The Veterans Metrics Initiative and the Veterans Engaging in Transition Studies

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May 25, 2021 - Closing the Gap: A DoD Conference on Re-entry for Women Veterans into Cybersecurity Careers

VETERANetwork

Veteran Evaluation and Research Applications Network

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**.

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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   **"Wave 7"**   November 2020; ~ 51 months post-separation; n = 3,180; paid $50

Marge and Philip Odeen

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

	Technical Degree	Associate's Degree	Bachelor's Degree	Master's Degree
Male Gender	47% less likely			2x more likely
Single, No Relationship				2.2x more
Problematic Financial Status			70% more likely	
At-risk Financial Status	62% less			
PTSD Symptoms	90% more	60% more	80% more	
Probable Depression			50% more	

Adverse Childhood Experiences by Gender

Types of ACEs Reported by Females and Males
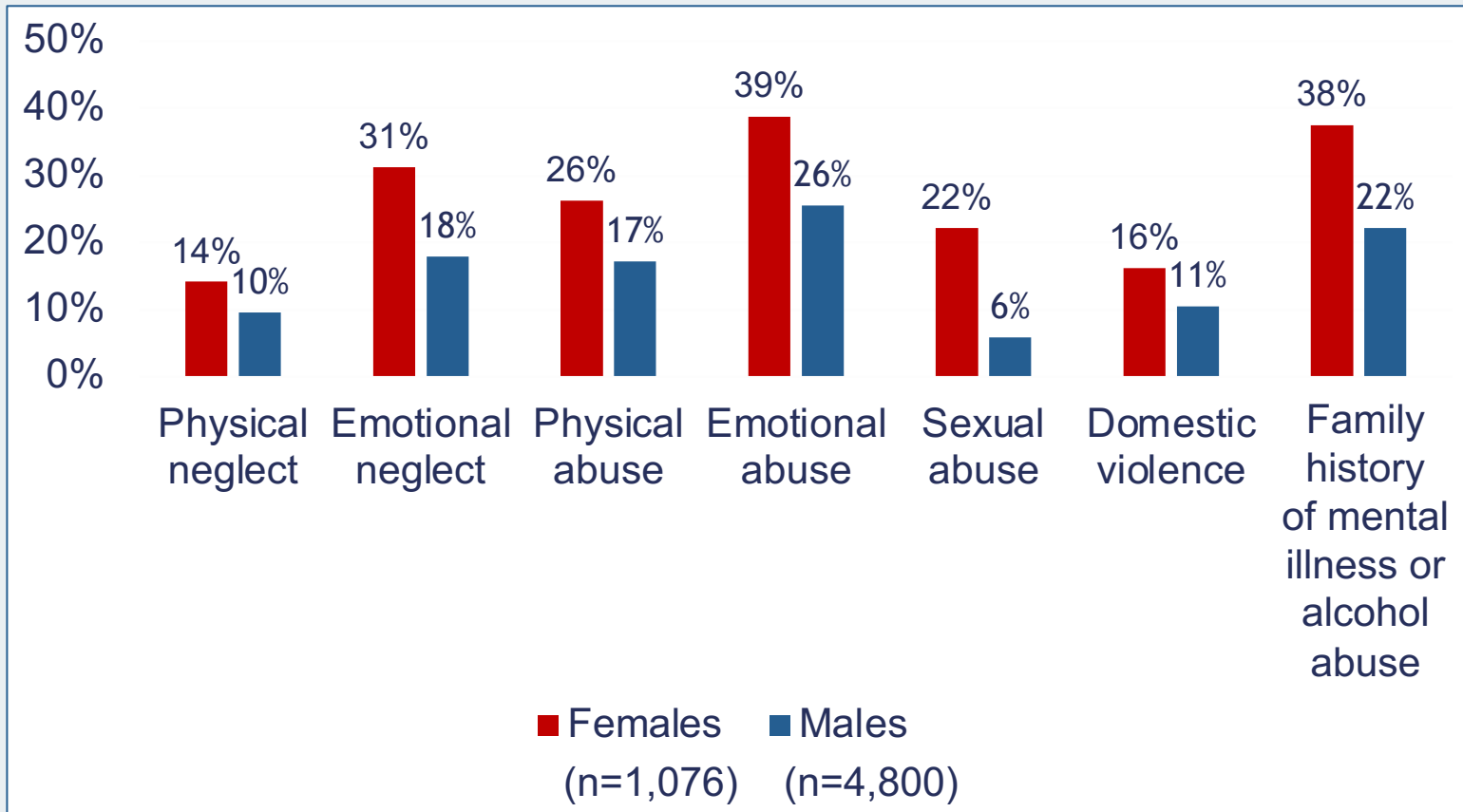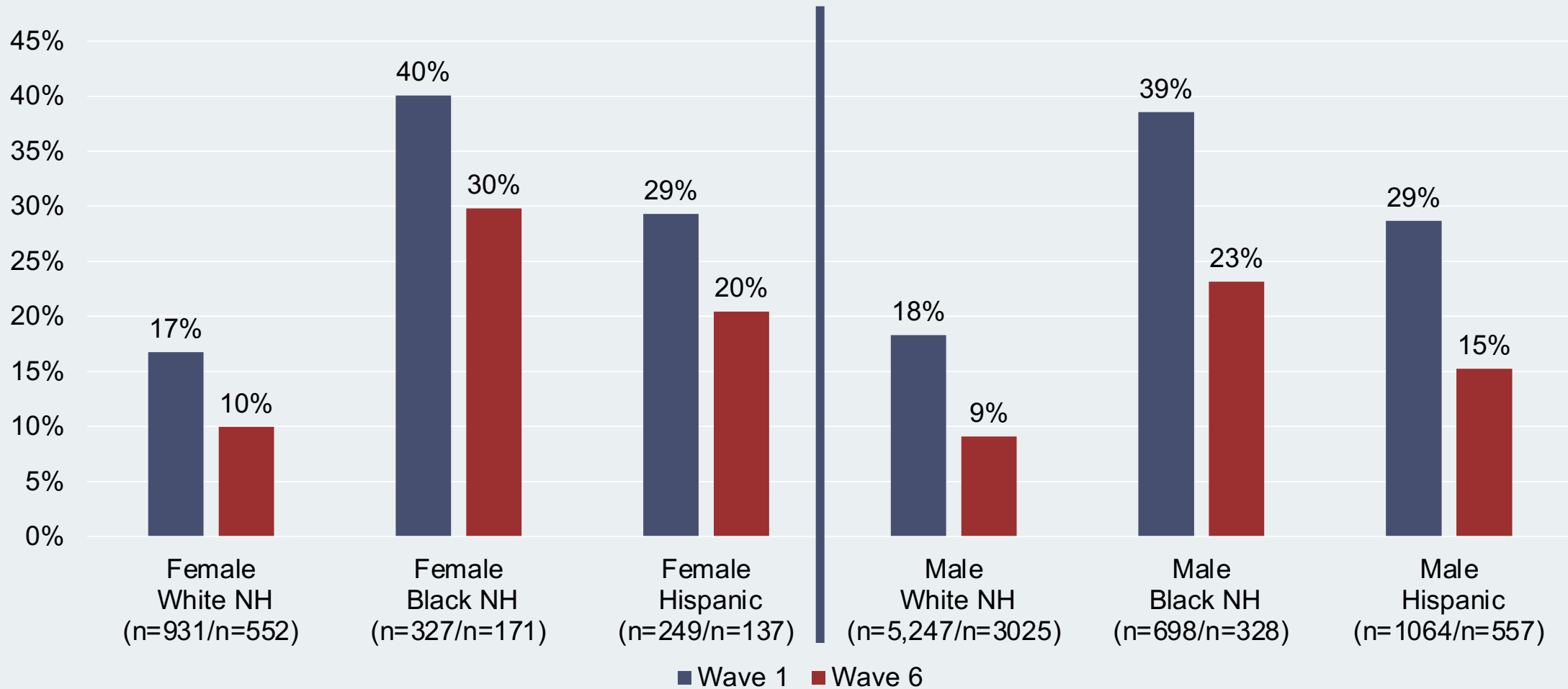

