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Conceptualizing a Successful Transition from Military to Civilian Life

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Executive Summary

Executive Summary

Approximately 5 million post-9/11 veterans have gone through a military-to-civilian transition (MCT). MCT is a process that occurs over time, as opposed to a single event, during which veterans make significant life adjustments. However, there is no widely accepted framework for MCT (Pedlar et al., 2019), no definition of what "success" looks like, and no proposed timeline over which "success" should occur. Without a widely accepted framework for successful MCT, identifying who is thriving, recognizing who is struggling, and making informed decisions about where supports would be most helpful will likely not be addressed systematically.

Using data that were collected as part of The Veterans Metrics Initiative (TVMI), this report proposes an initial conceptualization of what a successful transition might entail. TVMI tracked veterans from their military separation to 2.5 years post-separation and included nearly 10,000 veterans at the first data-collection timepoint. Thus, this dataset provides a unique opportunity to take a data-driven approach to a conceptualization of successful transition.

Two principles guided the selection process of items for this conceptualization: (a) success must be theoretically achievable for everyone, and (b) the conceptualization must be free of value judgments surrounding the meaning of success. Therefore, a combination of objective and subjective items was selected as this provided particularly rich data on successful MCT.

Seven domains were used to assess successful MCT:

- Employment,
- Education,
- Financial,
- Legal,
- Social,
- Physical Health,
- and Mental Health.

These domains served as the basis for grouping veterans into the following MCT categories: Successful, At Risk, or Problematic. The percent of participants in each category at separation and 2.5 years later are shown in Table ES.1.

Domain	Categorization	Separation	2.5 Years
Employment	Successful	41%	53%
	At Risk	13%	19%
	Problematic	46%	28%
Education	Successful	79%	69%
	At Risk	13%	18%
	Problematic	9%	12%
Financial	Successful	40%	48%
	At Risk	37%	40%
	Problematic	23%	12%
Legal	Successful	96%	95%
	At Risk	4%	4%
	Problematic	0.5%	0.5%
Social	Successful	36%	36%
	At Risk	29%	30%
	Problematic	35%	35%
Physical Health	Successful	21%	17%
	At Risk	28%	28%
	Problematic	51%	54%
Mental Health	Successful	31%	28%
	At Risk	28%	37%
	Problematic	41%	34%

Table ES. 1
The Percent of Participants in Each Category at Separation and 2.5 Years Later

Executive Summary

Based on the data, two sets of composite variables were also created. These composite variables are the number of domains in which an individual was Successful, At Risk, or Problematic. The first composite variable included five domains: Employment, Financial, Social, Physical Health, and Mental Health. However, a significant number of veterans were not in the labor force, many of them by choice. Therefore, a second composite variable was included that used the same domains as the first composite variable, except it excluded the Employment domain.

Most individuals, including veterans, are not likely to be successful in ***every*** domain of their lives, so expecting that people are successful in multiple domains at any given time, as opposed to all domains, seems more reasonable. Based on the five-domain composite variable, we examined veterans with three or more Successful domains. As shown in Table ES.2, most veterans were not Successful on three or more domains. Conversely, a large number were struggling as noted in the at-risk domain.

Percent of Veterans with 3 or More Domains in the Indicated Category:		
Categorization	**At Separation**	**2.5 Years**
Successful	31%	34%
At Risk	14%	22%
Problematic	35%	25%

Table ES. 2
The Percent of Veterans with 3 or More Domains in the Indicated Category

Executive Summary

Although there are veterans across the demographic spectrum who are struggling and veterans who are thriving, there are a few groups of veterans that appear more likely to have more difficulty during MCT. The following groups of veterans are more likely to struggle during the MCT: women; minorities; and enlisted, especially junior enlisted. However, to what extent these results reflect veterans' experiences, specifically, versus these same groups of Americans as a whole, cannot be determined as there is not a comparable longitudinal investigation of civilian counterparts.

The following groups of veterans are more likely to struggle during the MCT: women; minorities; and enlisted, especially junior enlisted.

The analyses here indicate that additional supports would benefit veterans, as a whole, during the MCT, but especially the specific groups of veterans mentioned above. Supports should focus on identifying and conducting outreach to specific veteran groups prior to and after transition. This includes implementing a coordinated handoff between federal entities responsible for Service member separation and the state and local stakeholders involved in veteran transition support after separation. Furthermore, communities, which are the most involved with the MCT activities after separation, could increase support for community-level navigation systems and coordination of care networks. These systems, when implemented, could increase accessibility, reduce barriers to help-seeking, and address needs holistically as help-seeking in one domain could lead to additional support in other domains of need. For the larger veteran-serving human services community, these systems also have the potential to increase efficiency; improve competitive advantage; and, ultimately, improve MCT effectiveness for veterans.

Introduction

Introduction

As of 2016, there were 4.2 million post-9/11 veterans, and this population was projected to grow to 5 million by 2021 (National Center for Veterans Analysis and Statistics, 2018). Every veteran goes through a military-to-civilian transition (MCT), which requires him or her to prepare to leave the military; re-orient to civilian life; adapt to civilian life; and, ideally, thrive over time (Blackburn, 2017; Robinson et al., 2017).

What does a successful MCT look like? What life domains matter? In everyday language, how do we know if a veteran is sinking, treading water, or swimming?

Several studies have examined MCT, and multiple frameworks have been posited (e.g., Blackburn, 2016; Castro & Kintzle, 2014; Thompson et al., 2016,). However, there is no widely accepted framework or definition of MCT that is applicable to all veterans, and an MCT timeline has not been consistently defined (Blackburn, 2017; Pedlar et al., 2019; Robinson et al., 2017). This lack of a framework negatively impacts veteran-focused policy, programs, and services. A guiding framework could promote MCT research; help community efforts to support veterans; help define outcomes (Robinson et al., 2017); make synthesizing literature and drawing conclusions easier; help define benchmarks for program development and evaluation; assist veterans in knowing when to seek additional help; and provide a common point of reference for policymakers. These efforts could, ultimately, improve veteran outcomes (Robinson et al., 2017). Furthermore, the lack of MCT theory hampers one's ability to answer some of the most basic questions: What does a successful MCT look like? What life domains matter? In everyday language, how do we know if a veteran is sinking, treading water, or swimming?

MCT Framework

Although no widely accepted framework has been established, researchers have posited ways to think about successful transition and components that should be included. With wellness as the ultimate goal, Berglass & Harrell (2012) identified physical and psychological well-being as composite parts of overall veteran wellness. In this conceptualization, well-being comprises positive personal relationships, health, fulfillment of material needs, and purpose. With the necessary supports in place,

well-being does not require the absence of disease or injury and is possible regardless of service-connected challenges. For example, an individual with a service-connected disability can experience wellness when he or she has the supports and accommodations in place that enable him or her to accomplish daily tasks and life goals. Furthermore, veteran wellness must take into account several aspects of the military experience: (1) the long-term consequences of injury or illness, (2) the wide variety of social networks a veteran may have, (3) that veterans now need to attain material needs that were previously provided by the military, and (4) understanding that adapting to life after military service is a process and the veteran's life may be different from the life he or she had before he or she joined the military (Berglass & Harrell, 2012).

Robinson et al. (2017) envision a holistic view of wellness and support. This conceptualization includes economic, physical, family, social, psychological, and cultural domains and proposes a "veteran support ecosystem" that includes the individual; family; federal, state and local government; community-based organizations; and private industry. This conceptualization emphasizes the holistic nature of wellness, which is consistent with the VA's Whole Health Initiative (Department of Veterans Affairs, n.d.).

Spiro et al. (2016) emphasize the life course nature of MCT. This perspective acknowledges the childhood and adolescent influences on later experiences, considers veterans' experiences during their service, and includes post-military pathways in the pursuit of understanding veteran outcomes in later life.

Drawing from and building on previous conceptualizations (Berglass & Harrell, 2012; Pedlar et al., 2019; Robinson et al., 2017; Spiro et al., 2016; Thompson et al., 2016) and using a lifespan development perspective, we present the following modification to Robinson et al.'s indicators of progress toward successful transition (Table 1). In this modified perspective, preservice experiences impact and interact with during-service influences to affect post-service outcomes. Post-service supports (i.e., services or support provided by federal, state, or local government; community organizations; faith-based organizations; and private industry), then, influence multiple short- and mid-term outcomes. For example, spouse employment

			Military-to-Civilian Transition		
Pre-Military Experiences	**During-Military Experiences**	**Post-Military Separation Supports**	**Short-Term Outcomes**	**Mid-Term Outcomes**	**Long-Term Outcomes**
Childhood socioeconomic status	Combat exposure	Employment supports (self)	Job search skills	Job attainment and satisfaction	Self-actualization
Adverse childhood experiences	Military sexual trauma	Spouse employment support	Education satisfaction	Education attainment	Purposeful life
Educational attainment	Officer or enlisted rank	Education supports (self)	Financial planning skills	Financial health	
Stage of identity development	Physical or psychological injury	Family access to education	Adequate housing	No legal problems	
Sociocultural environment	Military operational specialty	Financial planning education and tools	Reduced harmful risk-taking	Social support and satisfaction	
	Service branch	Legal supports	Community engagement	Positive physical health	
	Discharge type	Social/community engagement supports	Obtainment of medical needs	Positive mental health	
		Access to physical healthcare	Reduced mental health symptoms	Relationship satisfaction	
		Family healthcare	Transition literacy	Parenting satisfaction	
		Access to mental healthcare	Identity refinement		
		Parenting supports			
		Relationship supports			
		Housing supports			
		Transition education			
		Transportation			
		Reliable, affordable child care			

Note: Variables impact and interact with multiple other variables across outcome phases (i.e., short-term, mid-term, or long-term) and within phases. Era of military service and life stage at which the veteran entered and exited the military will also influence outcomes.

Table 1

A Refined Framework for MCT

support may affect financial health and relationship satisfaction. In turn, multiple short-term outcomes will influence multiple mid-term outcomes. For instance, the short-term outcome of reduced mental health symptoms may impact mid-term outcomes of improved mental health, relationship satisfaction, and job attainment and satisfaction. Furthermore, outcomes within each outcome phase (i.e., short-term, mid-term, or long-term) will influence each other. For example, mid-term outcomes of employment attainment and financial health will likely be interrelated. Because the nature of human lifespan development includes both equifinality (i.e., where different previous experiences lead to similar subsequent outcomes) and multifinality (i.e., where similar previous experiences lead to different subsequent outcomes; Almy & Cicchetti, 2018) and because of the interrelation of outcomes at each outcome phase and between phases, developing a framework and conceptualization of MCT is difficult and complicated. Thus, it is unlikely that there will be a one-to-one relationship between supports and outcomes. That is, employment supports may impact employment attainment, but employment supports may also impact financial health and relationship satisfaction. Conversely, employment support may not be enough to lead to employment attainment; mental health support may be required as well. Therefore, due to the complicated nature of this conceptualization, it is not intended to be final or all inclusive; it is meant to be a building block, and further refinement must follow.

Data-Driven Conceptualization for Successful MCT

Focusing on the short- and mid-term outcomes in the table above, we put forth an initial conceptualization of what a successful transition might look like using the longitudinal data collected as part of The Veteran Metrics Initiative (TVMI). TVMI is a large dataset that tracked veterans from their military separation to 2.5 years after separation (Vogt, 2018). The TVMI survey was administered every 6 months over this period for a total of six waves (i.e., data-collection timepoints). After we specified the outcome measurement, we analyzed the data to see how veterans were faring within the first 3 months after separation (i.e., Wave 1), 1 year post

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separation (i.e., 12-15 months after separation; Wave 3), and 2.5 years post separation (i.e., 30-33 months after separation; Wave 6). This conceptualization of MCT outcomes is intended to be a first step that will be refined, tested, and revised.

Two principles guided this conceptualization. First, success must be theoretically achievable for everyone. For example, physical fitness requirements would need to be achievable for individuals who have a physical disability. Moreover, structural, institutional, and individual barriers to achieving some of these goals may exist. Therefore, we sought to create transition goals that *should* be achievable for everyone, but we acknowledge the barriers that exist that may make the goals more difficult for some people to achieve. However, this does not mean that everyone will do equally well in each life domain or be assessed on all domains. Rather, individuals will only be assessed on the domains that are relevant to them. For example, only veterans who indicate that they are students will be assessed on the Education domain. Similarly, only veterans who are in the labor force and not pursuing further education will be evaluated on the Employment domain.

Second, the conceptualization must be free of value judgments. People have different goals in life. For example, one person may want to pay his or her rent by being a fry cook and may want to spend all of his or her free time surfing. Another individual may want to be the CEO of a company. These are both valid life choices, and the conceptualization of successful transitions must accommodate various life goals. Therefore, in order to ensure the exclusion of value judgments, a combination of objective and subjective measures was used.

Whenever possible, objective items were a priority as they are free from bias (e.g., if the individual is in the labor market, is he or she employed; is the individual able to pay his or her monthly expenses; does the person have mental health symptoms). However, examining the subjective values and sentiments of veterans is also important for measuring success. Subjective assessments (e.g., satisfaction with pay and benefits) allow for inclusion of important factors without inserting a value judgment by benchmarking the response (e.g., making $100,000 per year). Furthermore, self-reports are important as they provide insights into what respondents think and feel – factors that are not observable in

many cases. For example, answers to the question "How do you rate your physical health?" are associated with objective indices of health. In many instances, examining both objective (employed vs. unemployed) and subjective (how satisfied are you in your job) items can provide particularly rich data. For instance, research has demonstrated that subjective perceptions of underemployment are linked to job behaviors including higher turnover intentions, lower job satisfaction, and decreased psychological well-being (Liu & Wang, 2012; Luksyte & Spitzmueller, 2011; Wilkins & Wooden, 2011). Therefore, a veteran who is employed but is not satisfied in his or her job may require particular kinds of programs and services to enhance his or her successful transition.

