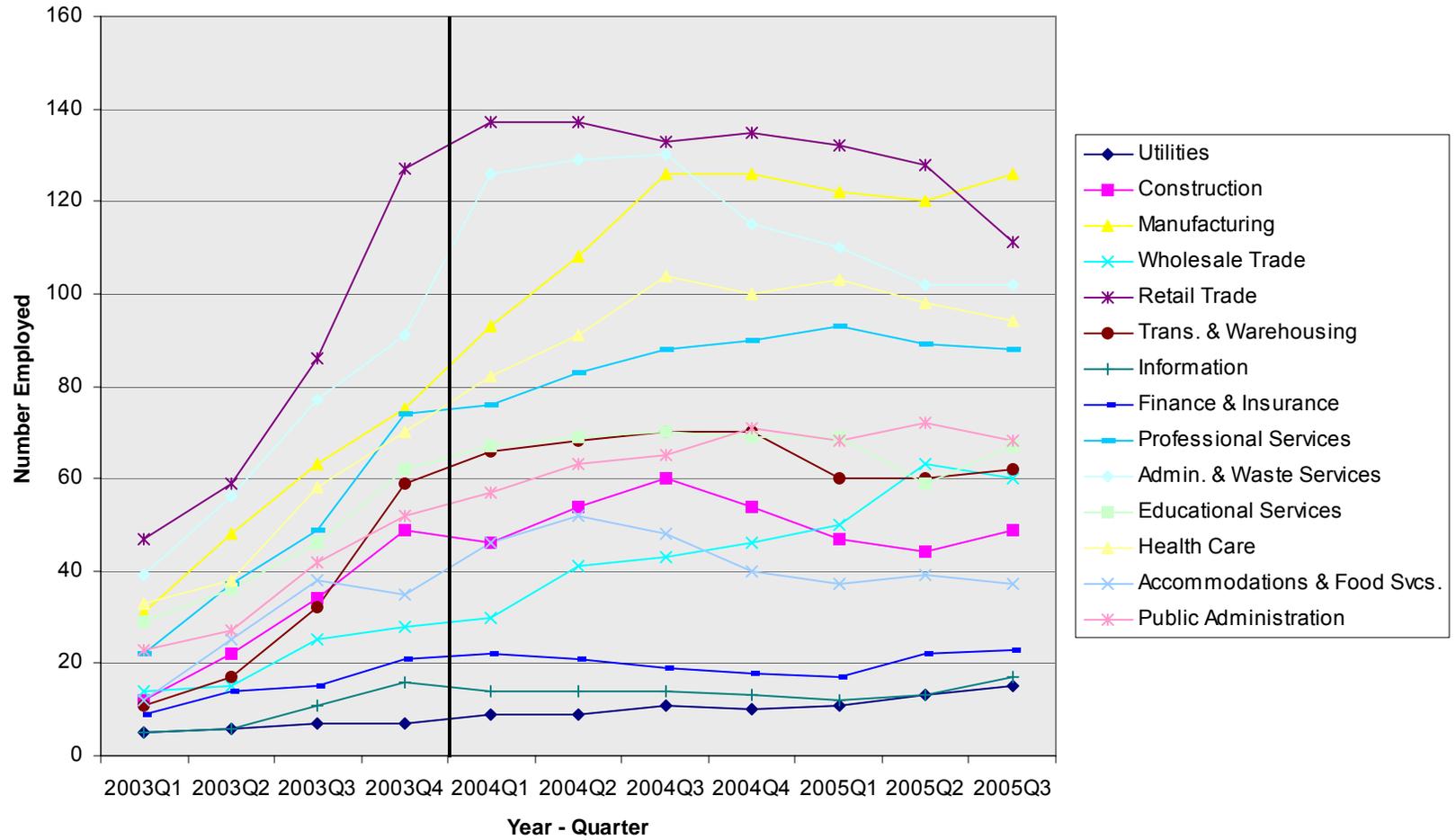
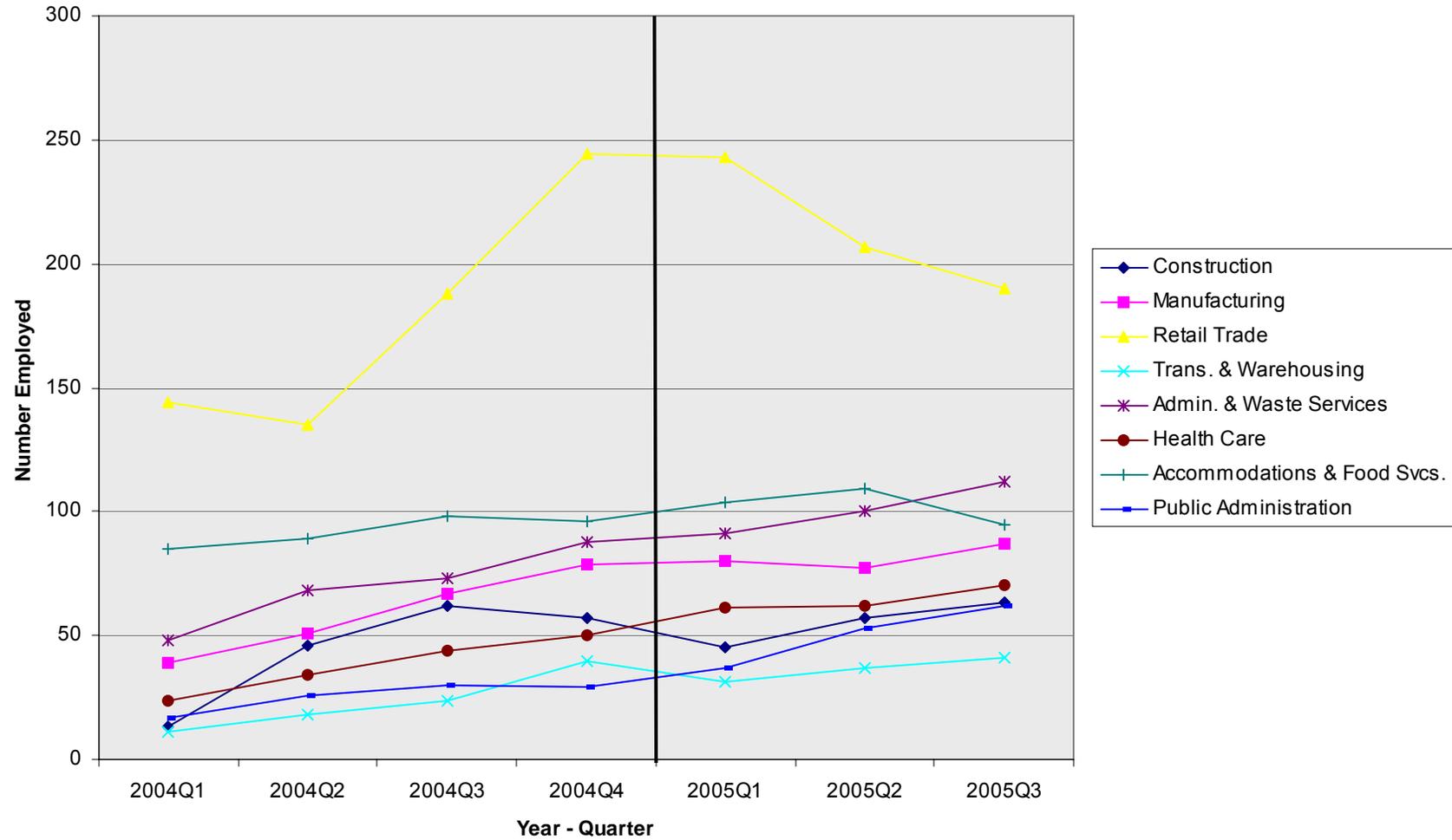
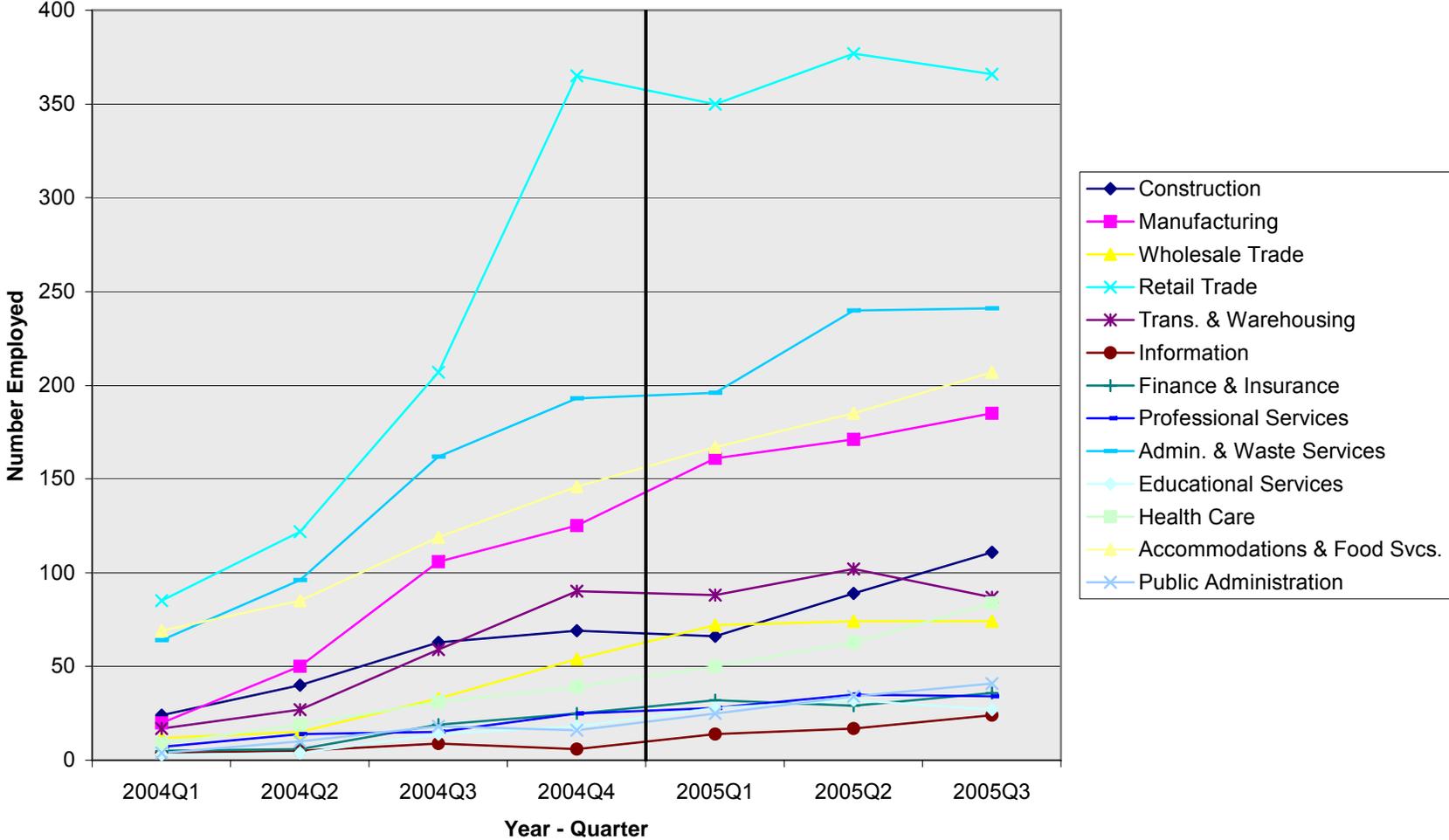