Number of ACEs Reported by Females
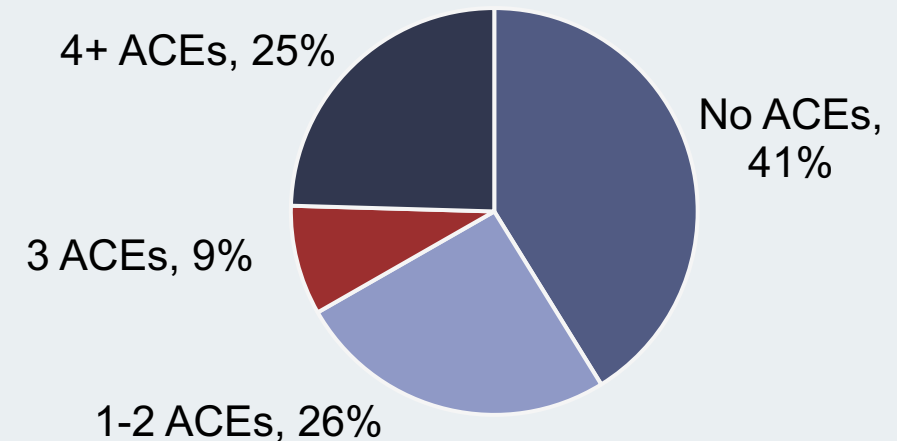
Female veterans, especially Black females, report problematic financial status at higher rates than their male counterparts through the first three years after military separation.

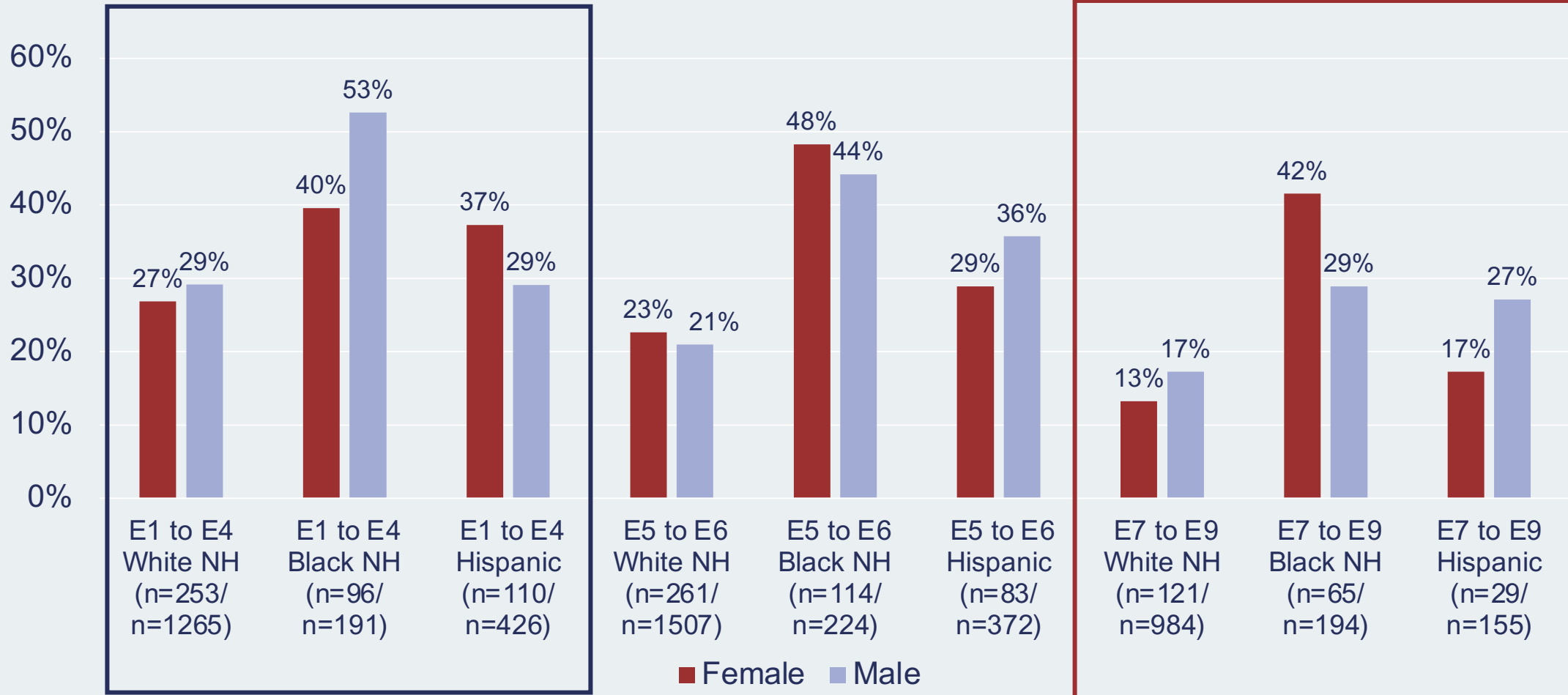Problematic Financial Status by Race and Gender