Seven domains to assess successful MCT within the TVMI data were identified and are presented in Table 2 and Figure 1.

Successful MCT Domains

- **Employment:** If in the labor market, is the veteran employed and satisfied with his or her employment?
- **Education:** If in school, is the veteran satisfied with his or her education experience?
- **Financial:** Can the veteran meet his or her immediate financial needs and future financial needs?
- **Legal:** Is the veteran experiencing trouble with the law?
- **Social:** Does the veteran have social support, and is he or she satisfied with his or her friendships and community?
- **Physical Health:** Does the veteran engage in healthful behavior, does he or she avoid risky health behaviors, and is he or she satisfied with his or her physical health?
- **Mental Health:** Is the veteran experiencing mental health symptoms, and is he or she satisfied with his or her mental health?

Table 2
Successful MCT Domains

Introduction

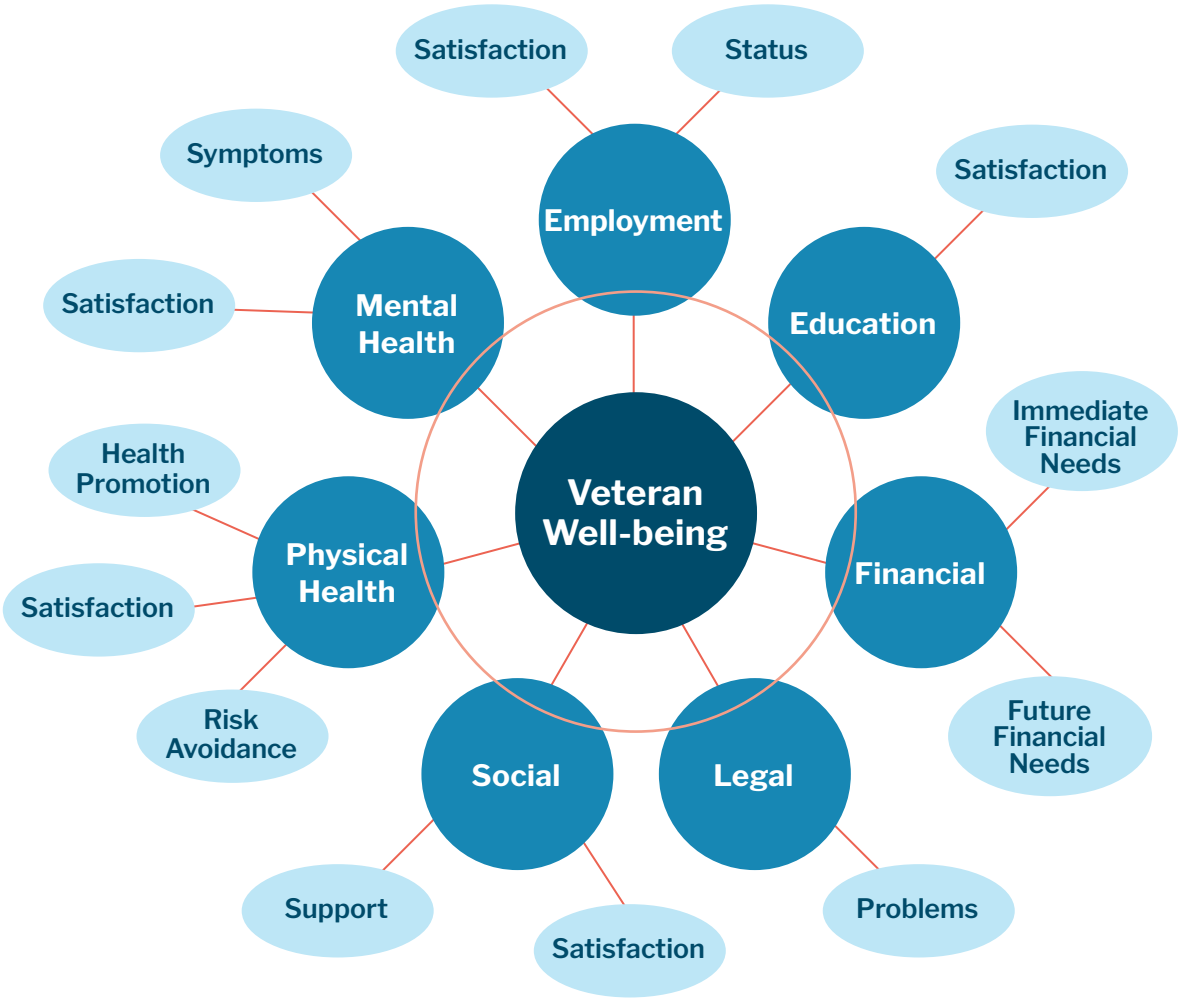

Figure 1
Components of Veteran Well-being

Methods

Methods

Using the items from the TVMI questionnaire and guided by the above-mentioned principles, we combined items into subdomains, and subdomains were combined into domains to, then, classify participants as Successful, At Risk, or Problematic in each domain related to MCT.

Based on available data and potential policy implications, composite scores were created that are the number of domains for which a veteran was classified as Successful, At Risk, or Problematic. These composite scores are intended to provide insight into the holistic well-being of veterans, as opposed to looking at each domain individually.

Employment

The Employment domain included two subdomains: Employment Status and Employment Satisfaction. Three groups of participants did not receive a score in this domain: individuals who were not in the labor force, full-time students, and individuals who were working part time. Full-time students were excluded as they may have different employment goals than individuals who are not full-time students (e.g., their job may be a source of income while in school but not related to their vocational goals). Individuals who were working part time did not receive a score as the questions asked did not allow for assessment of whether individuals were working part time by choice or if they were working part time because they could not find a full-time job.

The individual items that comprised each subdomain within the Employment domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Employment Status

- Employed full time vs. not employed and looking for employment.

Employment Satisfaction

Over the last 3 months, how satisfied have you been with:

- The kind of work you do.
- Your ability to advance your vocational goals in your current role.
- Your pay and benefits.

Domain Score for Employment

Successful (2)

Employed full time and scored *somewhat satisfied* ***or*** *very satisfied* on all Employment Satisfaction items.

At Risk (1)

Employed full time and scored *neither satisfied nor dissatisfied* on at least one Employment Satisfaction item and *neither satisfied nor dissatisfied* or higher on all other items.

Problematic (0)

In labor force but not working,

or

Employed full time and scored *very dissatisfied* ***or*** *somewhat dissatisfied* on any Employment Satisfaction item.

Education

The Education domain included only one subdomain, Education Satisfaction. Because Wave 6 of the TVMI study was completed 2.5 years after separation, many individuals may not have had enough time to complete their education. Therefore, education completion was not included as a subdomain.

The individual items that comprised each subdomain within the Education domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Education Satisfaction

Over the last 3 months of your education or training, how satisfied have you been with:

- The quality of your education or training experience.
- The extent to which your education or training is advancing your career goals.
- Your learning environment.

Domain Score for Education

Successful (2)

Scored *somewhat satisfied* ***or*** *very satisfied* on all Education Satisfaction items.

At Risk (1)

Scored *neither satisfied nor dissatisfied* on at least one Education Satisfaction item and *neither satisfied nor dissatisfied* or higher on all other items.

Problematic (0)

Scored *very dissatisfied* ***or*** *somewhat dissatisfied* on any Education Satisfaction item.

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Financial

The Financial domain included two subdomains: Immediate Financial Needs and Future Financial Needs. A subjective measure of financial satisfaction was not included in this domain. The relationship between income, one's perception of whether he or she has an adequate income, and financial satisfaction is complicated (see Gasiorowska, 2015; Grable et al., 2013). Financial satisfaction is influenced by factors such as comparisons to past self, comparisons to others, and the symbolic meaning an individual puts on money, and financial satisfaction has a low correlation with actual income or change in income. As such, since wholly objective variables were available, these were used.

The individual items that comprised each subdomain within the Financial domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Immediate Financial Needs

- Are you able to pay for all necessary expenses each month, such as mortgage, debt payments, and groceries?
- (Wave 1) At any point in the last 3 months, has your household been contacted by your mortgage lender, credit card company, or another institution for failure to make debt payments?
  - (Waves 2-6) Is your household more than one month behind on your debt payments (for example, mortgage or credit card)?
- At any point in the last 3 months, have you been concerned that you will lose your housing and be unable to find stable alternative housing?

Future Financial Needs

- Does your household have at least 3 months of income set aside in case of an unexpected financial event?
- Does your household have the insurance coverage you and/or your family would need if an unexpected financial event were to occur (for example, disability insurance, property insurance, and/or life insurance)?
- Has your household begun to set aside money for retirement?

Domain Score for Financial Needs

Successful (2)

Able to meet all Immediate Financial Needs ***and*** all Future Financial Needs.

At Risk (1)

Able to meet all Immediate Financial Needs, but not all Future Financial Needs.

Problematic (0)

Unable to meet all Immediate Financial Needs.

Legal

The Legal domain only included one subdomain: Legal Problems. This subdomain is based on a three-part question regarding problems with the law. For unknown reasons, at Wave 1, 1,304 participants were missing data on this question. This appeared to be a survey implementation issue as opposed to purposeful non-response.

The individual items that comprised each subdomain within the Legal domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Legal Problems

Over the last 3 months, have you gotten into trouble with the law?

- No trouble with the law.
- Yes, I have had minor trouble with the law (for example, getting speeding tickets).
- Yes, I have had major trouble with the law (for example, being arrested).

Domain Score for Legal

Successful (2)

No trouble with the law.

At Risk (1)

Minor trouble with the law (e.g., speeding ticket).

Problematic (0)

Major trouble with the law (e.g., arrested).

Social

The Social domain included two subdomains: Social Support and Social Satisfaction.

The individual items that comprised each subdomain within the Social domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Social Support

How often would someone be available…

- To have a good time with?

- To turn to for suggestions about how to deal with a personal problem?
- Who understands your problems?
- To love and make you feel wanted?

Social Satisfaction

Over the last 3 months, how satisfied have you been with:

- The area where you live?
- Your sense of belonging in your community?
- Your relationships with friends?

Domain Score for Social

Successful (2)

Scored *most of the time* ***or*** *all of the time* on all Social Support items.

and

Scored *somewhat satisfied* ***or*** *very satisfied* on all Social Satisfaction items.

At Risk (1)

Scored *some of the time* on at least one Social Support item ***and*** *some of the time* or higher on all other items.

or

Scored *neither satisfied nor dissatisfied* on at least one Social Satisfaction item ***and*** *neither satisfied nor dissatisfied* or higher on all other items.

Problematic (0)

Scored *none of the time* ***or*** *a little of the time* on any Social Support item.

or

Scored *somewhat dissatisfied* ***or*** *very dissatisfied* on any Social Satisfaction item.

Physical Health

The Physical Health domain included three subdomains: Health Promotion, Risk Avoidance, and Physical Health Satisfaction.

The individual items that comprised each subdomain within the Physical Health domain are included below. The scoring for each of the classifications for MCT is also included (i.e., Successful, At Risk, and Problematic).

Health Promotion

Over the last 3 months, how often have you:

- Eaten a generally healthy diet (for example, low fat, limited sugar, adequate servings of fruits and vegetables).
- Gotten at least 2 hours and 30 minutes of moderate physical activity each week; ***or*** gotten 1 hour and 15 minutes of vigorous activity each week; ***or*** done

muscle-strengthening exercises at least two days per week.

- Gotten quality sleep.

Risk Avoidance

Over the last 3 months, how often have you:

- Used alcohol in a way that put your health at risk (for example, blacking out, driving drunk).
- Used drugs (including prescription drugs) in a way that put your health at risk (for example, losing memory or consciousness, driving under the influence).

Physical Health Satisfaction

Over the last 3 months, how satisfied have you been with:

- Your physical health.

Domain Score for Physical Health

Successful (2)

Scored *often* ***or*** *most or all of the time* on all Health Promotion items.

and

Scored *never* on both Risk Avoidance items.

and

Scored *somewhat satisfied* ***or*** *very satisfied* on the Physical Health Satisfaction item.

At Risk (1)

Scored *sometimes* on at least one Health Promotion item and *sometimes*, *often*, ***or*** *most or all of the time* on all other items.

or

Scored *sometimes* ***or*** *rarely* on either Risk Avoidance item and *sometimes*, *rarely*, ***or*** *never* on the other item.

or

Scored *neither satisfied nor dissatisfied* on the Physical Health Satisfaction item.

and

Does not fall into the Problematic category based on the other subdomains.

Problematic (0)

Scored *rarely* ***or*** *never* on any Health Promotion items.

or

Scored *often* ***or*** *most or all of the time* on either Risk Avoidance item.

or

Scored *somewhat dissatisfied* ***or*** *very dissatisfied* on the Physical Health Satisfaction item.

Methods

Mental Health

The Mental Health domain included two subdomains: Mental Health Symptoms (i.e., anxiety, depression, or post-traumatic stress disorder [PTSD]) and Mental Health Satisfaction. A decision was made to change the PTSD measure after Wave 2 of the TVMI study. Because of this change, the PTSD symptoms and meeting criteria for probable PTSD at Waves 1 and 2 were fundamentally different than the PTSD symptoms and meeting criteria at Waves 3 through 6; therefore, categorization of people into successful transition categories was likely affected.

Mental Health Symptoms

Anxiety: Over the last 2 weeks, how often have you been bothered by any of the following problems?

- Feeling nervous, anxious, or on edge.
- Not being able to stop or control worrying.

Depression: Over the last 2 weeks, how often have you been bothered by any of the following problems?

- Little interest or pleasure in doing things.
- Feeling down, depressed, or hopeless.
- Thoughts that you would be better off dead or of hurting yourself in some way.

PTSD (Wave 1 – Wave 2): (If answered yes to experiencing a traumatic event) Over the last month, have you…

- Had nightmares about the event(s) or thought about the event(s) when you did not want to?
- Tried hard not to think about the event(s) or went out of your way to avoid situations that reminded you of the event?
- Been constantly on guard, watchful, or easily startled?
- Felt numb or detached from people, activities, or your surroundings?
- Felt guilty or unable to stop blaming yourself or others for the event(s) or any problems the event(s) may have caused?

