

# VA Summit

## *Data from The Veterans Metrics Initiative*

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November 2020



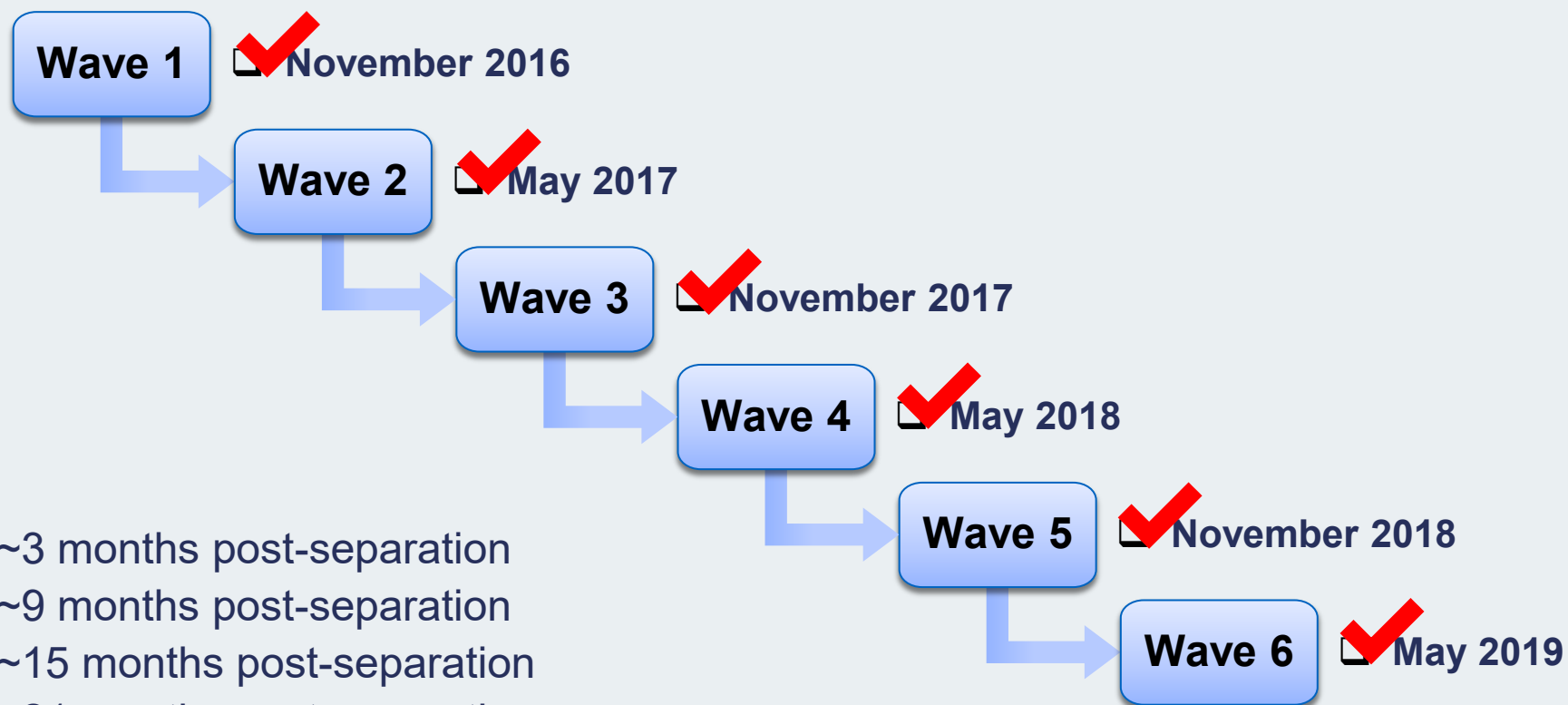
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# TVMI Study Participants



