The Veterans Metrics Initiative

Using Wave 1 , 2, and 3 Program Common Components for the <u>Employment</u> Domain to Predict Study Outcomes, October 2018   Menu 3A

BACKGROUND

- Wave 1, 2, and 3 participants nominated employment programs they used since they discharged from the military or deactivated from Active Duty. 54% reported using a program in the employment domain at Wave 1, 44% at Wave 2, and 32% at Wave 3.
- Programs with verified URLs and nominated by three or more veterans were coded in Summer 2017-Summer 2018 using the common components analysis technique.

CONTENT COMPONENTS

Content components describe what a program teaches or what information it provides.

- **Resume writing** - teaching a veteran how to write a resume and/or providing resume templates
- **Interviewing** - teaching interviewing skills, providing interviewing tools, or can be mock interviews
- **Job board, search engine** - a static or interactive listing of available jobs
- **Career planning and exploration** - matching a veteran's interest to available jobs and creating a plan for attaining a long-term career goal. This includes industry overviews, showing veterans what similar occupations exist across diverse industries.
- **Translating military to civilian work** - helping the veteran understand the similarities between their military job and possible civilian jobs, sometimes using a Military Occupational Specialty Code (MOS) or Air Force Specialty Code (AFSC) translator). It can also help transfer military licenses and certifications to their civilian equivalents.
- **Networking conference** - a meeting to share ideas with a large group connecting over a common interest.
- **Job accommodations** - providing information on accommodations to veterans with a disability or other condition that prevents standard employment.
- **Entrepreneurship** - covers the skills and information to start and run one's own business.
- **Job training and certification** - providing training in a specific field with a path to employment, such as fellowships, job placement, or industry certifications

PROCESS COMPONENTS

Process components capture how a program conveys information or teaches skills.

- **Reading online**: online text or handouts, no interaction involved
- **Direct instruction**: an instructor teaches using a lecture, manualized curriculum, or video
- **Rehearsal, practice**: acting in a hypothetical situation with feedback, such as a mock interview
- **Interactive online tool**: web-based tools that include some interaction with the participant, including personalization of information (beyond just a "search tool")
- **Mentors/coaches**: one-on-one program delivery allowing for content tailoring to the individual veteran
- **Social support, peer learning**: sharing more personal information about a shared problem in an informal environment
- **Socializing casually**: non-professional get-togethers without information provided
- **Networking group**: a formal sharing of professional information

EFFECTS OF COMPONENTS ON OUTCOMES

- After controlling for demographic variables, we used growth curve modeling to predict the following outcomes (see back):
  - Getting a job after reporting looking for work at a previous wave
  - Receiving a promotion from one wave to another
  - Self-report leaving a job for a better opportunity from one wave to another

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COMPONENTS PREDICTING GETTING A JOB

Content ↓, Process →	Reading online	Direct instruct.	Online tool	Mentor, coach	Other
Interviewing				✓❶	
Resume writing	✓❶	✓❶ ✓❷	✓❶	✓❶	
Job board, search engine			✓❶		
Networking conference					✓ content only ❷ ✓ content only ❸
Career planning, exploration	✓❶ ✓❷		✓❷	✓❶ ✓❷	
Translating mil. to civilian work			✓❷	✓❶	
Job accommodations	✓❶				
Job training/certification					✓ peer learning ❶
Career fair					✓ in-person ❶

1 = components used at Wave 1 by veterans who were looking for a job at Wave 1 predicted that veteran getting a job at Wave 2

2 = components used at Wave 2 by veterans who were looking for a job at Wave 2 predicted that veteran getting a job at Wave 3

3 = components used at Wave 3 by veterans who were looking for a job at Wave 3 predicted that veteran getting a job at Wave 4

COMPONENTS PREDICTING RECEIVING A PROMOTION

Content ↓, Process →	Reading online	Direct instruct.	Online tool	Mentor, coach	Other
Interviewing	✓❶			✓❶✓❷	
Resume writing	✓❶✓❷	✓❶✓❷	✓❷✓❸	✓❷	
Job board, search engine			✓❶✓❷		
Career planning, exploration			✓❶✓❷	✓❶	✓ networking ❶ ✓ networking ❸
Translating mil. to civilian work		✓❶✓❷	✓❶✓❷		
Job accommodations	✓❶✓❷				
Job training/certification		✓❶✓❷✓❸		✓❷	✓ peer learning ❶ ✓ peer learning ❸
Career fair					✓ in-person ❷ ✓ in-person ❸

COMPONENTS PREDICTING LEAVING A JOB FOR A BETTER OPPORTUNITY

Content ↓, Process →	Reading online	Direct instruct.	Online tool	Mentor, coach	Other
Interviewing	✓❸	✓❶		✓❶	✓ rehearsal ❶
Resume writing	✓❶✓❷✓❸	✓❶ ✓❷✓❸	✓❶✓❷✓❸	✓❶✓❷	
Job board, search engine			✓❶✓❷✓❸		
Networking conference					✓ content only ❷
Career planning, exploration	✓❶✓❸	✓❶	✓❶✓❷✓❸	✓❶✓❷✓❸	✓ networking ❶ ✓ networking ❸
Translating mil. to civilian work	✓❷✓❸	✓❶	✓❸	✓❶✓❸	
Job accommodations	✓❶✓❷✓❸				
Career fair					✓ in-person ❶ ✓ in-person ❷ ✓ in-person ❸ ✓ virtual ❷