

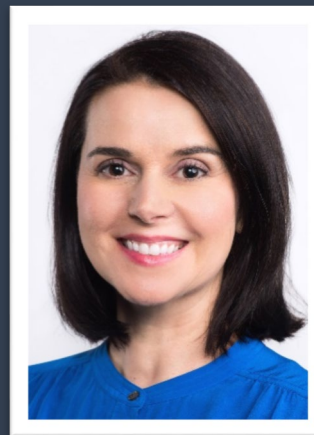
ATTRACTING AND RETAINING UNDERREPRESENTED POPULATIONS: *Incarcerated Persons, Veterans, & Older Adults*



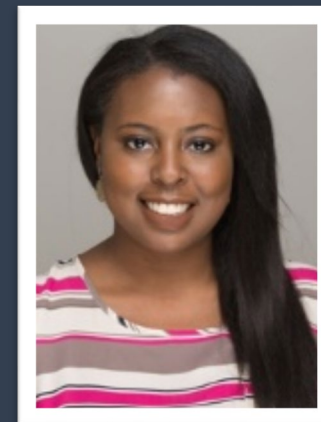
Facilitator
Kathy Zandona



Colonel
Walter
Herd



Jen
Schramm



Aneshia
Gray



Student Veterans

Col. Walter M. Herd (Retired)

**National Director of the Army Transition
Assistance Program**

TRANSITION ASSISTANCE PROGRAM

Start Strong • Serve Strong • Reintegrate Strong • Remain Strong



Fast Facts about Soldiers

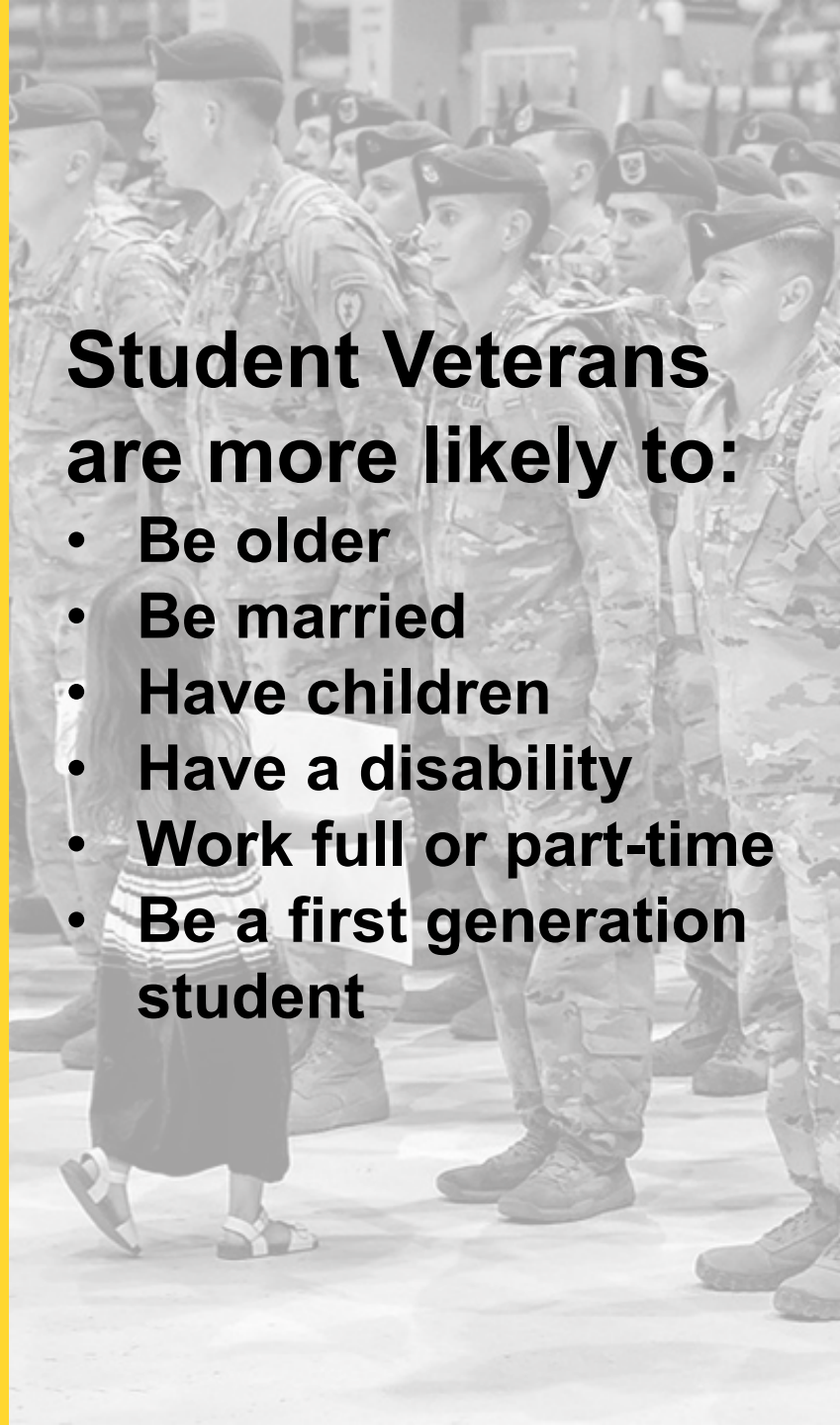
- 71% of young Americans between 17 and 24 are ineligible to serve in the military
- 79% of Army recruits reported having a family member who served, for 30% it was a parent
- The South produces 20% more recruits than would be expected
- The Army has a total of 256 job titles categorized under 22 different branches
- The Higher Education track is the most attended of the three additional career tracks offered by TAP