PTSD (Wave 3 – Wave 6): (If answered yes to experiencing a traumatic event) In the past month, how much were you bothered by:

- Repeated, disturbing, and unwanted memories of the stressful experience(s)?
- Feeling very upset when something reminded you of the stressful experience(s)?

- Avoiding memories, thoughts, or feelings related to the stressful experience(s)?
- Avoiding external reminders of the stressful experience(s) (for example, people, places, conversations, activities, objects, or situations)?
- Having strong negative beliefs about yourself, other people, or the world (for example, having thoughts such as: I am bad, there is something seriously wrong with me, no one can be trusted, the world is completely dangerous)?
- Loss of interest in activities that you used to enjoy?
- Feeling jumpy or easily startled?
- Having difficulty concentrating?

Mental Health Satisfaction

Over the last 3 months, how satisfied have you been with:

- Your mental health.

Domain Score for Mental Health

Successful (2)

Scored *not at all* ***or*** *no* on all Mental Health Symptoms.

and

Scored *somewhat satisfied* ***or*** *very satisfied* on the Mental Health Satisfaction item.

At Risk (1)

Scored *several days*, *more than half of the days*, *nearly every day*, *yes*, *a little bit*, *moderately*, *quite a bit*, ***or*** *extremely* on any Mental Health Symptoms.

or

Scored *neither satisfied nor dissatisfied* on the Mental Health Satisfaction item.

and

Does not fall into the Problematic category based on either subdomain.

Problematic (0)

Meets criteria for probable disorder (i.e., anxiety, depression, or PTSD) on Mental Health Symptoms.

or

Scored *somewhat dissatisfied* ***or*** *very dissatisfied* on the Mental Health Satisfaction item.

Methods

Additional Domains and Items Considered

Two additional domains were initially considered but were then eliminated: romantic relationships and parenting. Ultimately, these domains were excluded for the following reasons. First, these two domains necessarily include, at a minimum, dyadic or triadic relationships. One person's well-being in the domain is, to at least some extent, dependent on another person. Trying to examine one person's well-being or success in this domain, independent of the other individuals in romantic or parenting relationships, may provide an incomplete understanding of the focal person's well-being. Second, romantic relationships and parenting are inherently steeped in value judgments and change over time. Conceptualizing a successful transition in these domains, keeping them free of value judgments, considering the dyadic and triadic nature of these domains, and accounting for all of life's stages proved to be too complicated for the items that were available in the dataset.

Alcohol misuse was also considered for inclusion within Mental Health Symptoms. However, the way in which the question was asked and the gender differences in recommended alcohol consumption did not allow a clean classification based on the current recommendations for alcohol use (National Institute on Alcohol Abuse and Alcoholism, n.d.).

Results

Results

After creating the subdomain and domain score variables, we conducted basic frequency analyses of the domains and subdomains and cross tabulations by gender, race/ethnicity, and paygrade to explore the nature of the variables. Sample sizes for the full sample and each of the subgroups are presented in Table 3.

For the crosstabulations, graphs are presented in two ways for each analysis. The first graph shows results by wave. The second graph is organized by group (e.g., gender). Presenting the data in this manner allows for an easier examination of differences between groups at each wave and change over time for each group. In addition, figures are also provided that show results of statistical significance testing for each subgroup pair.

Domain	Wave	Domain Sample	Male	Female	White non-Hispanic	Asian/HI/PI	Hispanic	Black non-Hispanic	E1 – E4	E5 – E6	E7 – E9	O1 – O3	O4 – O7+
Employment	1	6397	5429	968	4256	265	830	701	1514	1733	1304	600	1128
	3	4512	3881	631	3132	166	547	434	1016	1258	890	446	819
	6	3622	3111	511	2558	134	412	341	926	989	659	392	592
Education	1	2613	2022	591	1592	136	414	275	982	1014	309	191	85
	3	2431	1883	548	1484	113	427	232	1007	892	258	192	57
	6	1362	1013	349	843	63	228	139	578	519	136	84	34
Financial	1	9550	7810	1740	6178	442	1313	1025	2699	2863	1707	799	1330
	3	7220	5911	1309	4801	296	999	702	2095	2178	1232	618	989
	6	5266	4288	978	3577	206	694	499	1552	1574	878	474	711
Legal	1	8262	6743	1519	5339	393	1145	878	2441	2503	1391	698	1103
	3	7229	5916	1313	4803	296	1002	705	2098	2180	1233	619	990
	6	5274	4295	979	3584	206	695	499	1555	1576	878	475	712
Social	1	9555	7813	1742	6180	446	1313	1026	2703	2866	1707	798	1330
	3	7225	5914	1311	4802	296	1000	705	2097	2179	1232	618	990
	6	5271	4292	979	3582	206	694	499	1554	1576	878	474	711
Physical Health	1	9566	7823	1743	6185	447	1313	1027	2704	2871	1708	799	1332
	3	7235	5920	1315	4805	296	1004	707	2101	2183	1233	618	990
	6	5287	4305	982	3590	207	698	502	1560	1580	881	475	712
Mental Health	1	9530	7791	1739	6166	443	1305	1023	2691	2856	1707	797	1327
	3	7086	5801	1285	4704	290	975	701	2043	2147	1213	608	968
	6	5286	4302	984	3588	207	698	503	1563	1579	881	474	711

Note: The sample size for the full sample for Waves 1, 3, and 6 is 9,566, 7,315, and 5,342, respectively. Asian/HI/PI = Participant selected either Asian, Native Hawaiian, or Other Pacific Islander and did not also select Hispanic.

Table 3

Sample Sizes for the Domain Sample and Subgroups for Each Domain

Employment Results

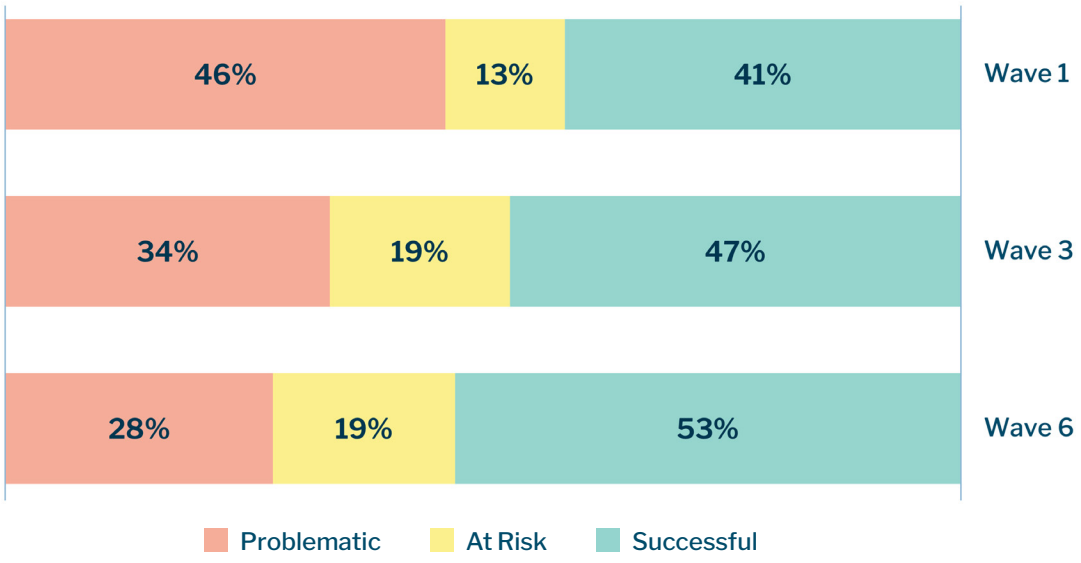
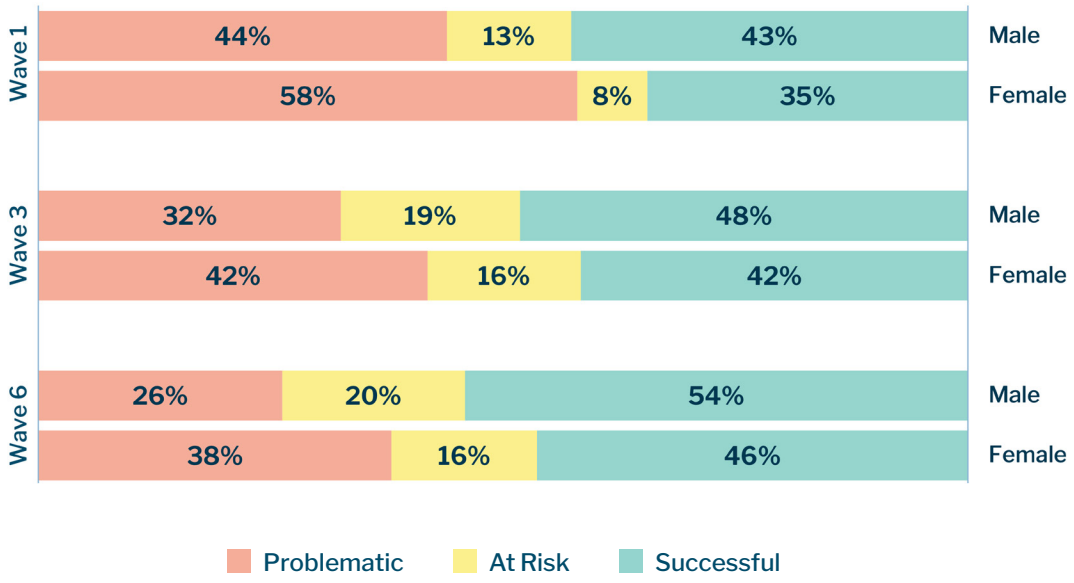