Problematic Financial Status by Paygrade

Junior Enlisted Ranks

Senior Enlisted Ranks

Chart showing problematic financial status percentages by paygrade, race/ethnicity, and sex.

Junior Enlisted Ranks:
- E1 to E4 White NH (n=253/n=1265): Female 27%, Male 29%
- E1 to E4 Black NH (n=96/n=191): Female 40%, Male 53%
- E1 to E4 Hispanic (n=110/n=426): Female 37%, Male 29%
- E5 to E6 White NH (n=261/n=1507): Female 23%, Male 21%
- E5 to E6 Black NH (n=114/n=224): Female 48%, Male 44%
- E5 to E6 Hispanic (n=83/n=372): Female 29%, Male 36%

Senior Enlisted Ranks:
- E7 to E9 White NH (n=121/n=984): Female 13%, Male 17%
- E7 to E9 Black NH (n=65/n=194): Female 42%, Male 29%
- E7 to E9 Hispanic (n=29/n=155): Female 17%, Male 27%

Legend: Female, Male

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)

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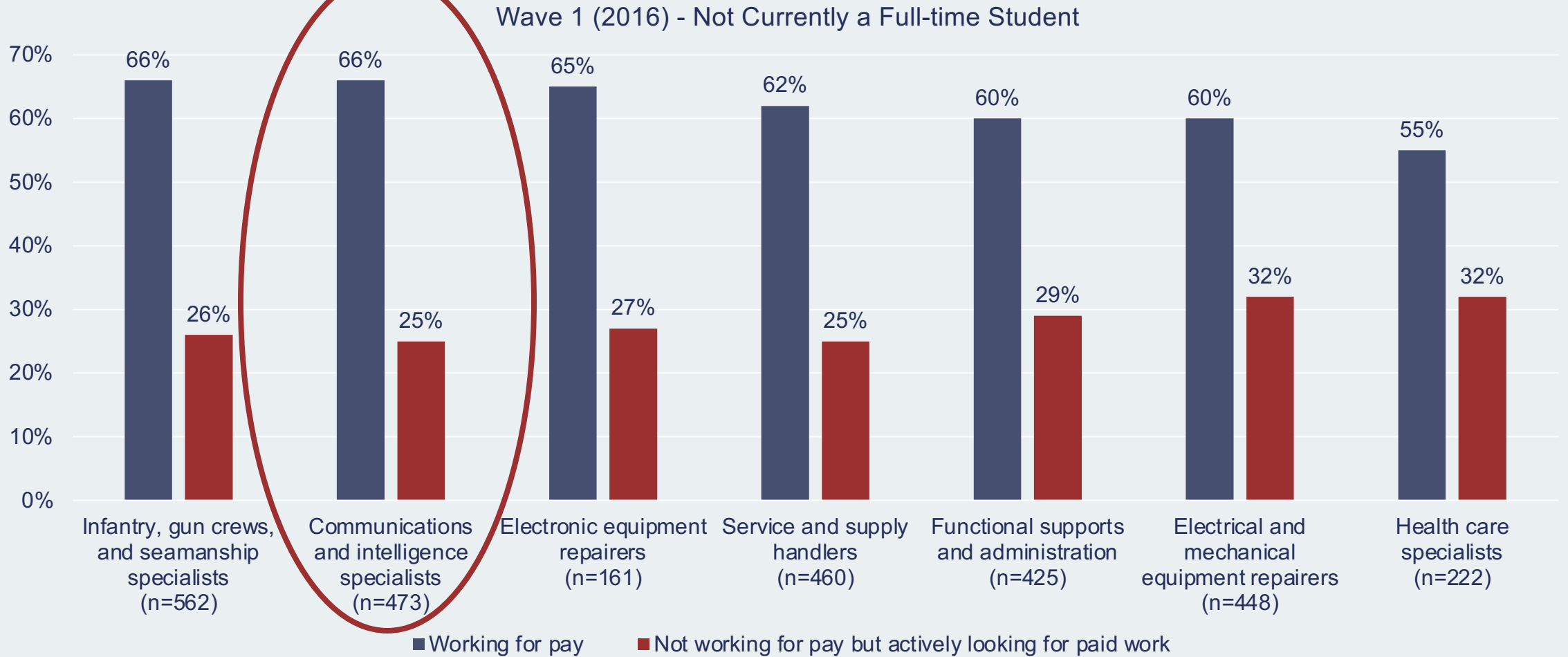Veteran Evaluation & Research Applications Network

