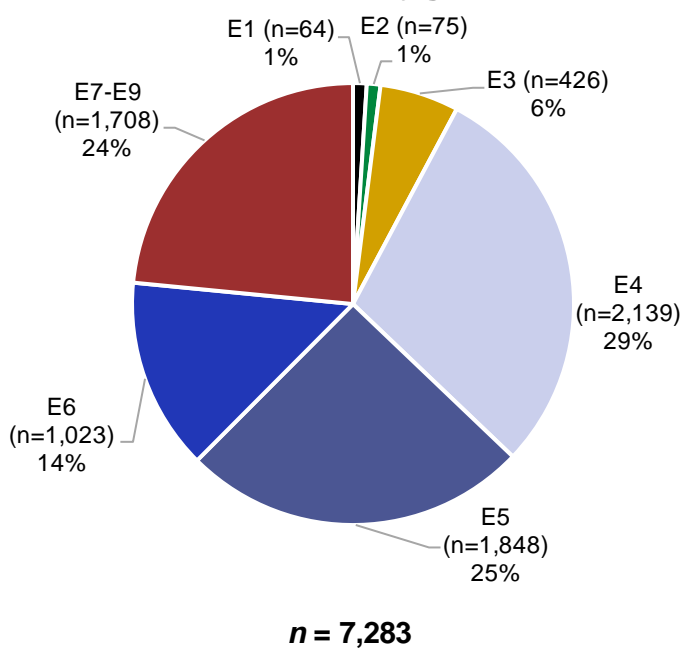


Unique Characteristics of Enlisted Service Members: E1 to E6 Paygrades



Data were collected from post-9/11 veterans through The Veterans Metrics Initiative (TVMI), including demographic characteristics and risk and protective factors. The veterans separated from the United States military in 2016 and participated in 6 waves of data collection; 9,566 veterans participated in Wave 1, and 76% of these veterans were of enlisted paygrades ($n = 7,283$). A seventh wave of data was collected through the Veterans Engaging in Transition Studies (VETS; November 2020 to January 2021) and is now being analyzed by Penn State researchers.

Enlisted Paygrades



Demographic Differences by Paygrade



E4 (57%), E5 (63%), and E6 (61%) veterans were more likely to be White, Non-Hispanic than E1 to E3 veterans (53%).



There were no significant gender differences between E1 to E3, E4, E5, and E6 veterans.

Discharge Differences by Paygrade



E4 veterans were more likely to receive an Honorable discharge than E1 to E3 veterans.



E1 to E3 veterans were more likely than veterans of all other paygrades to leave military service early due to failure to meet physical fitness standards or physical/mental conditions interfering with their military service.

Differences in Risks and Well-being Outcomes by Paygrade



Mental Health

- A greater proportion of E1 to E3 veterans (37%) met criteria for probable anxiety than E4 (28%), E5 (28%), and E6 (33%) veterans.
- A greater proportion of E1 to E3 veterans (27%) met criteria for probable depression than E4 (20%), E5 (19%), and E6 (23%) veterans.
- E1 to E3 veterans were more likely to report thoughts of self-harm (15%) than E4 (9%), E5 (10%), and E6 (10%) veterans.



Social Isolation

- Across enlisted paygrades, approximately 10% of enlisted veterans reported feeling socially isolated. However, E6 veterans were 29% more likely to report feeling socially isolated at Wave 1 compared to E4 and E5 veterans.