Figure 2
Employment Domain

Figure 3
Employment Subdomains

Employment Results



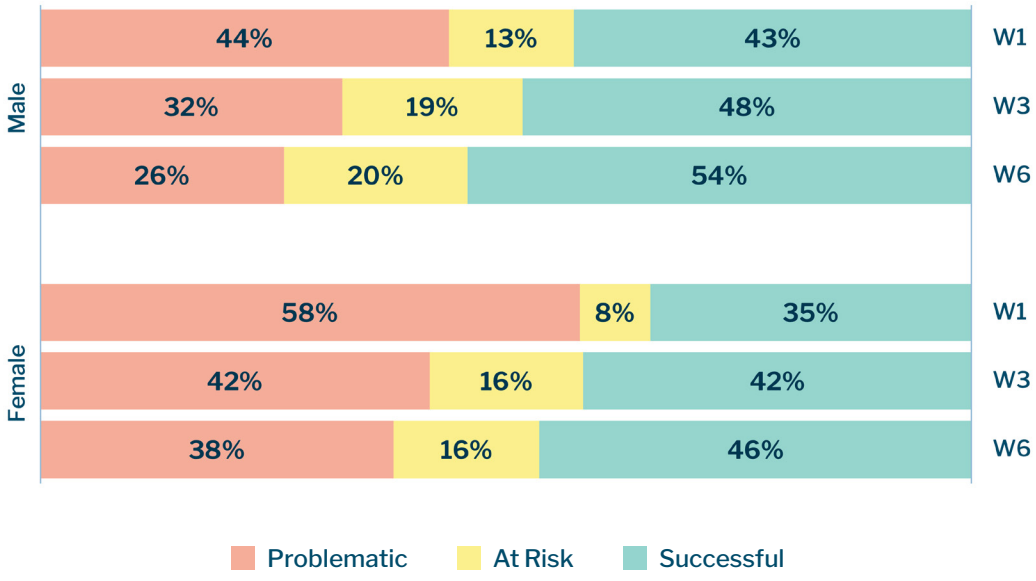


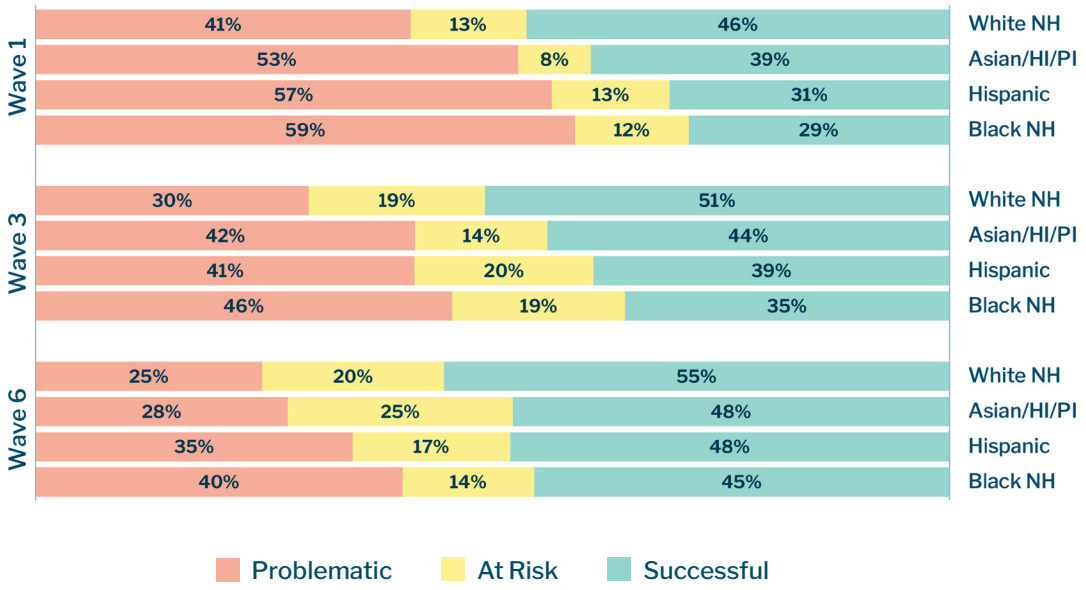
Figure 4
Employment Domain – Gender

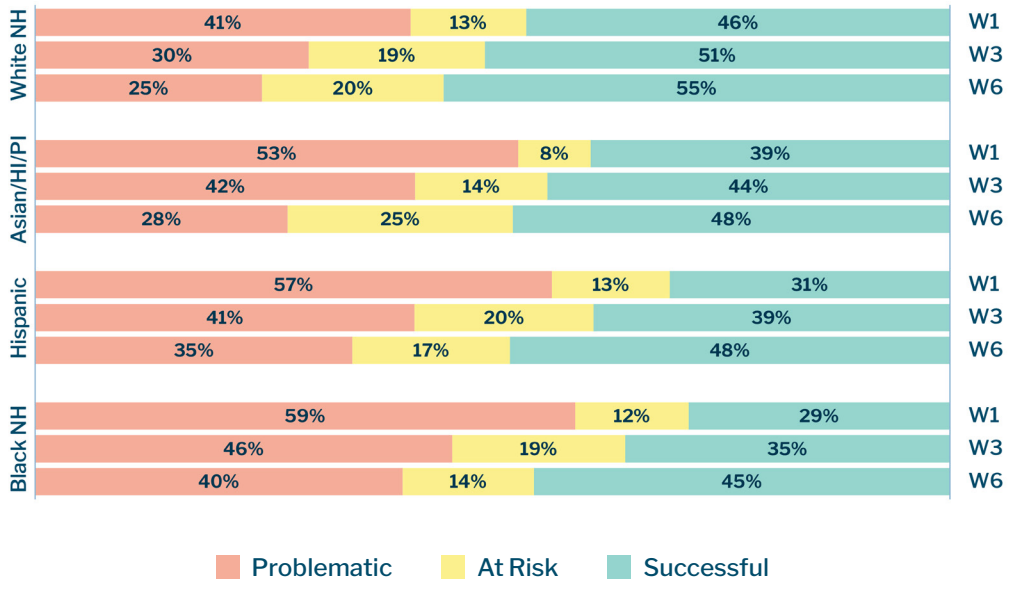
Employment Results

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 5

Employment Domain – Gender – Statistical Significance





Note: NH = non-Hispanic

Figure 6
Employment Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 41%	Asian/HI/PI 53%	Hispanic 57%	Black NH 59%
White NH 41%	–			
Asian/HI/PI 53%		–		
Hispanic 57%			–	
Black NH 59%				–

At Risk

	White NH 13%	Asian/HI/PI 8%	Hispanic 13%	Black NH 12%
White NH 13%	–			
Asian/HI/PI 8%		–		
Hispanic 13%			–	
Black NH 12%				–

Successful

	White NH 46%	Asian/HI/PI 39%	Hispanic 31%	Black NH 29%
White NH 46%	–			
Asian/HI/PI 39%		–		
Hispanic 31%			–	
Black NH 29%				–

Wave 3

Problematic

	White NH 30%	Asian/HI/PI 42%	Hispanic 41%	Black NH 46%
White NH 30%	–			
Asian/HI/PI 42%		–		
Hispanic 41%			–	
Black NH 46%				–

At Risk

	White NH 19%	Asian/HI/PI 14%	Hispanic 20%	Black NH 19%
White NH 19%	–			
Asian/HI/PI 14%		–		
Hispanic 20%			–	
Black NH 19%				–

Successful

	White NH 51%	Asian/HI/PI 44%	Hispanic 39%	Black NH 35%
White NH 51%	–			
Asian/HI/PI 44%		–		
Hispanic 39%			–	
Black NH 35%				–

Wave 6

Problematic

	White NH 25%	Asian/HI/PI 28%	Hispanic 35%	Black NH 40%
White NH 25%	–			
Asian/HI/PI 28%		–		
Hispanic 35%			–	
Black NH 40%				–

At Risk

	White NH 20%	Asian/HI/PI 25%	Hispanic 17%	Black NH 14%
White NH 20%	–			
Asian/HI/PI 25%		–		
Hispanic 17%			–	
Black NH 14%				–

Successful

	White NH 55%	Asian/HI/PI 48%	Hispanic 48%	Black NH 45%
White NH 55%	–			
Asian/HI/PI 48%		–		
Hispanic 48%			–	
Black NH 45%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 7

Employment Domain – Race and Ethnicity – Statistical Significance

Employment Results

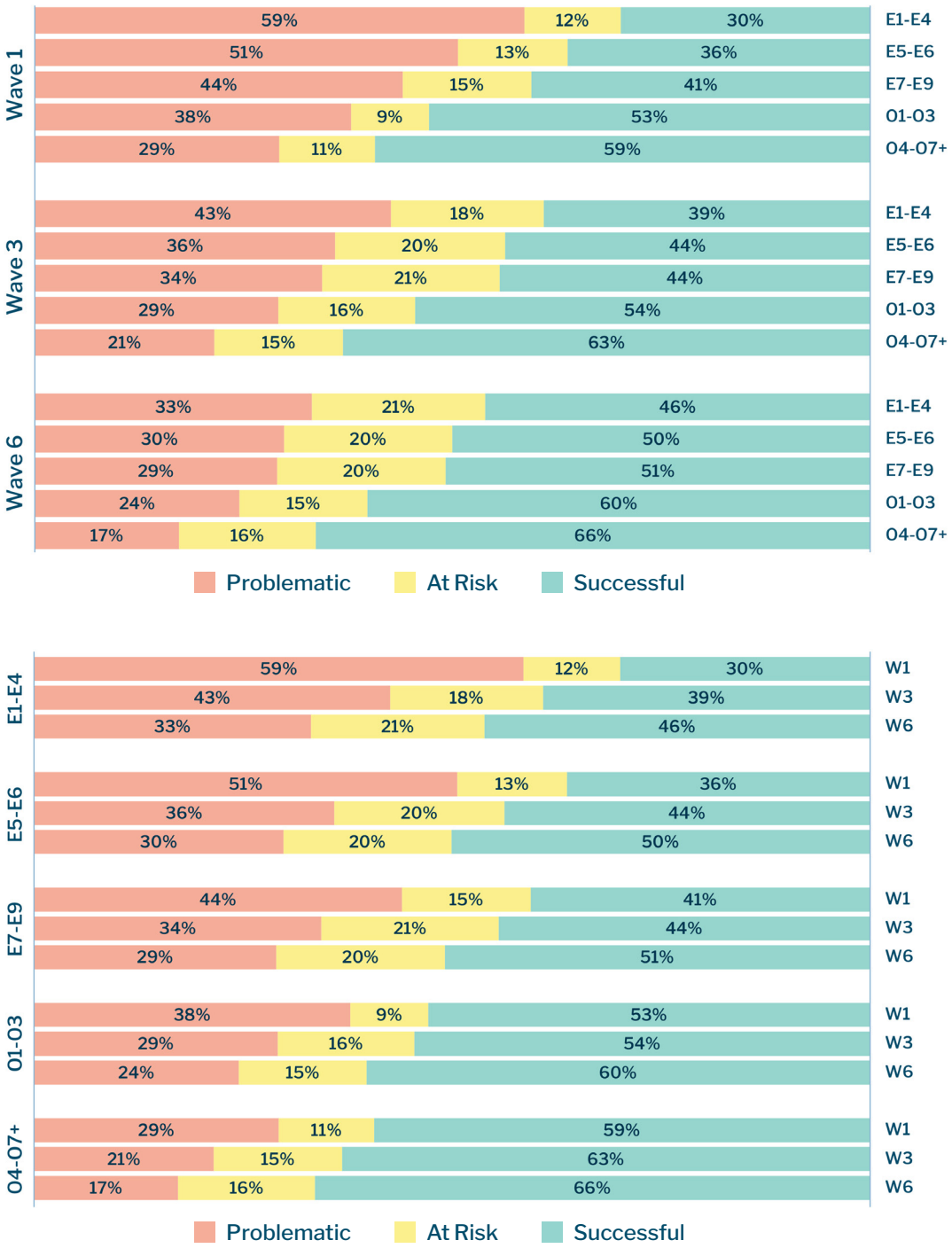


Figure 8
Employment Domain – Paygrade

Wave 1

Problematic

	E1-E4 59%	E5-E6 51%	E7-E9 44%	01-03 38%	04-07+ 29%
E1-E4 59%	–				
E5-E6 51%		–			
E7-E9 44%			–		
01-03 38%				–	
04-07+ 29%					–

At Risk

	E1-E4 12%	E5-E6 13%	E7-E9 15%	01-03 9%	04-07+ 11%
E1-E4 12%	–				
E5-E6 13%		–			
E7-E9 15%			–		
01-03 9%				–	
04-07+ 11%					–

Successful

	E1-E4 30%	E5-E6 36%	E7-E9 41%	01-03 53%	04-07+ 59%
E1-E4 30%	–				
E5-E6 36%		–			
E7-E9 41%			–		
01-03 53%				–	
04-07+ 59%					–

Wave 3

Problematic

	E1-E4 43%	E5-E6 36%	E7-E9 34%	01-03 29%	04-07+ 21%
E1-E4 43%	–				
E5-E6 36%		–			
E7-E9 34%			–		
01-03 29%				–	
04-07+ 21%					–

At Risk

	E1-E4 18%	E5-E6 20%	E7-E9 21%	01-03 16%	04-07+ 15%
E1-E4 18%	–				
E5-E6 20%		–			
E7-E9 21%			–		
01-03 16%				–	
04-07+ 15%					–

Successful

	E1-E4 39%	E5-E6 44%	E7-E9 44%	01-03 54%	04-07+ 63%
E1-E4 39%	–				
E5-E6 44%		–			
E7-E9 44%			–		
01-03 54%				–	
04-07+ 63%					–

Wave 6

Problematic

	E1-E4 33%	E5-E6 30%	E7-E9 29%	01-03 24%	04-07+ 17%
E1-E4 33%	–				
E5-E6 30%		–			
E7-E9 29%			–		
01-03 24%				–	
04-07+ 17%					–

At Risk

	E1-E4 21%	E5-E6 20%	E7-E9 20%	01-03 15%	04-07+ 16%
E1-E4 21%	–				
E5-E6 20%		–			
E7-E9 20%			–		
01-03 15%				–	
04-07+ 16%					–

Successful

	E1-E4 46%	E5-E6 50%	E7-E9 51%	01-03 60%	04-07+ 66%
E1-E4 46%	–				
E5-E6 50%		–			
E7-E9 51%			–		
01-03 60%				–	
04-07+ 66%					–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 9