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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

- Working for pay
- Not working for pay but actively looking for paid work

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

Non-white female veterans are almost twice as likely to be looking for work across multiple years following military separation.
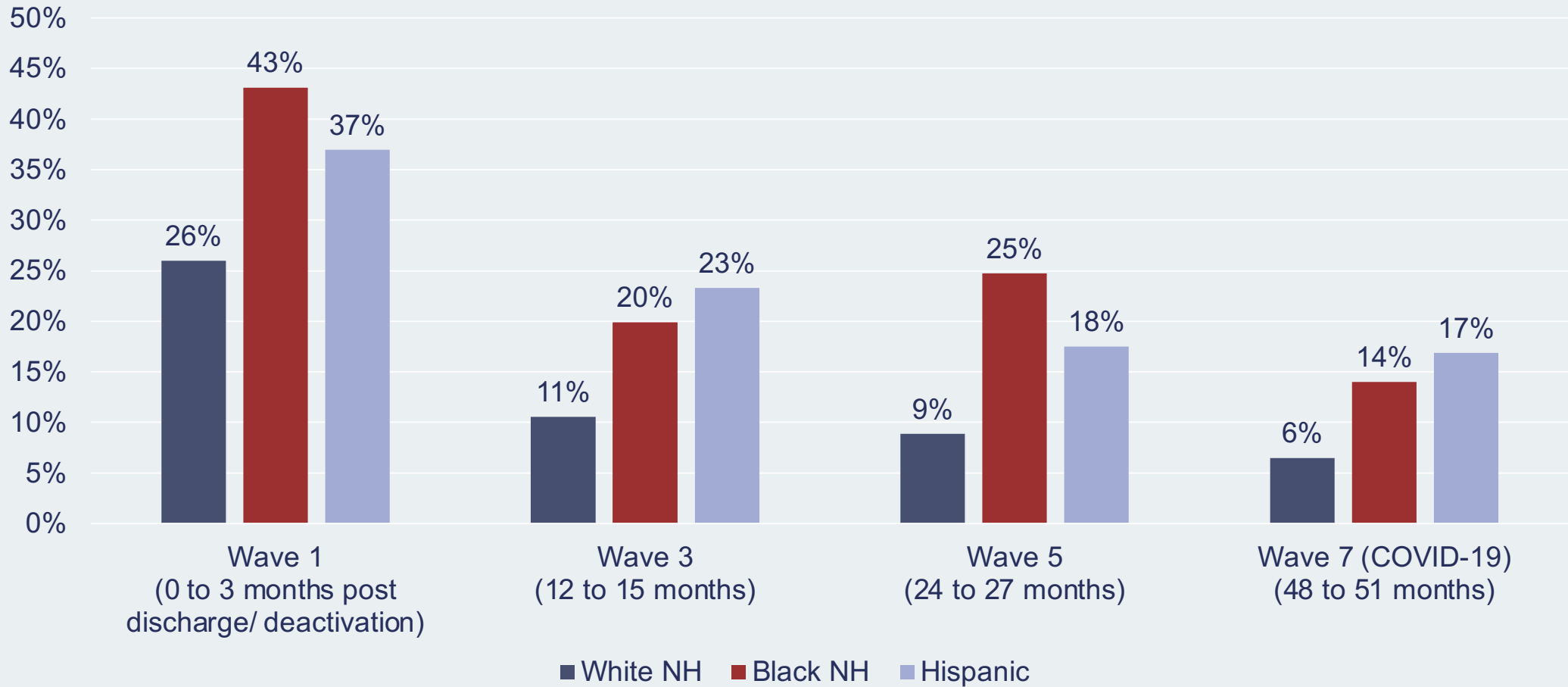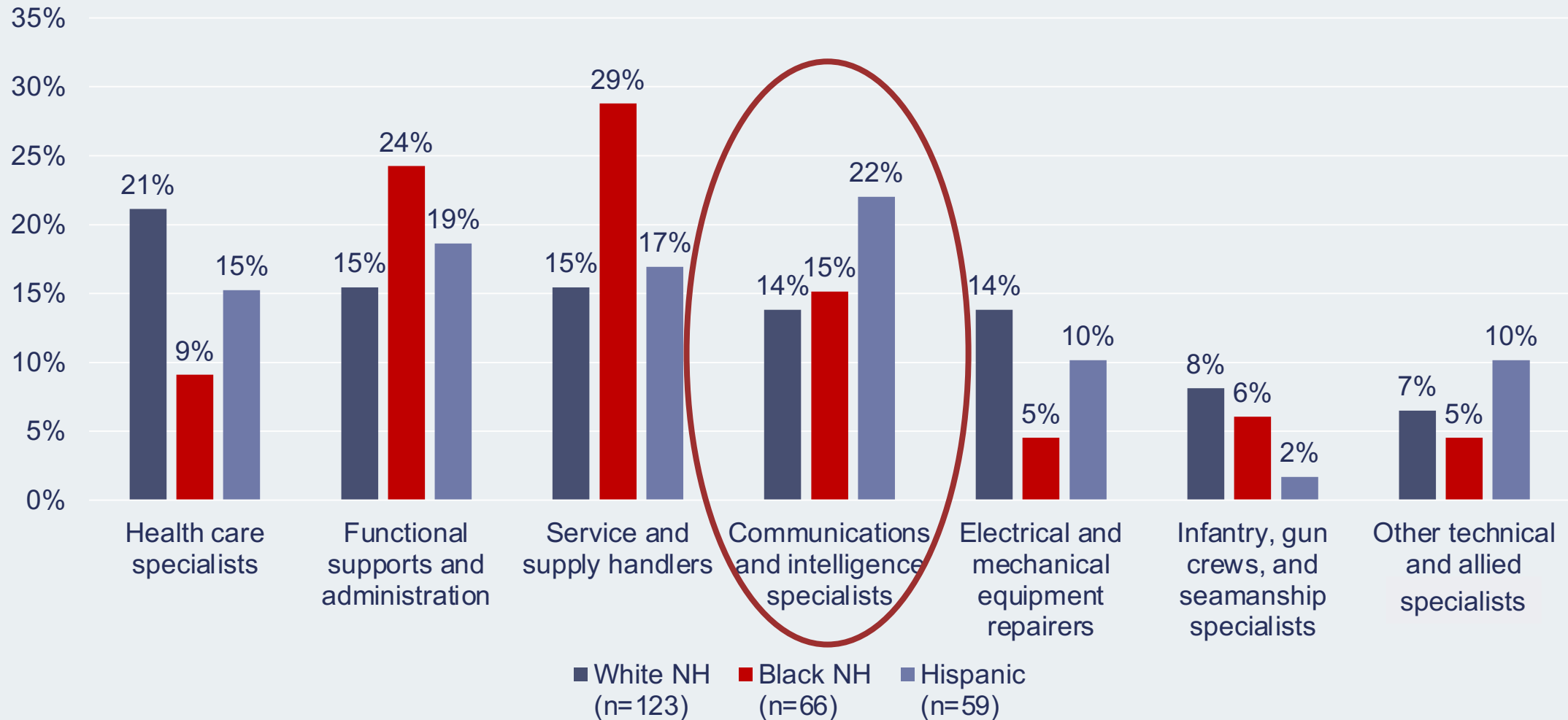
Enlisted Female Veterans Looking for Work at Wave 1

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

Health care specialists: White NH 21%, Black NH 9%, Hispanic 15%

Functional supports and administration: White NH 15%, Black NH 24%, Hispanic 19%

Service and supply handlers: White NH 15%, Black NH 29%, Hispanic 17%

Communications and intelligence specialists: White NH 14%, Black NH 15%, Hispanic 22%

Electrical and mechanical equipment repairers: White NH 14%, Black NH 5%, Hispanic 10%

