The Veterans Metrics Initiative and the Veterans Engaging in Transition Studies

Presenter: Ms. Kimberly J. McCarthy
Contributors: Dr. Daniel F. Perkins & Dr. Nicole R. Morgan

May 25, 2021 - Closing the Gap: A DoD Conference on Re-entry for Women Veterans into Cybersecurity Careers
The VETERANetwork will act as an applied research and evaluation unit for philanthropies, foundations, and other veteran-serving non-profit organizations. It will address questions and issues related to veterans’ transitions to civilian lives.

The network will strive to ensure public and private donations are invested in effective programs and services that support veterans’ and families’ well-being.
Veteran Evaluation and Research Applications Network

CLEARINGHOUSE
FOR MILITARY FAMILY READINESS
A PENN STATE APPLIED RESEARCH CENTER

Other Team Members:
Dr. Keith R. Aronson
Mr. Brandon Balotti
Ms. Julia A. Bleser
Dr. Katie E. Davenport
Dr. Jennifer K. Karre
Ms. Kimberly J. McCarthy
Dr. Cameron B. Richardson
Dr. Jessie H. Rudi

Daniel F. Perkins, Ph.D.
Principal Scientist

Nicole R. Morgan, Ph.D.
Research and Evaluation Specialist
The Veterans Metrics Initiative (TVMI)

- Study was coordinated by the Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.
- Designed with a partner approach and conducted by six scientific Co-Principal Investigators; included DoD, VA, civilian and academic settings, public and private funders
- 3-year longitudinal study that began surveying in 2016
- 9,566 veterans completed the survey at Wave 1
- National, representative sample; Non-response weights were computed to adjust for gender, rank/paygrade, and branch (full population of 48,695 eligible veterans)
TVMI and VETS Study Data Collection Timeline

Wave 1: November 2016; ~ 3 months post-separation; n = 9,566; paid $25

Wave 2: May 2017; ~ 9 months post-separation; n = 7,200; paid $30

Wave 3: November 2017; ~ 15 months post-separation; n = 7,201; paid $35

Wave 4: May 2018; ~ 21 months post-separation; n = 6,480; paid $40

Wave 5: November 2018; ~ 27 months post-separation; n = 5,844; paid $50

Wave 6: May 2019; ~ 33 months post-separation; n = 5,258; paid $50

VETS Survey: November 2020; ~ 51 months post-separation; n = 3,180; paid $50

“Wave 7”
Sponsorship of TVMI and VETS
One of the main factors contributing to female veterans' discontinuation of post-service education is mental health issues, such as post-traumatic stress disorder (PTSD).

Female veterans in the TVMI study were also more likely to report Adverse Childhood Experiences (ACEs) and Military-Sexual Trauma (MST) than male veterans.
## Significant Covariates Related To Leaving School

<table>
<thead>
<tr>
<th></th>
<th>Technical Degree</th>
<th>Associate’s Degree</th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male Gender</td>
<td>47% less likely</td>
<td></td>
<td></td>
<td>2x more likely</td>
</tr>
<tr>
<td>Single, No Relationship</td>
<td></td>
<td></td>
<td></td>
<td>2.2x more</td>
</tr>
<tr>
<td>Problematic Financial Status</td>
<td></td>
<td></td>
<td></td>
<td>70% more likely</td>
</tr>
<tr>
<td>At-risk Financial Status</td>
<td>62% less</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PTSD Symptoms</td>
<td>90% more</td>
<td>60% more</td>
<td></td>
<td>80% more</td>
</tr>
<tr>
<td>Probable Depression</td>
<td></td>
<td></td>
<td></td>
<td>50% more</td>
</tr>
</tbody>
</table>
Adverse Childhood Experiences by Gender

Types of ACEs Reported by Females and Males

- Physical neglect: Females 14% (n=1,076), Males 10% (n=4,800)
- Emotional neglect: Females 31% (n=1,076), Males 18% (n=4,800)
- Physical abuse: Females 26% (n=1,076), Males 17% (n=4,800)
- Emotional abuse: Females 39% (n=1,076), Males 26% (n=4,800)
- Sexual abuse: Females 22% (n=1,076), Males 6% (n=4,800)
- Domestic violence: Females 16% (n=1,076), Males 11% (n=4,800)
- Family history of mental illness or alcohol abuse: Females 38% (n=1,076), Males 22% (n=4,800)

Number of ACEs Reported by Females
- No ACEs, 41%
- 1-2 ACEs, 26%
- 3 ACEs, 9%
- 4+ ACEs, 25%
Female veterans, especially Black females, report problematic financial status at higher rates than their male counterparts through the first three years after military separation.
Problematic Financial Status by Race and Gender