Employment Domain – Paygrade – Statistical Significance

Education Results

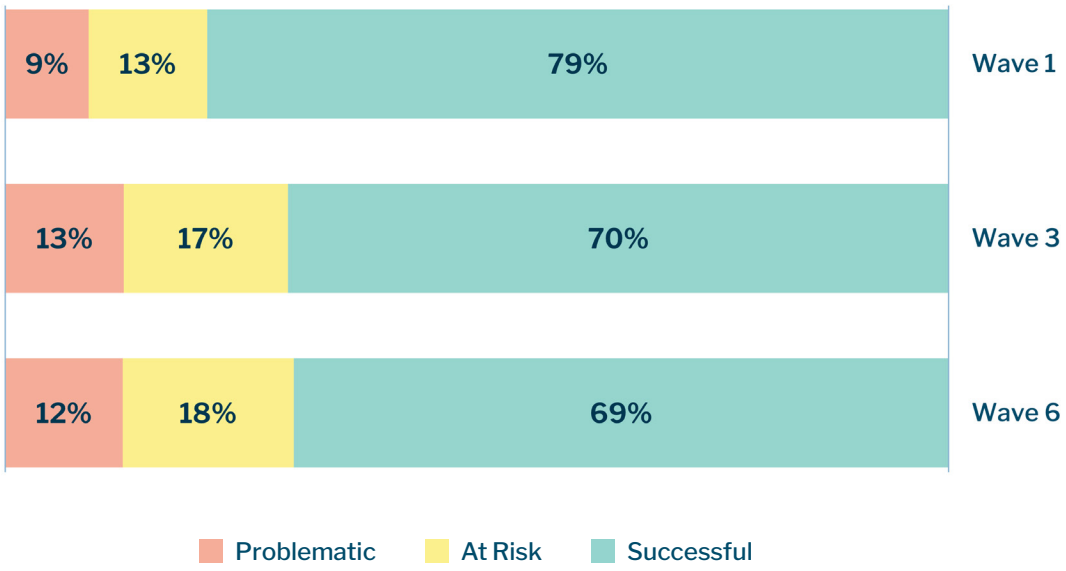


Figure 10
Education Domain

Education Results

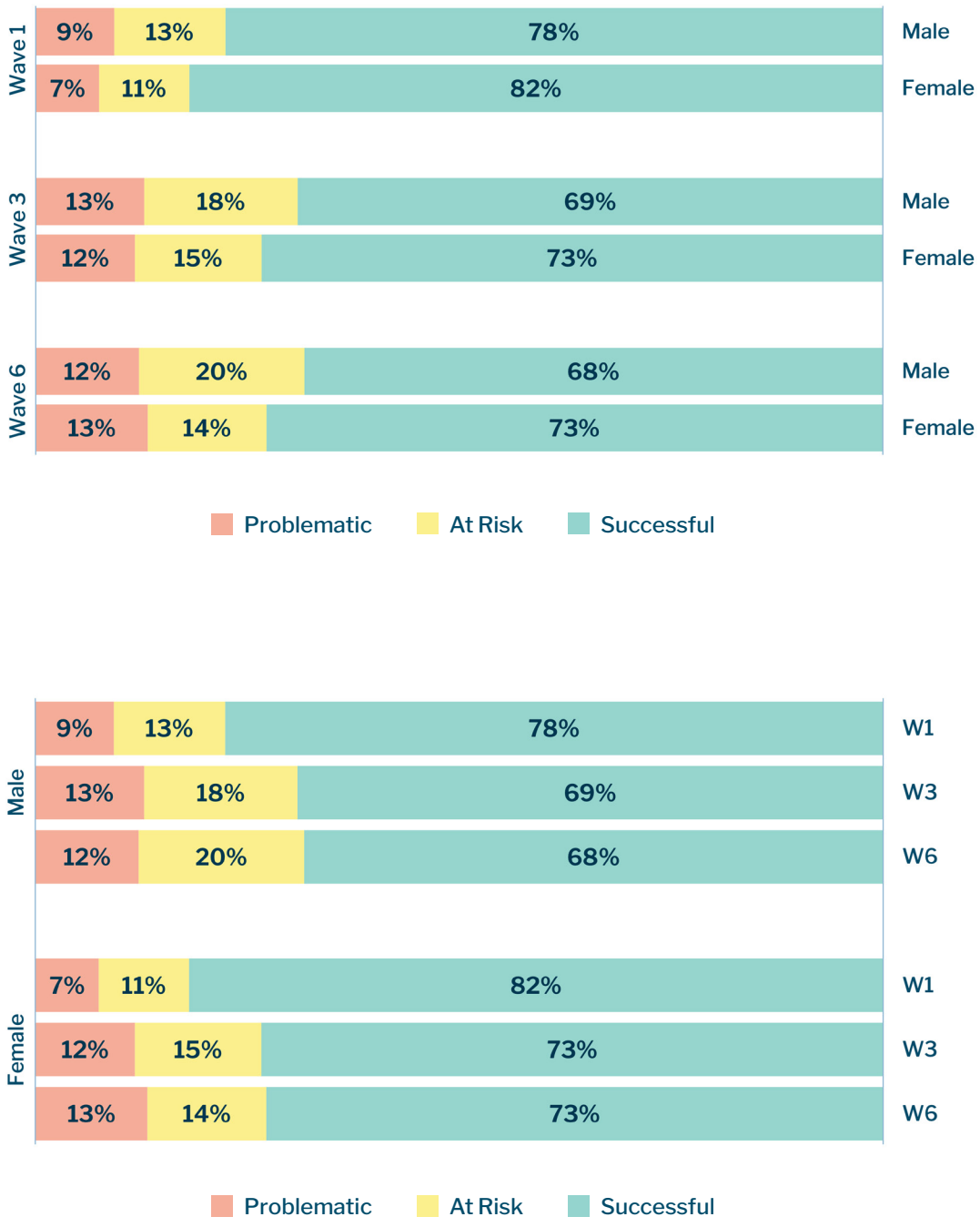


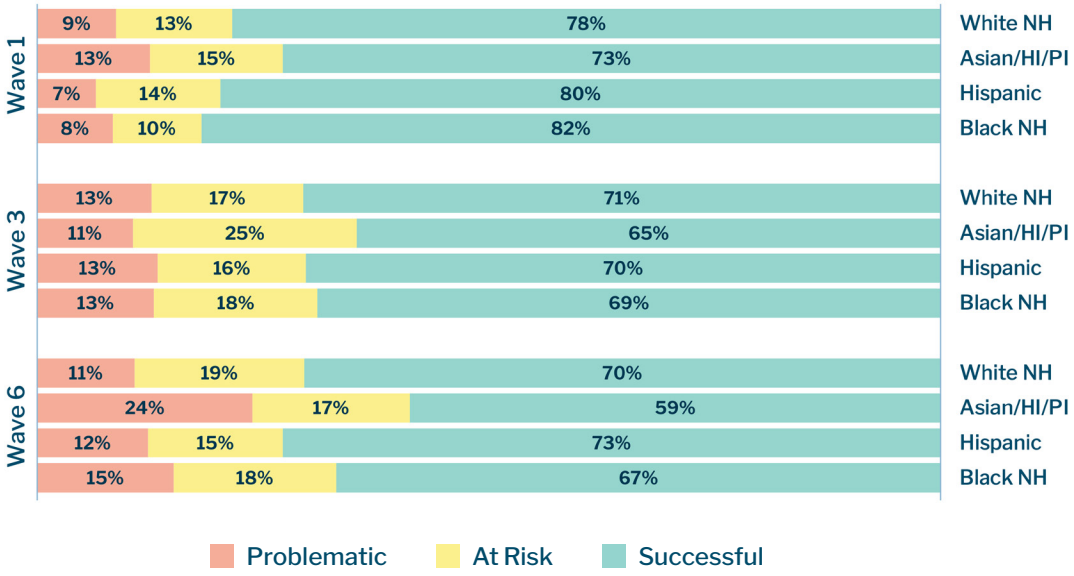
Figure 11
Education Domain – Gender

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 12

Education Domain – Gender – Statistical Significance

Education Results



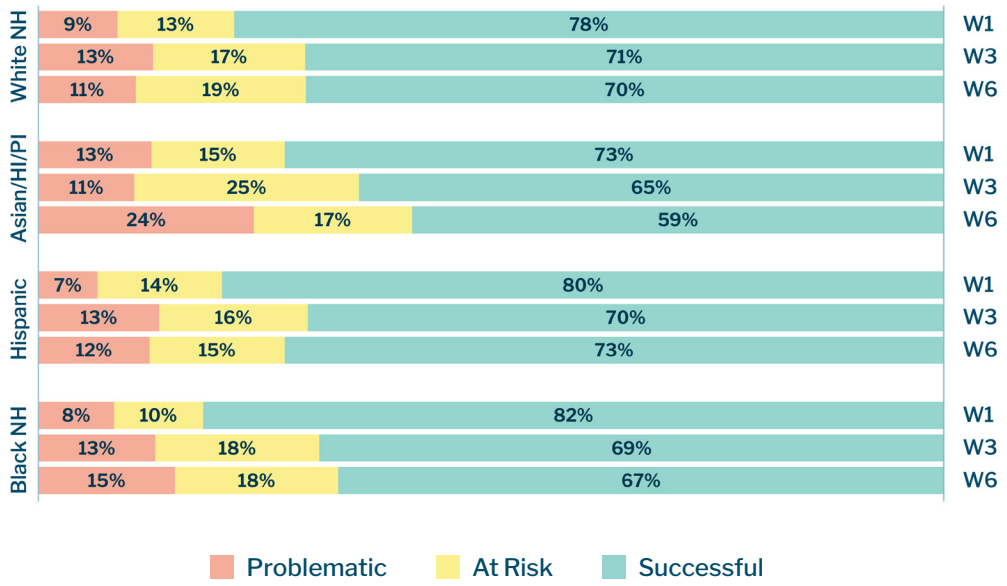


Figure 13
Education Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 9%	Asian/HI/PI 13%	Hispanic 7%	Black NH 8%
White NH 9%	–			
Asian/HI/PI 13%		–		
Hispanic 7%			–	
Black NH 8%				–

At Risk

	White NH 13%	Asian/HI/PI 15%	Hispanic 14%	Black NH 10%
White NH 13%	–			
Asian/HI/PI 15%		–		
Hispanic 14%			–	
Black NH 10%				–

Successful

	White NH 78%	Asian/HI/PI 73%	Hispanic 80%	Black NH 82%
White NH 78%	–			
Asian/HI/PI 73%		–		
Hispanic 80%			–	
Black NH 82%				–

Wave 3

Problematic

	White NH 13%	Asian/HI/PI 11%	Hispanic 13%	Black NH 13%
White NH 13%	–			
Asian/HI/PI 11%		–		
Hispanic 13%			–	
Black NH 13%				–

At Risk

	White NH 17%	Asian/HI/PI 25%	Hispanic 16%	Black NH 18%
White NH 17%	–			
Asian/HI/PI 25%		–		
Hispanic 16%			–	
Black NH 18%				–

Successful

	White NH 71%	Asian/HI/PI 65%	Hispanic 70%	Black NH 69%
White NH 71%	–			
Asian/HI/PI 65%		–		
Hispanic 70%			–	
Black NH 69%				–

Wave 6

Problematic

	White NH 11%	Asian/HI/PI 24%	Hispanic 12%	Black NH 15%
White NH 11%	–			
Asian/HI/PI 24%		–		
Hispanic 12%			–	
Black NH 15%				–

At Risk

	White NH 19%	Asian/HI/PI 17%	Hispanic 15%	Black NH 18%
White NH 19%	–			
Asian/HI/PI 17%		–		
Hispanic 15%			–	
Black NH 18%				–

Successful

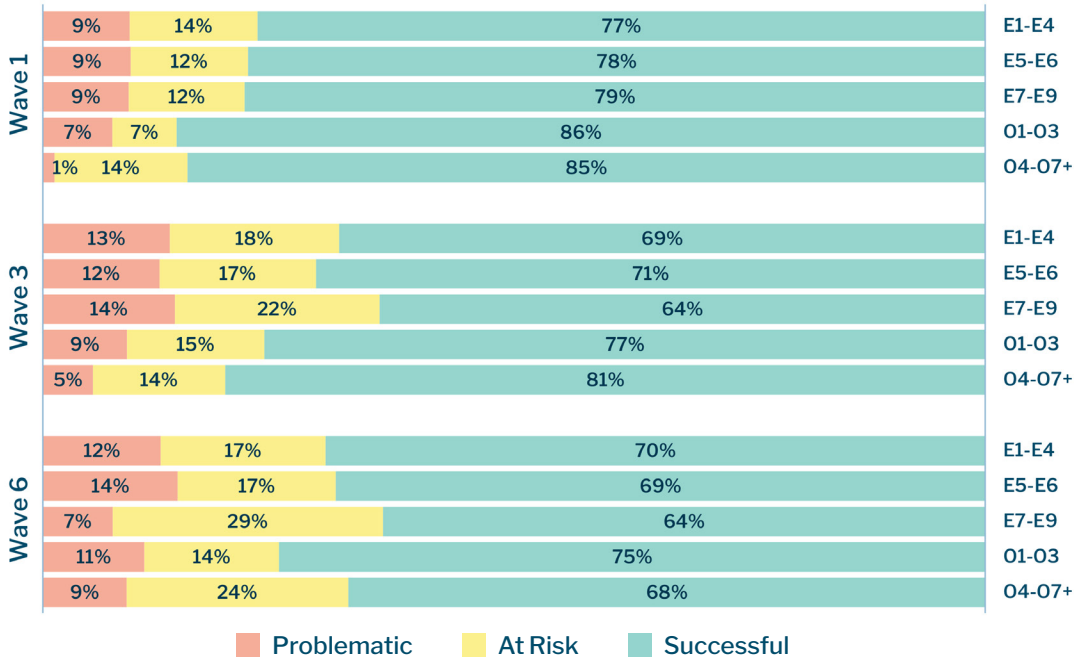
	White NH 70%	Asian/HI/PI 59%	Hispanic 73%	Black NH 67%
White NH 70%	–			
Asian/HI/PI 59%		–		
Hispanic 73%			–	
Black NH 67%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 14