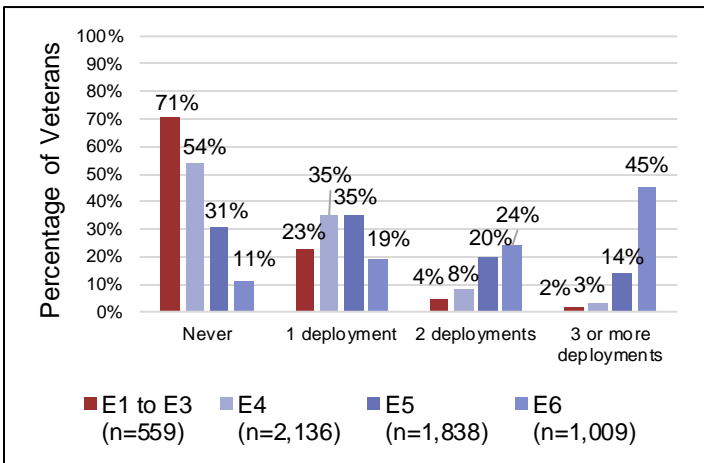


Combat Deployments and PTSD

- E5 veterans deployed more often to combat zones compared to E4 veterans; E6 veterans deployed more often to combat zones compared to E5 veterans (see Figure 1).
- At Wave 1, veterans with more and/or longer deployments to a combat zone had more posttraumatic stress disorder (PTSD) symptoms.

Figure 1

Number of Combat Deployments by Paygrade



Employment and Program Use

- E1 to E3 veterans were more likely to be persistently looking for work across 4+ waves of data collection and less likely to utilize employment programs and services compared to E4, E5, and E6 veterans (see Table 1).

Table 1

Persistently Looking for Work and Employment Program and Service Use by Paygrade

Paygrade	Persistently Looking for Work	Employment Program and Service Use
E1 to E3	7%	33%
E4	7%	46%
E5	5%	55%
E6	5%	67%

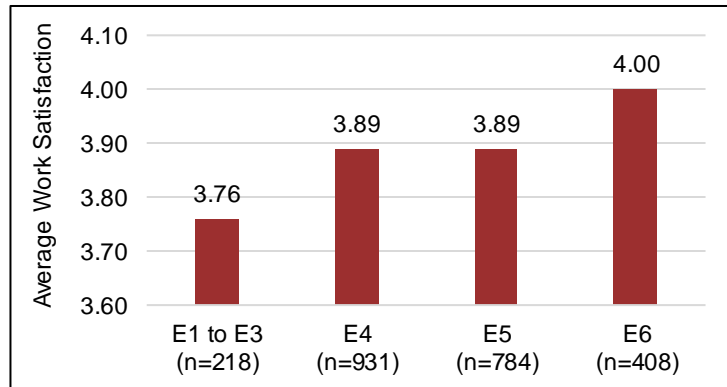


Work Satisfaction

- E6 veterans reported higher levels of work satisfaction than E1 to E3 veterans (see Figure 2).

Figure 2

Differences in Wave 6 Work Satisfaction by Paygrade

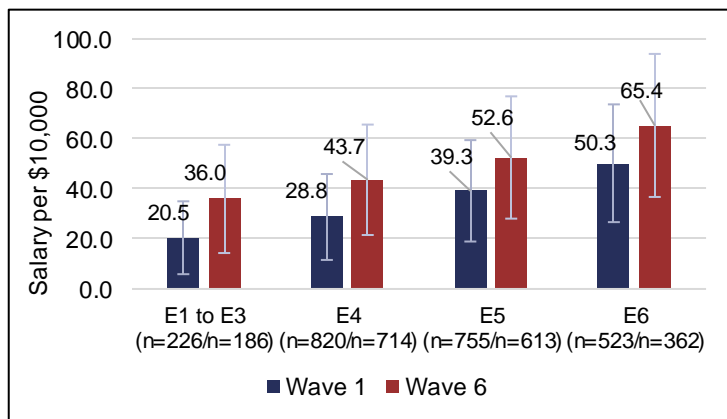


Salary and Problematic Financial Status

- Veterans in higher paygrades reported higher salaries than veterans in lower paygrades (see Figure 3).

Figure 3

Differences in Salary by Paygrade



- E1 to E3 (23%) veterans were more likely to report persistent, problematic financial status than E4 (11%), E5 (10%), and E6 (9%) veterans.
- Black, non-Hispanic, male veterans were 97% more likely to report persistent, problematic financial status compared to White, non-Hispanic, male veterans.