	Population (n=48,965)	Wave 1 (3 months) (n=9,566)	Wave 6 (33 months) (n=5,258)
Male	84.1%	81.8%	81.5%
Female	15.9%	18.2%	18.5%
Army	32.1%	32.9%	31.0%
Navy	18.8%	19.2%	19.3%
Air Force	13.5%	19.0%	19.9%
Marines	17.2%	15.9%	16.6%
National Guard/Reserve	18.4%	12.9%	12.4%
E1-E4 Junior Enlisted	41.4%	27.5%	28.5%
E5-E6 Mid-Grade Enlisted	29.5%	30.0%	29.9%
E7-E9 Senior Enlisted	13.4%	17.9%	16.7%
W1-W5 Warrant Officers	1.1%	1.6%	1.5%
O1-O3 Junior Officers	6.4%	8.4%	9.0%
O4-O10 Senior Officers	8.1%	14.7%	14.5%

# TVMI Data Collection Timeline



Wave 1 (**W1**): ~3 months post-separation

Wave 2 (**W2**): ~9 months post-separation

Wave 3 (**W3**): ~15 months post-separation

Wave 4 (**W4**): ~21 months post-separation

Wave 5 (**W5**): ~27 months post-separation

Wave 6 (**W6**): ~33 months post-separation

# Employment

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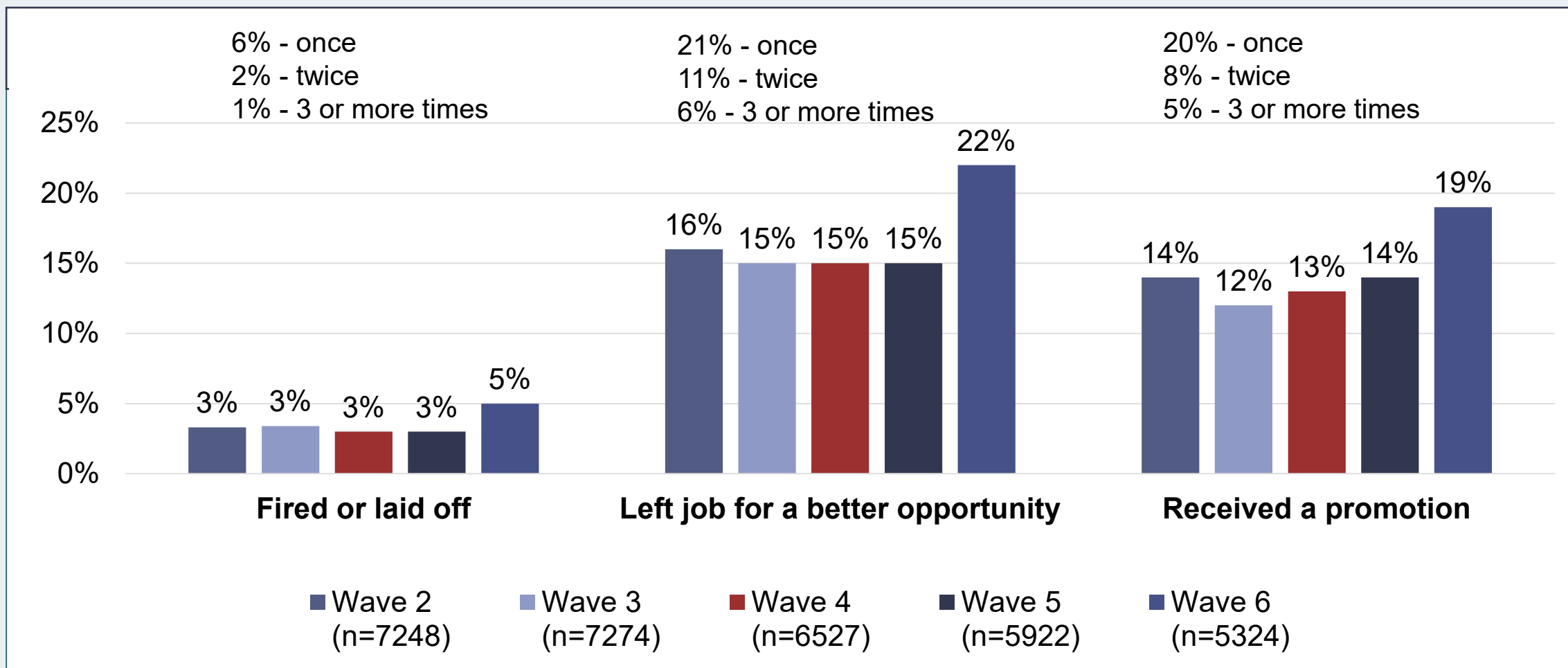