Education Domain – Race and Ethnicity – Statistical Significance

Education Results



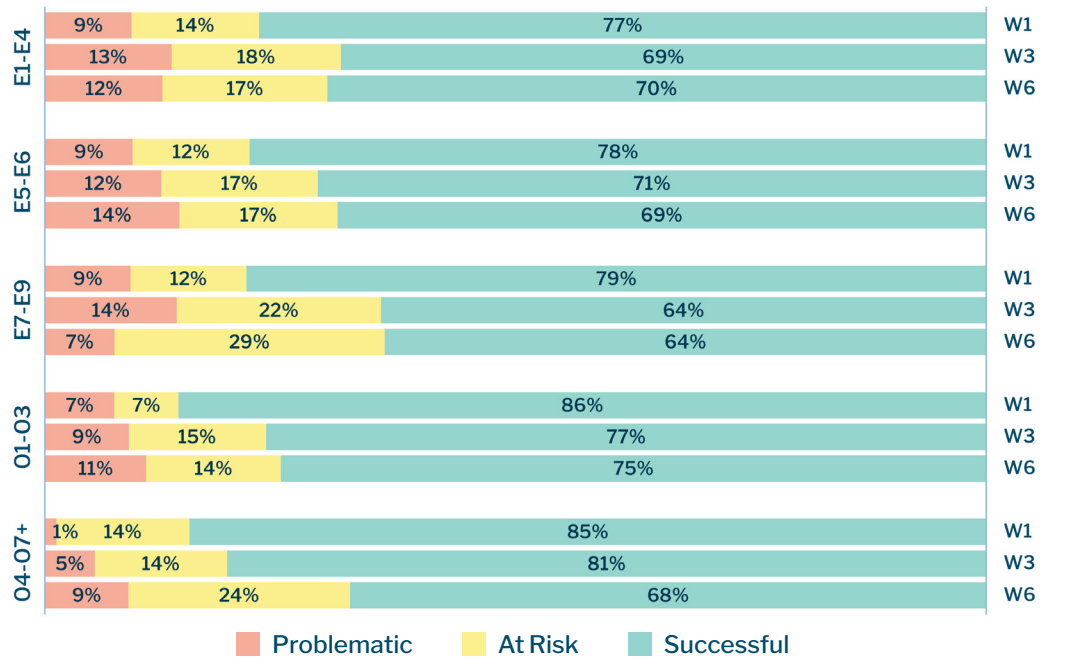


Figure 15
Education Domain – Paygrade

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 16

Education Domain – Paygrade – Statistical Significance

Financial Results

Figure 17
Financial Domain

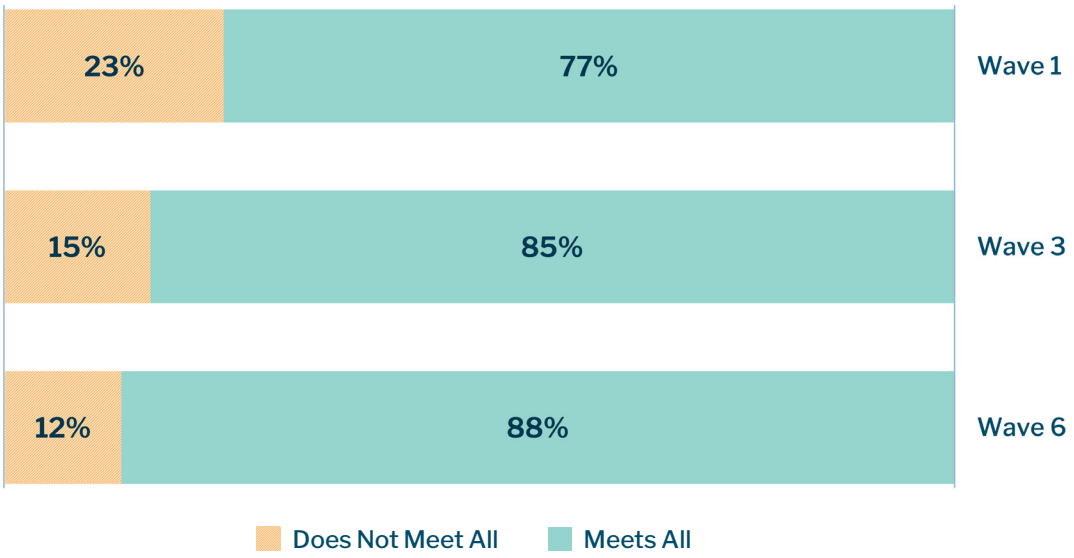


Figure 18
Financial Subdomain: Immediate Financial Need

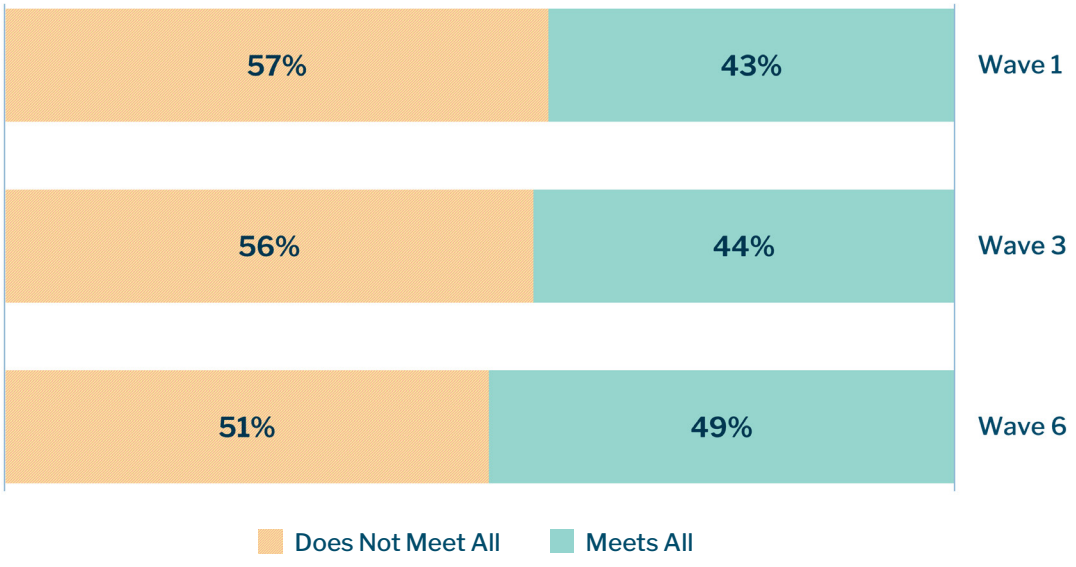


Figure 19
Financial Subdomain: Future Financial Need

Financial Results

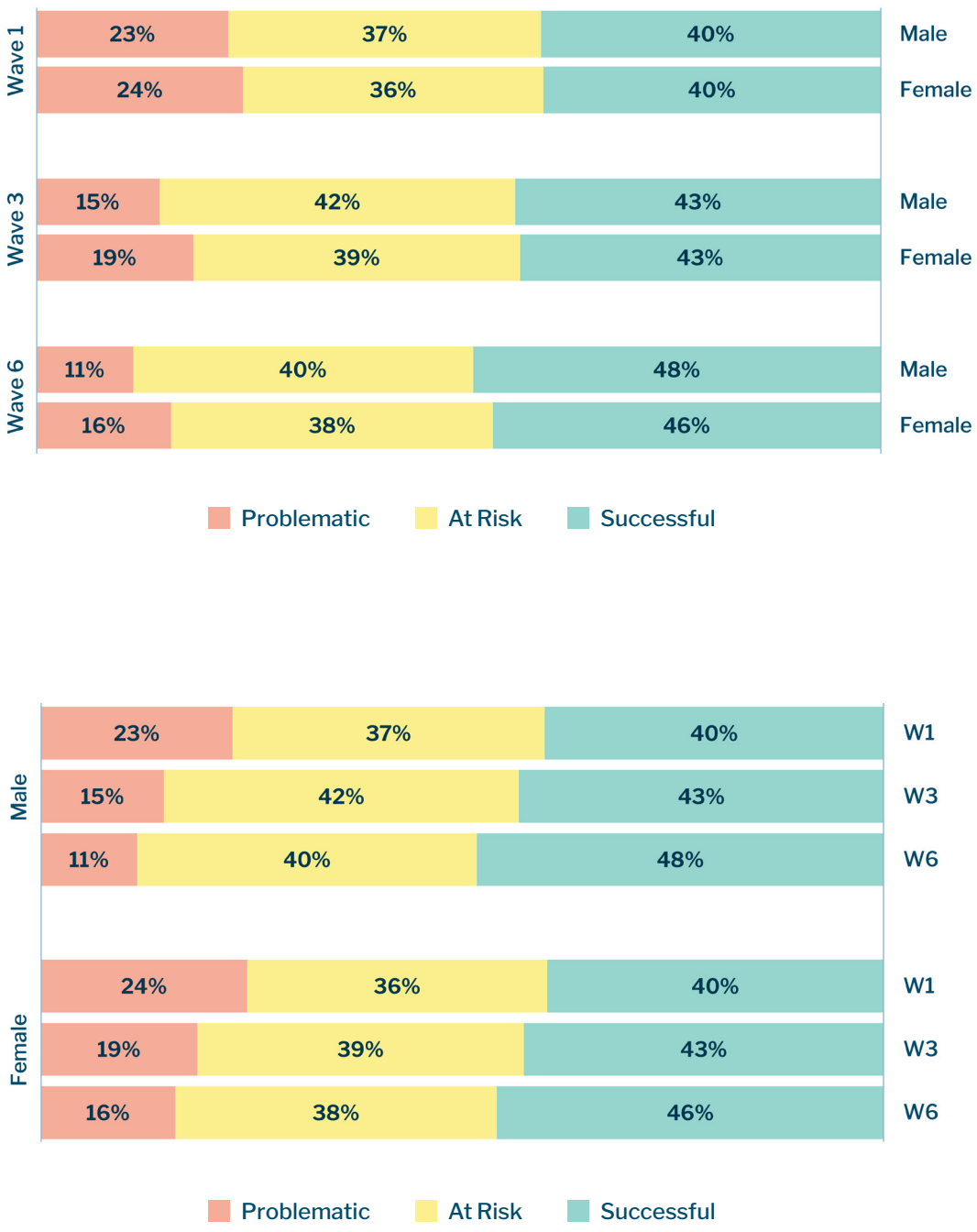


Figure 20
Financial Domain – Gender

Wave 1

Problematic	Male 23%	Female 24%
Male 23%	–	
Female 24%		–

At Risk	Male 37%	Female 36%
Male 37%	–	
Female 36%		–

Successful	Male 40%	Female 40%
Male 40%	–	
Female 40%		–

Wave 3

Problematic	Male 15%	Female 19%
Male 15%	–	
Female 19%		–

At Risk	Male 42%	Female 39%
Male 42%	–	
Female 39%		–

Successful	Male 43%	Female 43%
Male 43%	–	
Female 43%		–

Wave 6

Problematic	Male 11%	Female 16%
Male 11%	–	
Female 16%		–

At Risk	Male 40%	Female 38%
Male 40%	–	
Female 38%		–

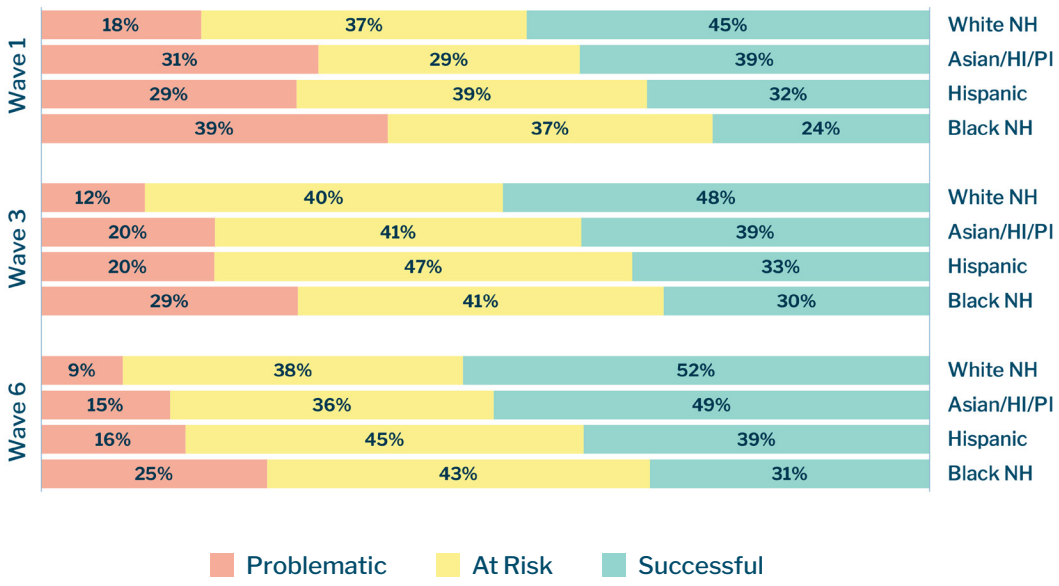
Successful	Male 48%	Female 46%
Male 48%	–	
Female 46%		–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 21

Financial Domain – Gender – Statistical Significance

Financial Results



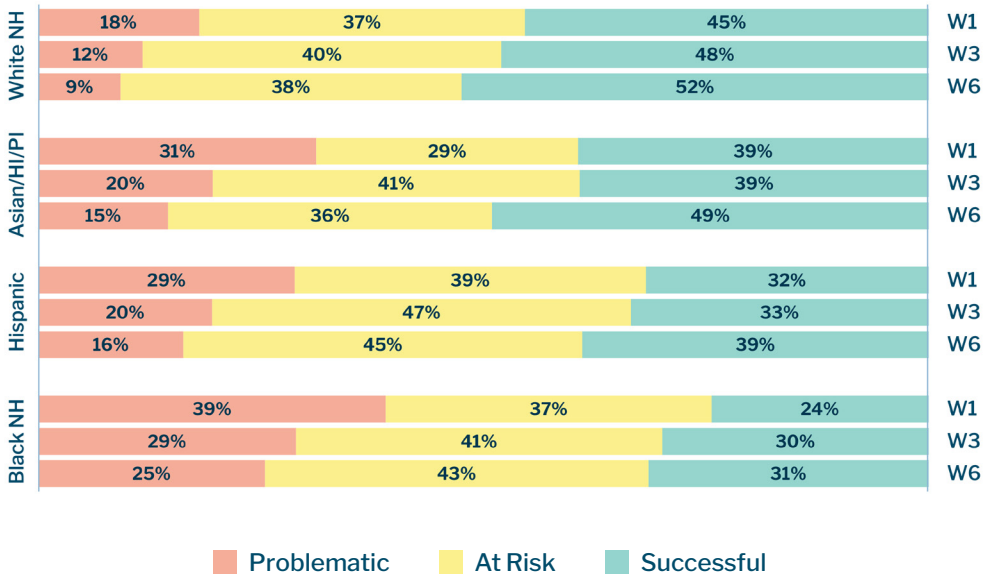


Figure 22
Financial Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 18%	Asian/HI/PI 31%	Hispanic 29%	Black NH 39%
White NH 18%	–			
Asian/HI/PI 31%		–		
Hispanic 29%			–	
Black NH 39%				–

At Risk

	White NH 37%	Asian/HI/PI 29%	Hispanic 39%	Black NH 37%
White NH 37%	–			
Asian/HI/PI 29%		–		
Hispanic 39%			–	
Black NH 37%				–

Successful

	White NH 45%	Asian/HI/PI 39%	Hispanic 32%	Black NH 24%
White NH 45%	–			
Asian/HI/PI 39%		–		
Hispanic 32%			–	
Black NH 24%				–

Wave 3

Problematic

	White NH 12%	Asian/HI/PI 20%	Hispanic 20%	Black NH 29%
White NH 12%	–			
Asian/HI/PI 20%		–		
Hispanic 20%			–	
Black NH 29%				–

At Risk

	White NH 40%	Asian/HI/PI 41%	Hispanic 47%	Black NH 41%
White NH 40%	–			
Asian/HI/PI 41%		–		
Hispanic 47%			–	
Black NH 41%				–

Successful

	White NH 48%	Asian/HI/PI 39%	Hispanic 33%	Black NH 30%
White NH 48%	–			
Asian/HI/PI 39%		–		
Hispanic 33%			–	
Black NH 30%				–

Wave 6

Problematic

	White NH 9%	Asian/HI/PI 15%	Hispanic 16%	Black NH 25%
White NH 9%	–			
Asian/HI/PI 15%		–		
Hispanic 16%			–	
Black NH 25%				–

At Risk

	White NH 38%	Asian/HI/PI 36%	Hispanic 45%	Black NH 43%
White NH 38%	–			
Asian/HI/PI 36%		–		
Hispanic 45%			–	
Black NH 43%				–

Successful

	White NH 52%	Asian/HI/PI 49%	Hispanic 39%	Black NH 31%
White NH 52%	–			
Asian/HI/PI 49%		–		
Hispanic 39%			–	
Black NH 31%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 23