Infantry, gun crews, and seamanship specialists: White NH 8%, Black NH 6%, Hispanic 2%

Other technical and allied specialists: White NH 7%, Black NH 5%, Hispanic 10%

Legend: 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
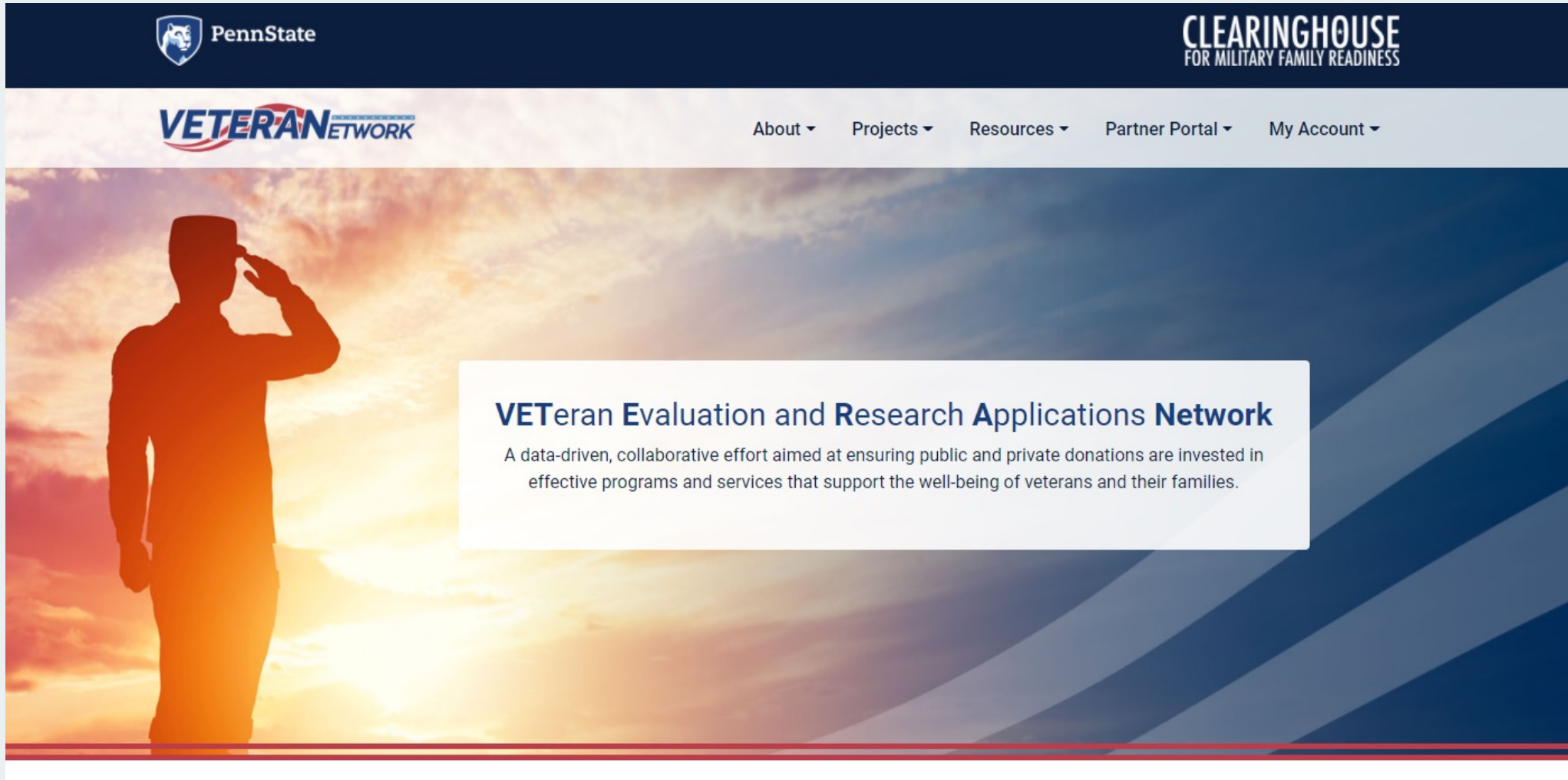
Process: How does the program convey information or teach skills?

- 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

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

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