Student Veterans

- Approx. 750,000 Student Veterans currently attending post-secondary schools
- 85% are 25 and older
- Student Veterans have:
 - Higher academic performance based on GPA than traditional students (3.34 vs. 2.94)
 - Higher completion rates than the average other adult learners (53.6% vs. 39.2%)

Student Veterans are more likely to:

- Be older
- Be married
- Have children
- Have a disability
- Work full or part-time
- Be a first generation student



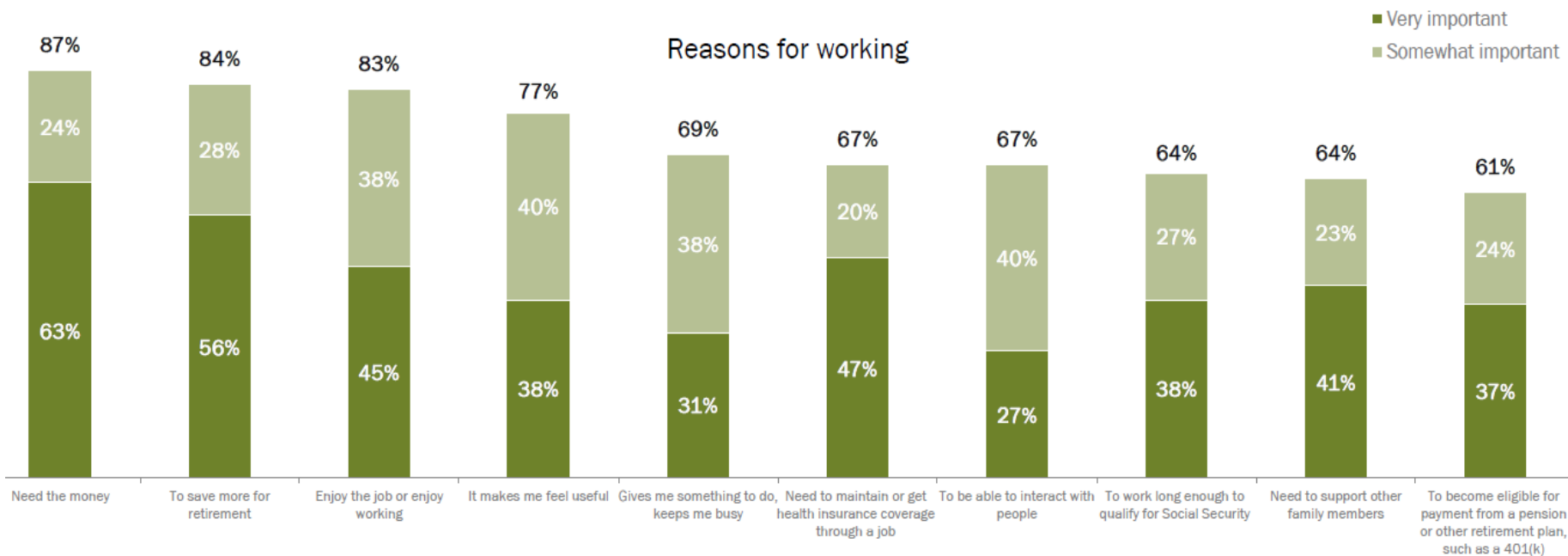


Recruiting & Serving Student Veterans

- Provide opportunities for them to maximize their benefits
- Make relevant information accessible
- Consider having a single point of contact for Student Veterans to reach out, advise, and mentor them
- Create a space for them
- Show support for your Student Veteran Organization