Financial Domain – Race and Ethnicity – Statistical Significance

Financial Results

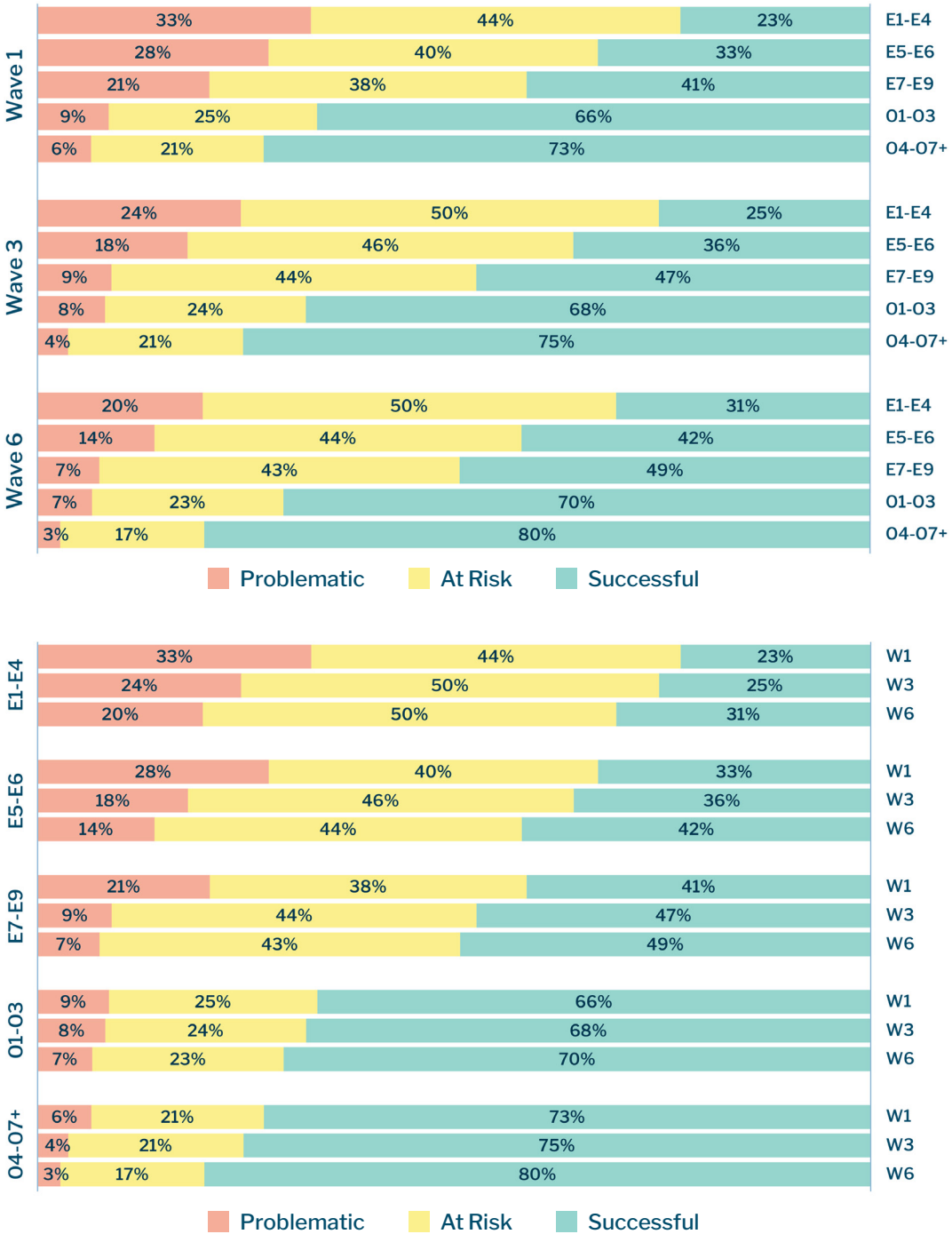
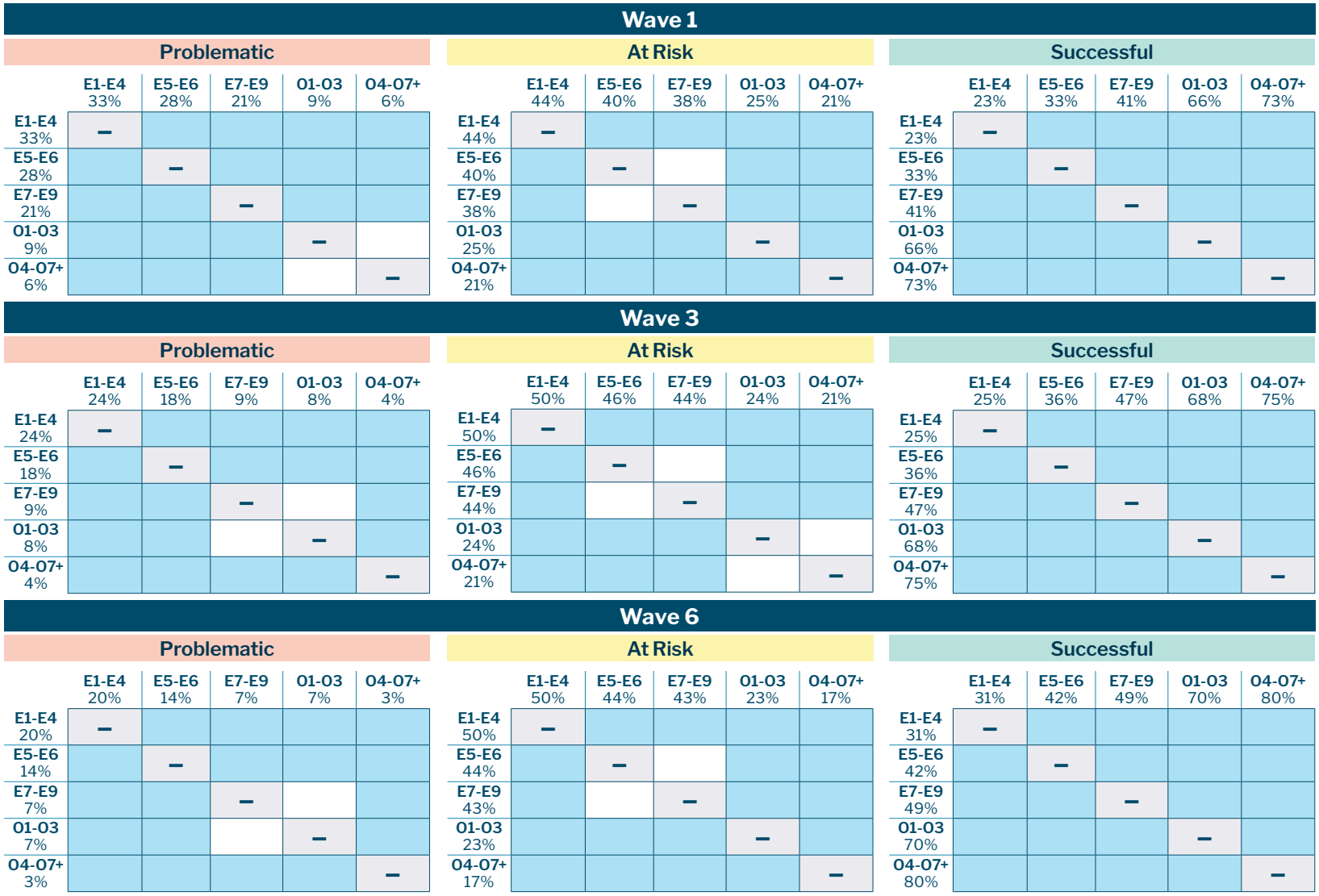


Figure 24
Financial Domain – Paygrade



Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 25

Financial Domain – Paygrade – Statistical Significance

Legal Results

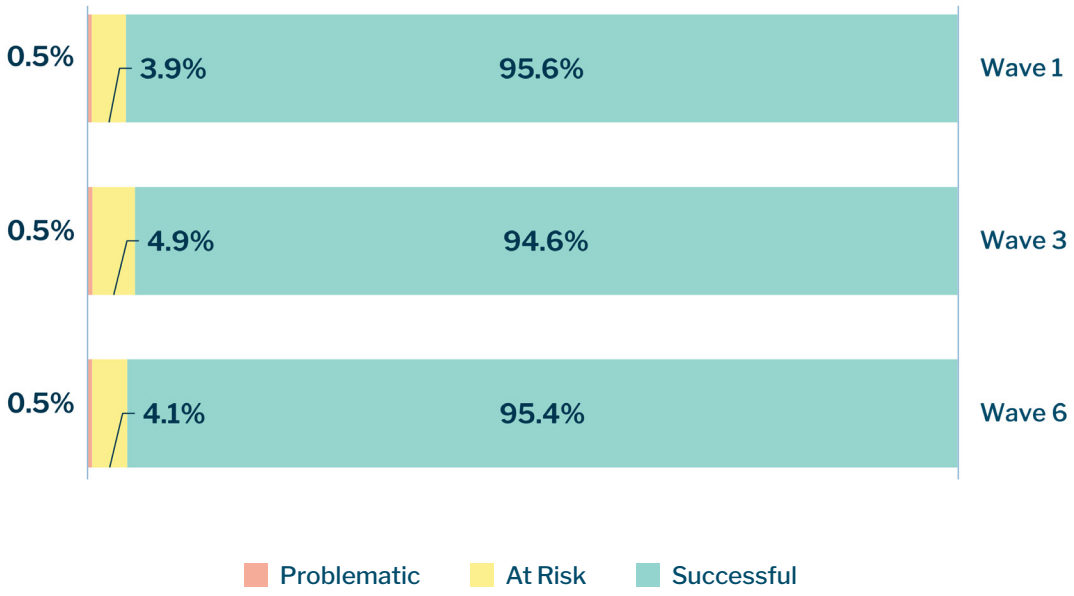


Figure 26
Legal Domain

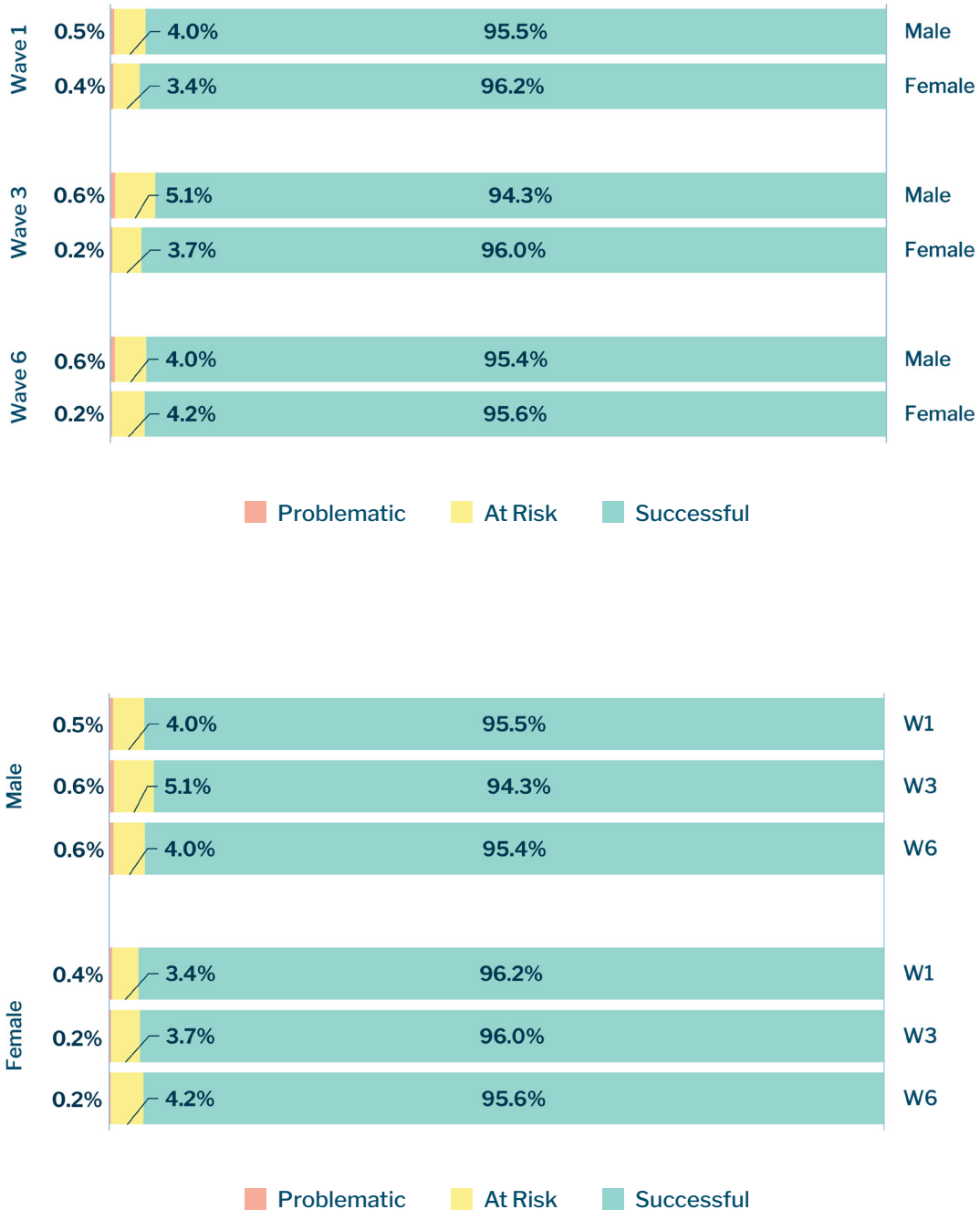


Figure 27
Legal Domain – Gender

Legal Results

Wave 1

Problematic	Male 0.5%	Female 0.4%
Male 0.5%	–	
Female 0.4%		–

At Risk	Male 4.0%	Female 3.4%
Male 4.0%	–	
Female 3.4%		–

Successful	Male 95.5%	Female 96.2%
Male 95.5%	–	
Female 96.2%		–

Wave 3

Problematic	Male 0.6%	Female 0.2%
Male 0.6%	–	
Female 0.2%		–

At Risk	Male 5.1%	Female 3.7%
Male 5.1%	–	
Female 3.7%		–

Successful	Male 94.3%	Female 96.0%
Male 94.3%	–	
Female 96.0%		–

Wave 6

Problematic	Male 0.6%	Female 0.2%
Male 0.6%	–	
Female 0.2%		–

At Risk	Male 4.0%	Female 4.2%
Male 4.0%	–	
Female 4.2%		–

Successful	Male 95.4%	Female 95.6%
Male 95.4%	–	
Female 95.6%		–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 28
Legal Domain – Gender – Statistical Significance