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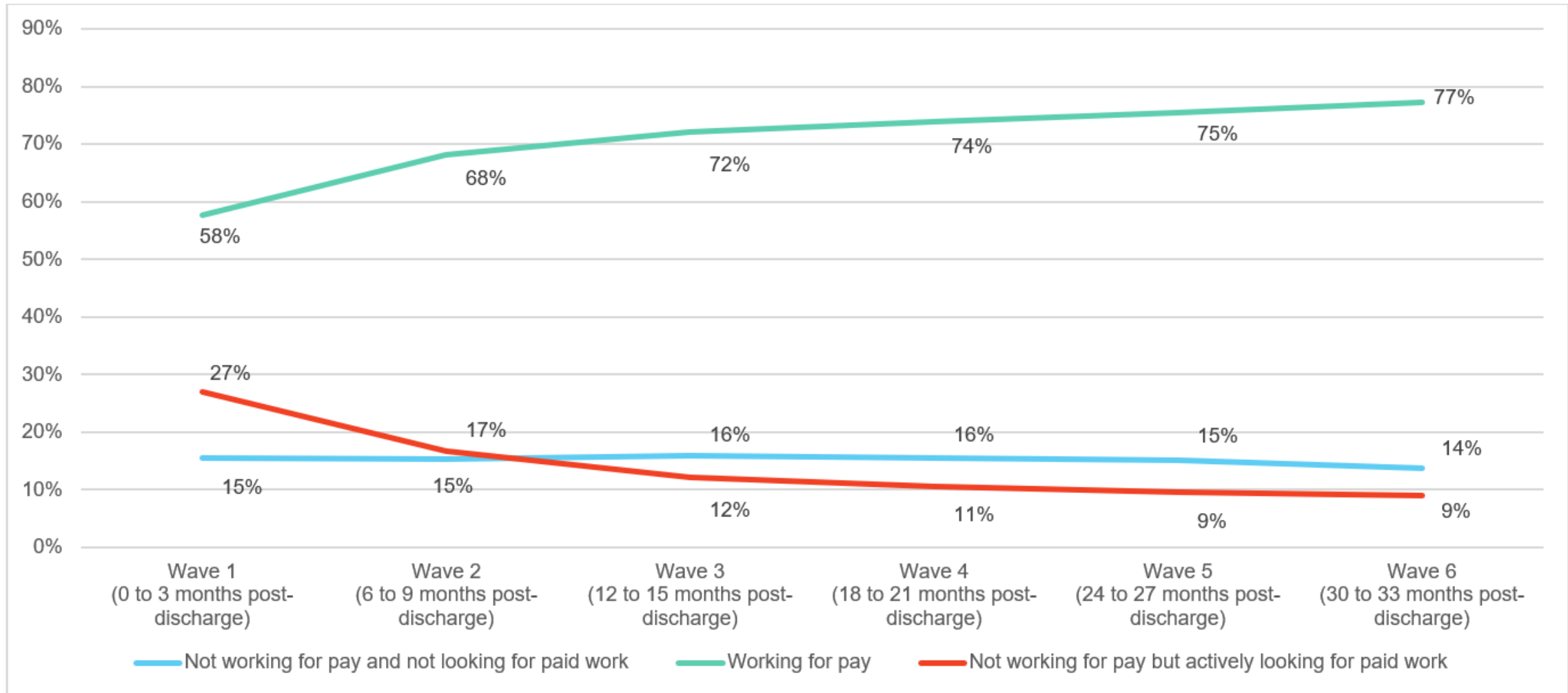
# VETERANetwork Employment Takeaways

- Well-being #2 - Veterans' perceptions of underemployment are prevalent; enact a multi-pronged approach to enable veterans to translate their military skills into the civilian workplace and to promote awareness among employers about the skills sets and assets that veterans possess.
- Components #3 - Shorten the length of time it takes to secure a job after discharge and increase starting salaries by fostering early participation in targeted employment components.
- Components #4 - Ensure programs/services utilize evidence-informed, employment components linked to increased job promotion for veterans.
- Components #5 - Advocate for continued use of employment components, as they are related to better employment opportunities for veterans.