Reasons for Working

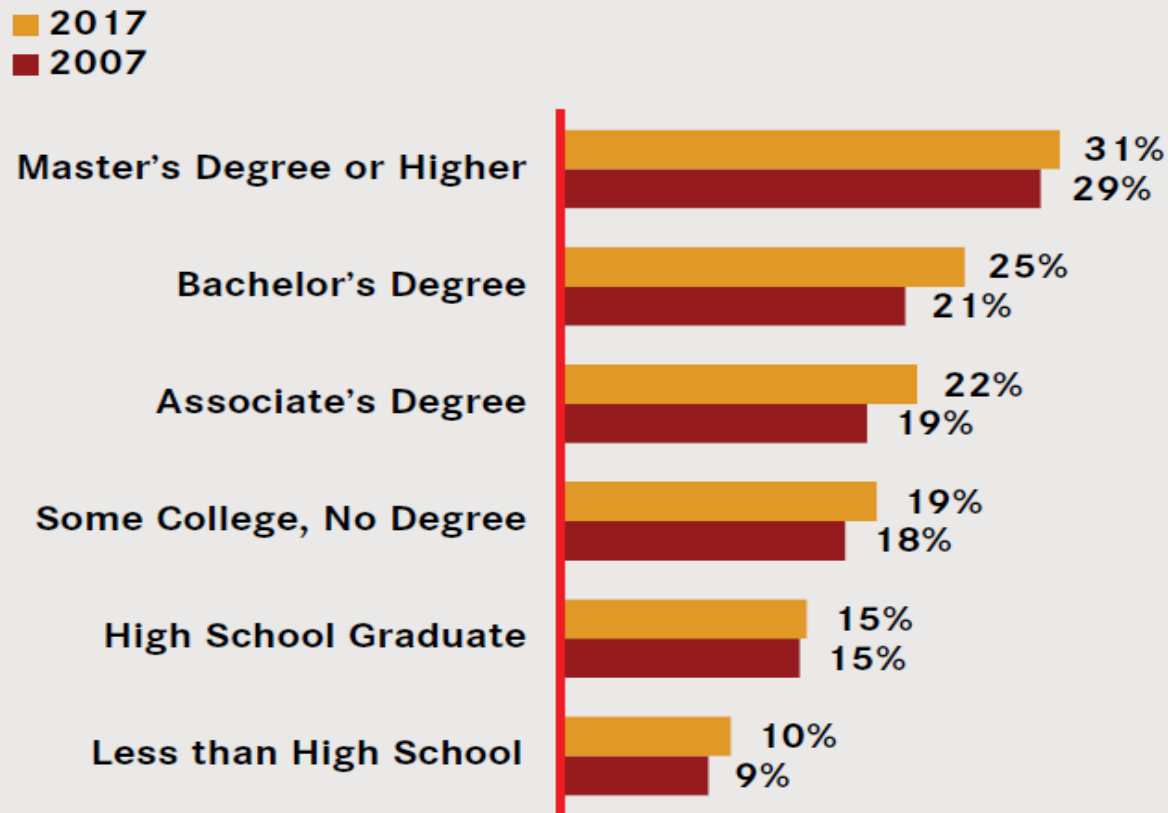
Older workers indicate that finances are the most important reasons for working or looking for work. "Need the money" (87%) and "To save more for retirement" (84%) are most commonly selected, followed by reasons related to fulfillment, such as "Enjoy the job or enjoy working" ((83%) and "It makes me feel useful" (77%).



11a/b. Please rate each of the following items in terms of their importance in your decision to be working/looking for work right now. Base: total respondents; n=3,900. Multiple responses allowed.

Education and longer working lifespans

65+ Labor Force Participation Rates Are Highest for the Most Educated, 2007 and 2017



Source: US Census Bureau, Current Population Survey, 2007, 2017.

Note: Due to rounding, some categories of equal numerical value may appear slightly different.

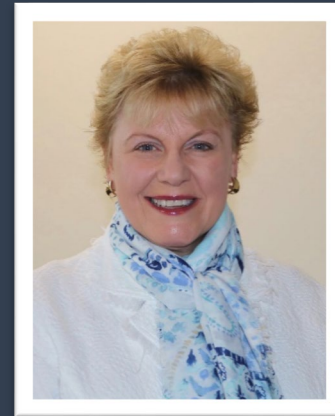
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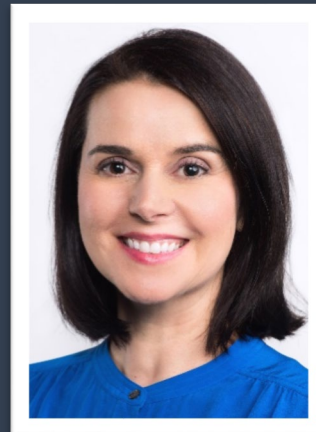
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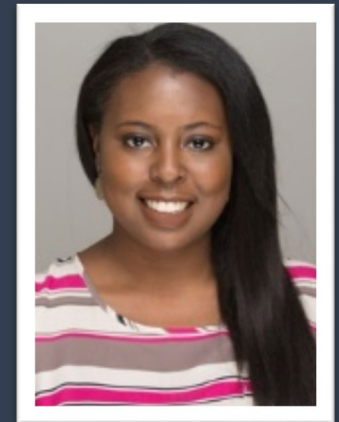
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