- **Female White NH (n=931/n=552)**: 17% (Wave 1), 10% (Wave 6)
- **Female Black NH (n=327/n=171)**: 40% (Wave 1), 30% (Wave 6)
- **Female Hispanic (n=249/n=137)**: 29% (Wave 1), 20% (Wave 6)
- **Male White NH (n=5,247/n=3025)**: 18% (Wave 1), 9% (Wave 6)
- **Male Black NH (n=698/n=328)**: 39% (Wave 1), 23% (Wave 6)
- **Male Hispanic (n=1064/n=557)**: 29% (Wave 1), 15% (Wave 6)
<table>
<thead>
<tr>
<th>Paygrade</th>
<th>E1 to E4</th>
<th>E5 to E6</th>
<th>E7 to E9</th>
</tr>
</thead>
<tbody>
<tr>
<td>White NH</td>
<td>27%</td>
<td>23%</td>
<td>13%</td>
</tr>
<tr>
<td>Black NH</td>
<td>29%</td>
<td>21%</td>
<td>17%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>29%</td>
<td>29%</td>
<td>27%</td>
</tr>
</tbody>
</table>

**Junior Enlisted Ranks**

**Senior Enlisted Ranks**

Other significant covariates: general/other than honorable discharge (3.2 times) and mental health symptoms (PTSD [43%], anxiety [78%], depression [56%]), each child (21% for each)
Enlisted veterans with military occupational specialties in communications or intelligence report high rates of job attainment and higher civilian salaries post-service.
Veterans Working for Pay Within 3 Months of Separation

Wave 1 (2016) - Not Currently a Full-time Student

- Infantry, gun crews, and seamanship specialists (n=562): 66% working for pay, 26% not working for pay but actively looking for paid work
- Communications and intelligence specialists (n=473): 66% working for pay, 25% not working for pay but actively looking for paid work
- Electronic equipment repairers (n=161): 65% working for pay, 27% not working for pay but actively looking for paid work
- Service and supply handlers (n=460): 62% working for pay, 25% not working for pay but actively looking for paid work
- Functional supports and administration (n=425): 60% working for pay, 29% not working for pay but actively looking for paid work
- Electrical and mechanical equipment repairers (n=448): 60% working for pay, 32% not working for pay but actively looking for paid work
- Health care specialists (n=222): 55% working for pay, 32% not working for pay but actively looking for paid work

Legend:
- Working for pay
- Not working for pay but actively looking for paid work
Non-white female veterans are almost twice as likely to be looking for work across multiple years following military separation.
Females Looking for Work by Race/Ethnicity

Wave 1 (0 to 3 months post discharge/deactivation): 26% White NH, 43% Black NH, 37% Hispanic
Wave 3 (12 to 15 months): 11% White NH, 20% Black NH, 23% Hispanic
Wave 5 (24 to 27 months): 9% White NH, 25% Black NH, 18% Hispanic
Wave 7 (COVID-19) (48 to 51 months): 6% White NH, 14% Black NH, 17% Hispanic
Enlisted Female Veterans Looking for Work at Wave 1

By Military Occupational Specialties (MOS) and Race/Ethnicity at ~ 3 Months Post-Separation

- Health care specialists
- Functional supports and administration
- Service and supply handlers
- Communications and intelligence specialists
- Electrical and mechanical equipment repairers
- Infantry, gun crews, and seamanship specialists
- Other technical and allied specialists

White NH (n=123)
Black NH (n=66)
Hispanic (n=59)
The TVMI study identified the components of programs/services that are effective in getting a job, being promoted, and seeking a better employment opportunity.
What are Veteran-Utilized Program Components?

**Content:** What does the program teach or what information does it provide?
- e.g., coping skills, information on how to write a resume, search for available jobs

**Process:** How does the program convey information or teach skills?
- Mode of delivery: in-person, online, phone
- Method of delivery: direct instruction (e.g., lecture), mentor/coach, peer-to-peer interaction
# Top 10 Components: Largest Impacts on Outcomes

<table>
<thead>
<tr>
<th>Component (Content and Process)</th>
<th>Odds Ratio Across All Employment Outcomes and Waves (Highest to Lowest)</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking conference</td>
<td>3.0 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Interviewing, mentor/coach</td>
<td>2.8 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Entrepreneurship, direct instruction</td>
<td>2.6 times</td>
<td>Better Job Opportunity</td>
</tr>
<tr>
<td>Resume-writing, mentor/coach</td>
<td>2.3 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Translating military to civilian work, mentor</td>
<td>2.2 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Career planning, exploration, interactive online</td>
<td>2.0 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Virtual seminars</td>
<td>2.0 times</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Job training and certification, direct instruction</td>
<td>98%</td>
<td>Getting a Job</td>
</tr>
<tr>
<td>Resume-writing, direct instruction</td>
<td>96%</td>
<td>Better Job Opportunity</td>
</tr>
<tr>
<td>Resume-writing, interactive online</td>
<td>87%</td>
<td>Better Job Opportunity</td>
</tr>
</tbody>
</table>
Thank You

Contact Us:

- militaryfamilies.psu.edu
- veteranetwork.psu.edu
- VETERANetwork@psu.edu
- Dr. Daniel F. Perkins: dfp102@psu.edu