# Changes in Employment from Wave 2 to Wave 6



# Current Employment Status (Working for Pay) by Wave



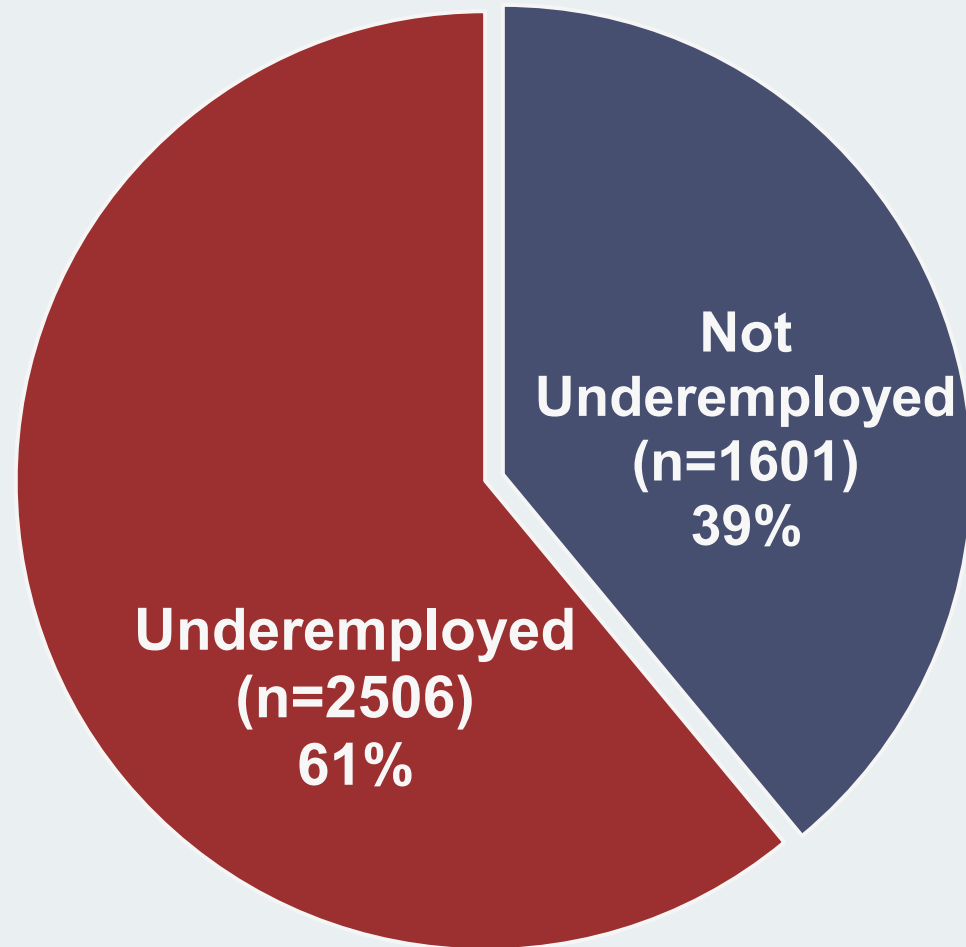
# Veteran Underemployment Studies

- **ZipRecruiter and Call of Duty Endowment Study (Barrera & Carter, 2018)**
  - Underemployment affects more veteran job seekers than non-veteran job seekers.
  - One-third of veteran job seekers underemployed.
  - Veterans were underemployed at a rate that was 15.6% higher than non-veteran job seekers.
  - Veterans were more likely to be employed while searching for a job compared to non-veterans.
- **LinkedIn Veteran Opportunity Report**
  - Veterans were more likely to stay in a job longer, more likely to be promoted earlier, and more likely to have a graduate degree.
  - Veterans with a bachelor's degree had 2.9 times more work experience than non-veterans.

