Emerging Evidence about Transition Employment Support

FEATURED STUDY - VETERANS METRICS INITIATIVE

This policy brief extracts findings from The Veterans Metrics Initiative as it applied to supporting transition policy.

3-year longitudinal study (public dataset available)
- Coordinated by the Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.

National sample of 9,566 veterans who completed the survey at Wave 1
- Participants were recruited in the fall of 2016 and assessments were administered at approximately 6-month intervals between November 2016 and May 2019
- 23% response rate by newly separated U.S. veterans

Non-response weights were computed to represent the population of transitioning veterans in 2016 (eligible population = 48,965)

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VETERAN UNDEREMPLOYMENT FINDINGS THREE YEARS POST TRANSITION

61% Underemployed (n = 2,506)
39% Not Underemployed (n = 1,601)

LIKELIHOOD OF IMPROVED EMPLOYMENT OUTCOMES

Networking Conference 3.0 times
Interviewing, Mentor/Coach 2.8 times
Resume-writing Mentor/Coach 2.3 times
Translating Military to Civilian Work, Mentor 2.2 times
Career Planning, Interactive Online 2.0 times
Virtual Seminars 2.0 times
Job Training & Certification, Direct Instruction 1.98 times

Increased Likelihood of Getting a Job
WHY THIS IS IMPORTANT:
Currently there are over 45 programs* across the federal government focused on employment transition support. This research puts measurement to the most effective types of employment interventions delivered by both government and nonprofit providers. Resources should be reviewed and redirected based on what evidence suggests is the most impactful.


CALLS TO ACTION:
1. Congress should comprehensively examine current governmental programs designed to address veterans employment and underemployment. Assess programs’ utilization of evidence-based components as identified by TVMI.
2. Congress should support existing legislation, such as HR 4769 the Onward to Opportunity Act – which directs Department of Defense resources towards successful employment transition models that include the components most likely to lead to positive employment/career outcomes.

MOST COMMONLY UTILIZED COMPONENTS

Veterans of color were less likely to find a job 15 months post separation than their white counterparts.

Some components had larger, positive effects for veterans of color. For example:

- 3X more likely to find a job if they engaged with a mentor/coach for interviewing content
- 3X more likely to find a job if they used mentor/coach with resume writing content
- 2.5X more likely to find a job if they used direct instruction and mentors for career planning and exploration

TOP 5 COMPONENTS:

<table>
<thead>
<tr>
<th>RANK</th>
<th>TOPIC</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Career Planning</td>
<td>47%</td>
</tr>
<tr>
<td>2</td>
<td>Resume Writing</td>
<td>32%</td>
</tr>
<tr>
<td>3</td>
<td>Interviewing</td>
<td>27%</td>
</tr>
<tr>
<td>4</td>
<td>Job Board, Search Engine</td>
<td>25%</td>
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<tr>
<td>5</td>
<td>Job Training &amp; Certification</td>
<td>20%</td>
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WHAT IS COVERED UNDER THE TRANSITION ASSISTANCE PROGRAM (TAP)?
- Resume Writing
- Basic Skills Translation
- Basic Career Planning
- Initial Exposure to Entrepreneurship

WHAT IS NOT COVERED UNDER TAP?
- Networking
- Interviewing with a Mentor/Coach
- In-depth Career Planning
- Job Training and Certifications

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