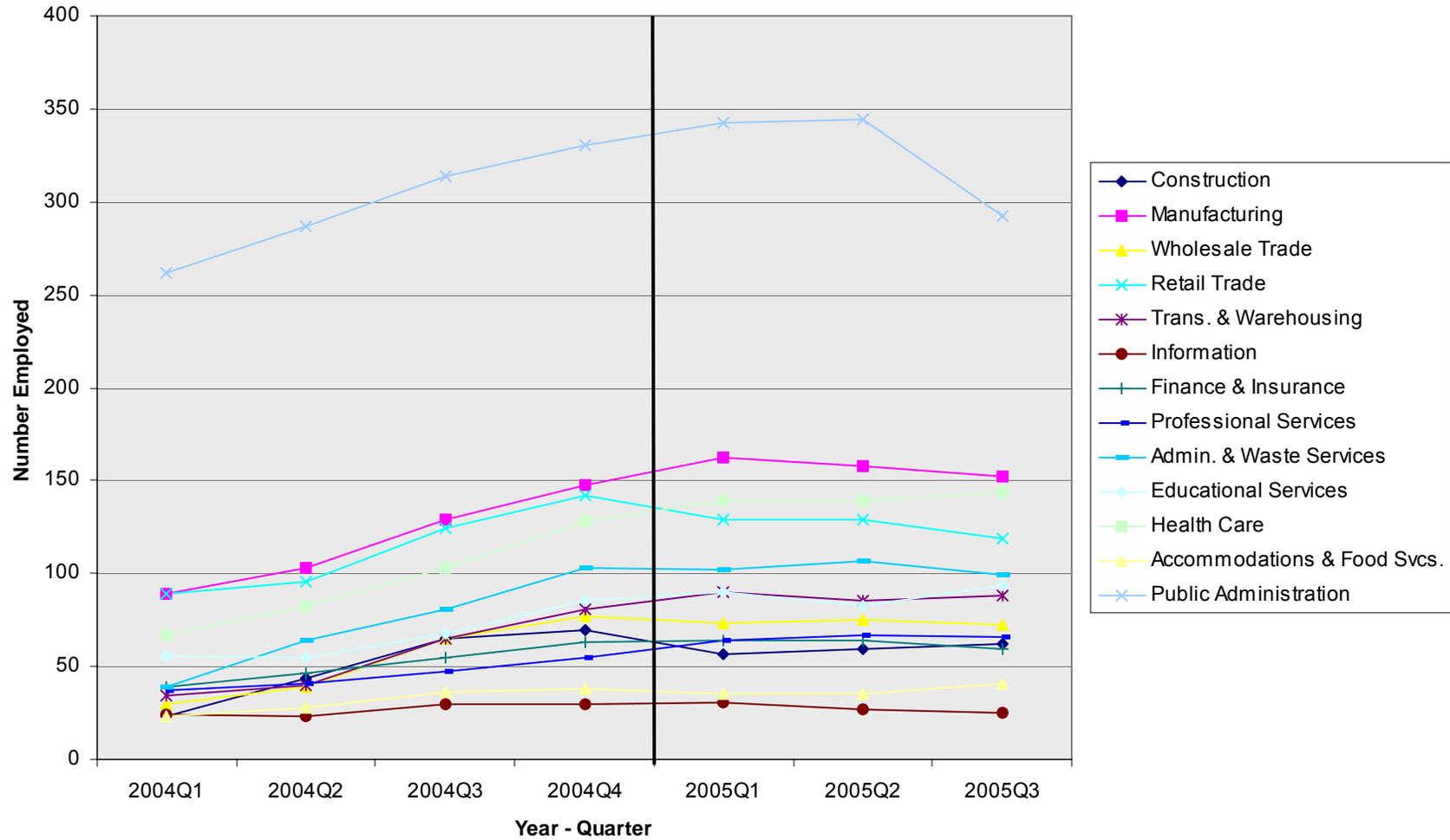
Chart 8A. Employment by Selected Industry for 2004 Reserve/Guard Discharges (20-24)



**Chart 8B. Employment by Selected Industry for 2004 Regular Services Discharges (20-24)**



**Chart 8C. Employment by Selected Industry for 2004 Reserve/Guard Discharges (25-65)**



**Chart 8D. Employment by Selected Industry for 2004 Regular Services Discharges (25-65)**