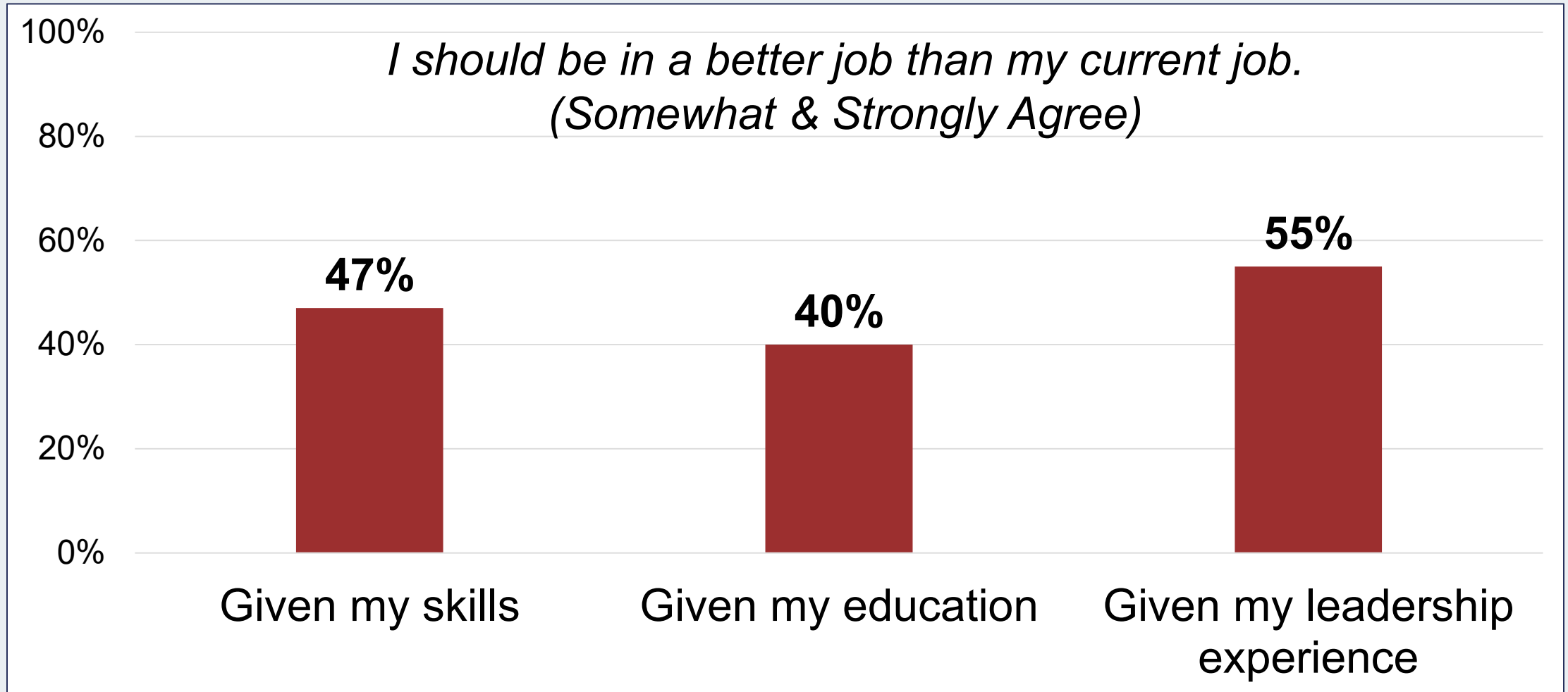




# TVMI Wave 6 Veteran Underemployment Findings

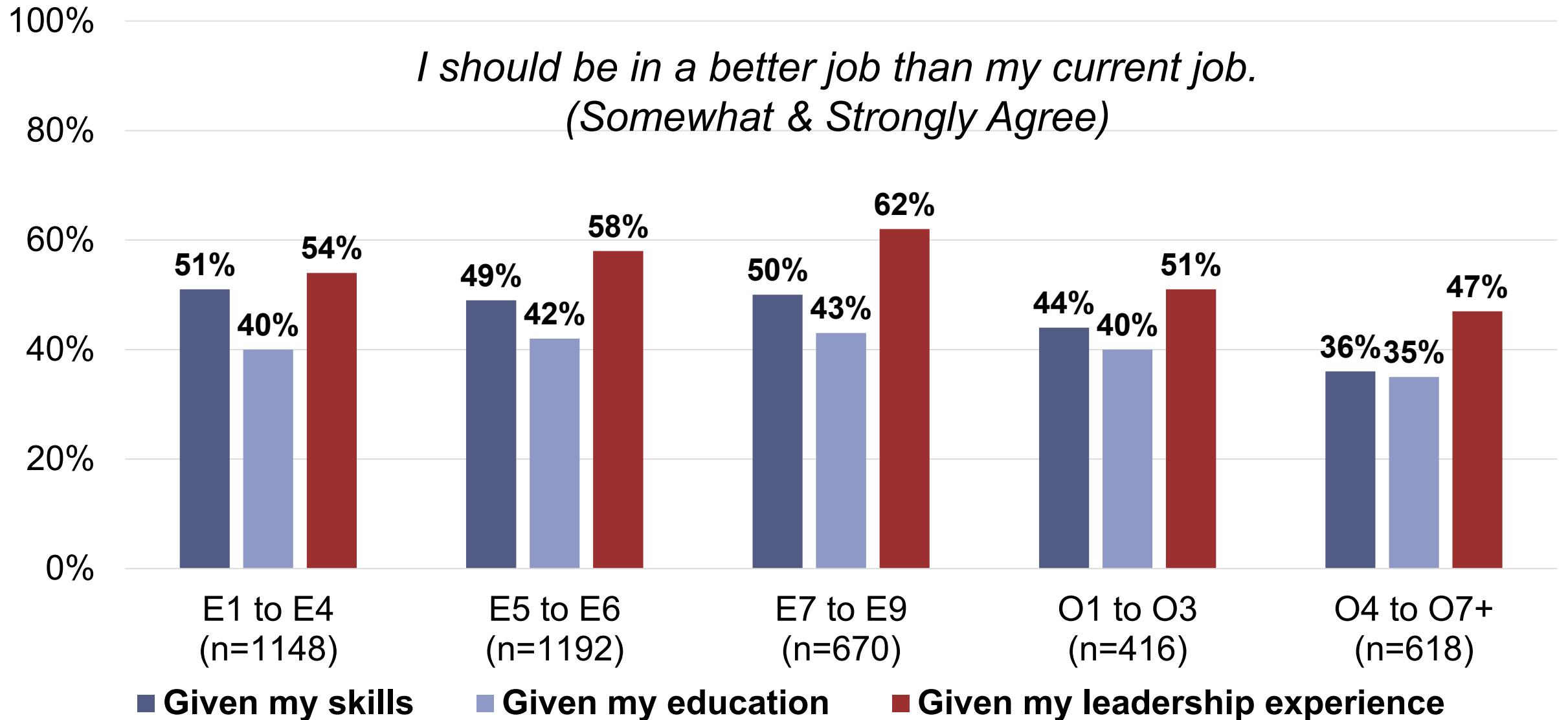


# Veterans Beliefs Regarding Underemployment

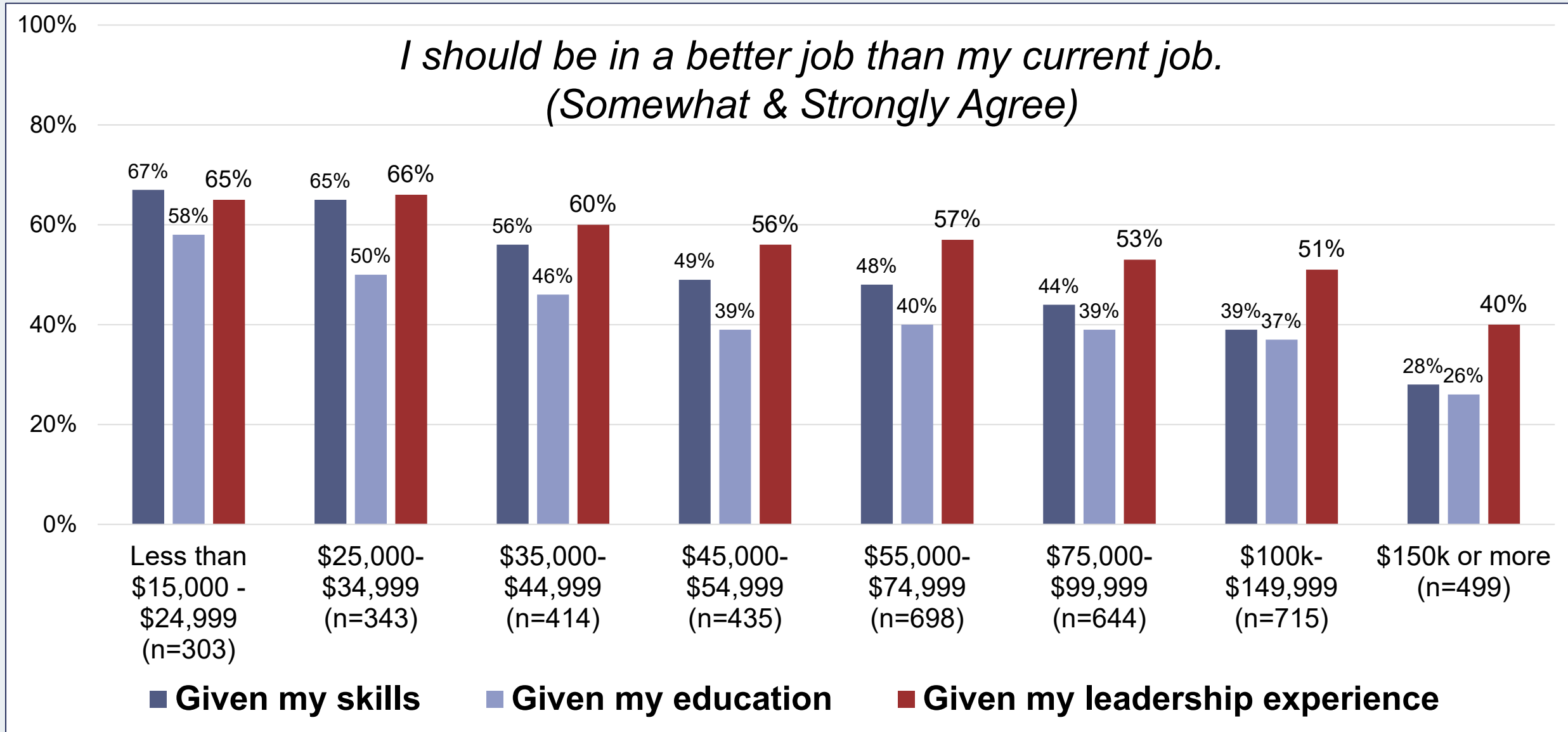


# Thoughts Regarding Underemployment by Paygrade

*I should be in a better job than my current job.  
(Somewhat & Strongly Agree)*



# Thoughts Regarding Underemployment by Salary



# Strategies to Address Underemployment

- Veteran programming
  - Expectation management around transition
  - Career planning and exploration
  - Translation of military skills into the civilian workplace
  - Encourage attendance at civilian networking opportunities
- Employer education about veterans' skills and assets
- Underemployment conceptualization and measurement
  - Bureau of Labor Statistics underemployment measurement
  - Include subjective measures of underemployment (TVMI strength)

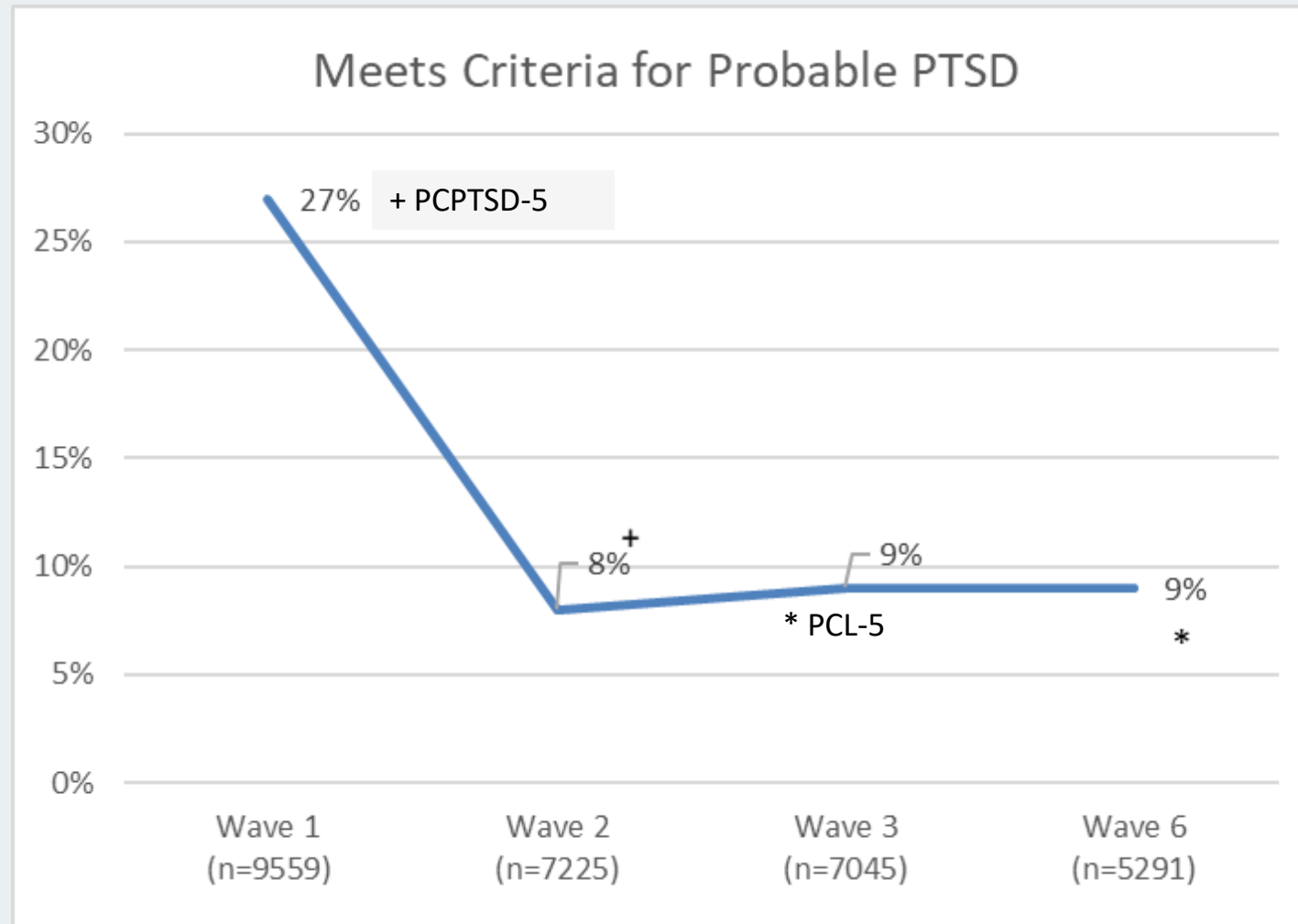
# Probable Post-Traumatic Stress Disorder

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# Measuring Probable PTSD Over Time



# Discussion





# Thank You

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## Contact Us:



[militaryfamilies.psu.edu](http://militaryfamilies.psu.edu)

[veteranetwork.psu.edu](http://veteranetwork.psu.edu) – Coming soon!



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