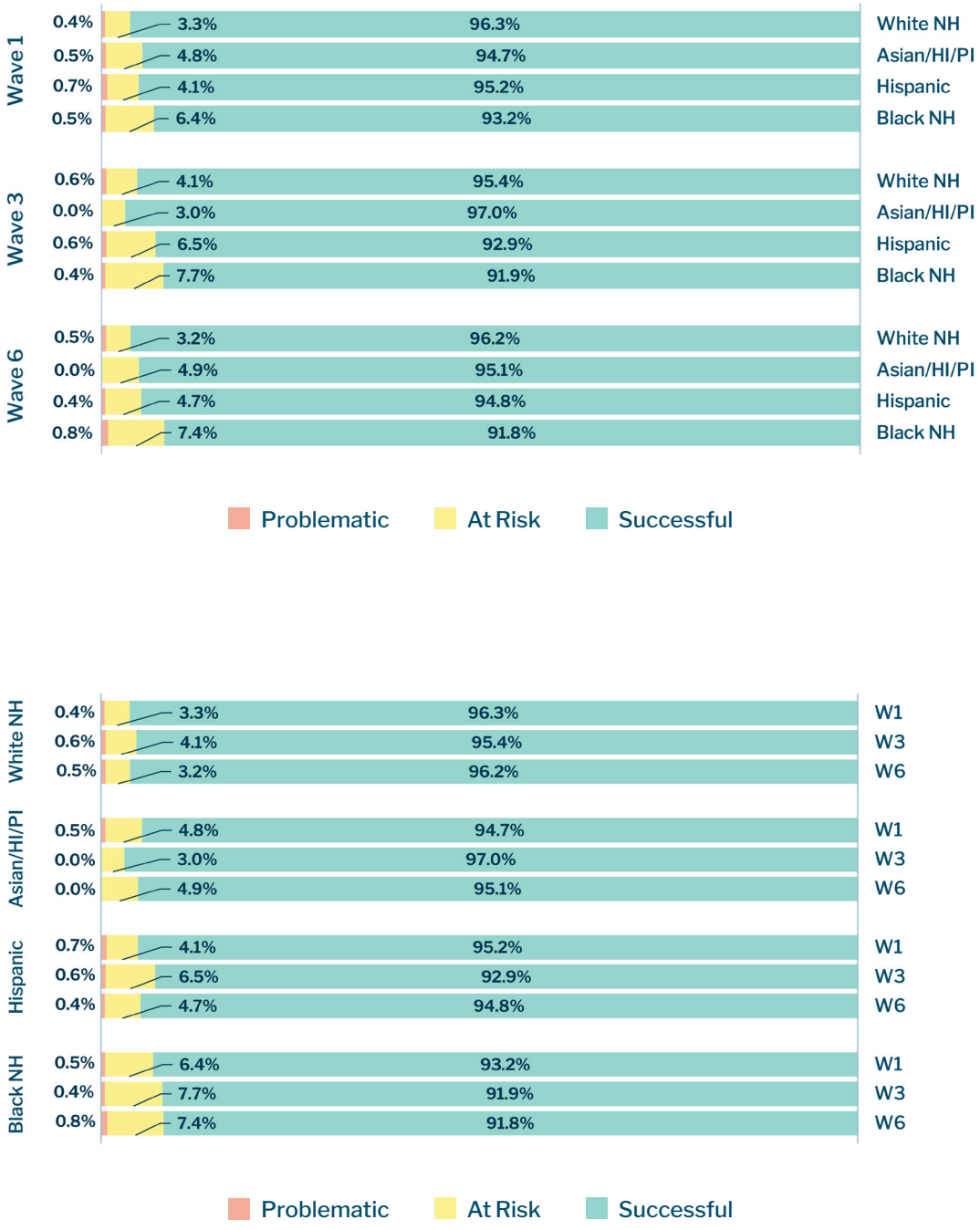


Figure 29
Legal Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 0.4%	Asian/HI/PI 0.5%	Hispanic 0.7%	Black NH 0.5%
White NH 0.4%	–			
Asian/HI/PI 0.5%		–		
Hispanic 0.7%			–	
Black NH 0.5%				–

At Risk

	White NH 3.3%	Asian/HI/PI 4.8%	Hispanic 4.1%	Black NH 6.4%
White NH 3.3%	–			
Asian/HI/PI 4.8%		–		
Hispanic 4.1%			–	
Black NH 6.4%				–

Successful

	White NH 96.3%	Asian/HI/PI 94.7%	Hispanic 95.2%	Black NH 93.2%
White NH 96.3%	–			
Asian/HI/PI 94.7%		–		
Hispanic 95.2%			–	
Black NH 93.2%				–

Wave 3

Problematic

	White NH 0.6%	Asian/HI/PI 0.0%	Hispanic 0.6%	Black NH 0.4%
White NH 0.6%	–			
Asian/HI/PI 0.0%		–		
Hispanic 0.6%			–	
Black NH 0.4%				–

At Risk

	White NH 4.1%	Asian/HI/PI 3.0%	Hispanic 6.5%	Black NH 7.7%
White NH 4.1%	–			
Asian/HI/PI 3.0%		–		
Hispanic 6.5%			–	
Black NH 7.7%				–

Successful

	White NH 95.4%	Asian/HI/PI 97.0%	Hispanic 92.9%	Black NH 91.9%
White NH 95.4%	–			
Asian/HI/PI 97.0%		–		
Hispanic 92.9%			–	
Black NH 91.9%				–

Wave 6

Problematic

	White NH 0.5%	Asian/HI/PI 0.0%	Hispanic 0.4%	Black NH 0.8%
White NH 0.5%	–			
Asian/HI/PI 0.0%		–		
Hispanic 0.4%			–	
Black NH 0.8%				–

At Risk

	White NH 3.2%	Asian/HI/PI 4.9%	Hispanic 4.7%	Black NH 7.4%
White NH 3.2%	–			
Asian/HI/PI 4.9%		–		
Hispanic 4.7%			–	
Black NH 7.4%				–

Successful

	White NH 96.2%	Asian/HI/PI 95.1%	Hispanic 94.8%	Black NH 91.8%
White NH 96.2%	–			
Asian/HI/PI 95.1%		–		
Hispanic 94.8%			–	
Black NH 91.8%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 30

Legal Domain – Race and Ethnicity – Statistical Significance

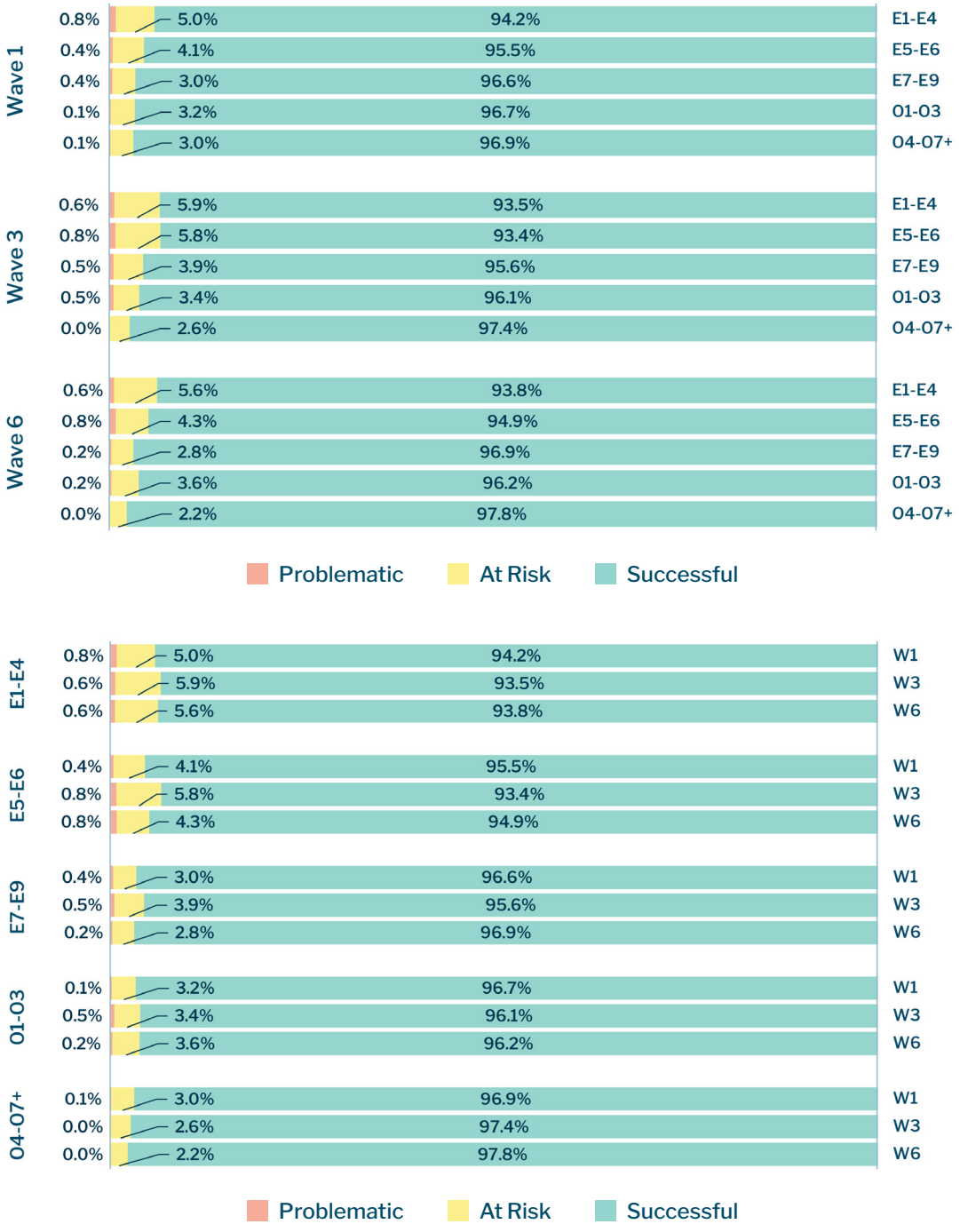


Figure 31
Legal Domain – Paygrade

Wave 1

Problematic

	E1-E4 0.8%	E5-E6 0.4%	E7-E9 0.4%	01-03 0.1%	04-07+ 0.1%
E1-E4 0.8%	–				
E5-E6 0.4%		–			
E7-E9 0.4%			–		
01-03 0.1%				–	
04-07+ 0.1%					–

At Risk

	E1-E4 5.0%	E5-E6 4.1%	E7-E9 3.0%	01-03 3.2%	04-07+ 3.0%
E1-E4 5.0%	–				
E5-E6 4.1%		–			
E7-E9 3.0%			–		
01-03 3.2%				–	
04-07+ 3.0%					–

Successful

	E1-E4 94.2%	E5-E6 95.5%	E7-E9 96.6%	01-03 96.7%	04-07+ 96.9%
E1-E4 94.2%	–				
E5-E6 95.5%		–			
E7-E9 96.6%			–		
01-03 96.7%				–	
04-07+ 96.9%					–

Wave 3

Problematic

	E1-E4 0.6%	E5-E6 0.8%	E7-E9 0.5%	01-03 0.5%	04-07+ 0.0%
E1-E4 0.6%	–				
E5-E6 0.8%		–			
E7-E9 0.5%			–		
01-03 0.5%				–	
04-07+ 0.0%					–

At Risk

	E1-E4 5.9%	E5-E6 5.8%	E7-E9 3.9%	01-03 3.4%	04-07+ 2.6%
E1-E4 5.9%	–				
E5-E6 5.8%		–			
E7-E9 3.9%			–		
01-03 3.4%				–	
04-07+ 2.6%					–

Successful

	E1-E4 93.5%	E5-E6 93.4%	E7-E9 95.6%	01-03 96.1%	04-07+ 97.4%
E1-E4 93.5%	–				
E5-E6 93.4%		–			
E7-E9 95.6%			–		
01-03 96.1%				–	
04-07+ 97.4%					–

Wave 6

Problematic

	E1-E4 0.6%	E5-E6 0.8%	E7-E9 0.2%	01-03 0.2%	04-07+ 0.0%
E1-E4 0.6%	–				
E5-E6 0.8%		–			
E7-E9 0.2%			–		
01-03 0.2%				–	
04-07+ 0.0%					–

At Risk

	E1-E4 5.6%	E5-E6 4.3%	E7-E9 2.8%	01-03 3.6%	04-07+ 2.2%
E1-E4 5.6%	–				
E5-E6 4.3%		–			
E7-E9 2.8%			–		
01-03 3.6%				–	
04-07+ 2.2%					–

Successful

	E1-E4 93.8%	E5-E6 94.9%	E7-E9 96.9%	01-03 96.2%	04-07+ 97.8%
E1-E4 93.8%	–				
E5-E6 94.9%		–			
E7-E9 96.9%			–		
01-03 96.2%				–	
04-07+ 97.8%					–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 32

Legal Domain – Paygrade – Statistical Significance

Social Results

Figure 33
Social Domain

Social Results

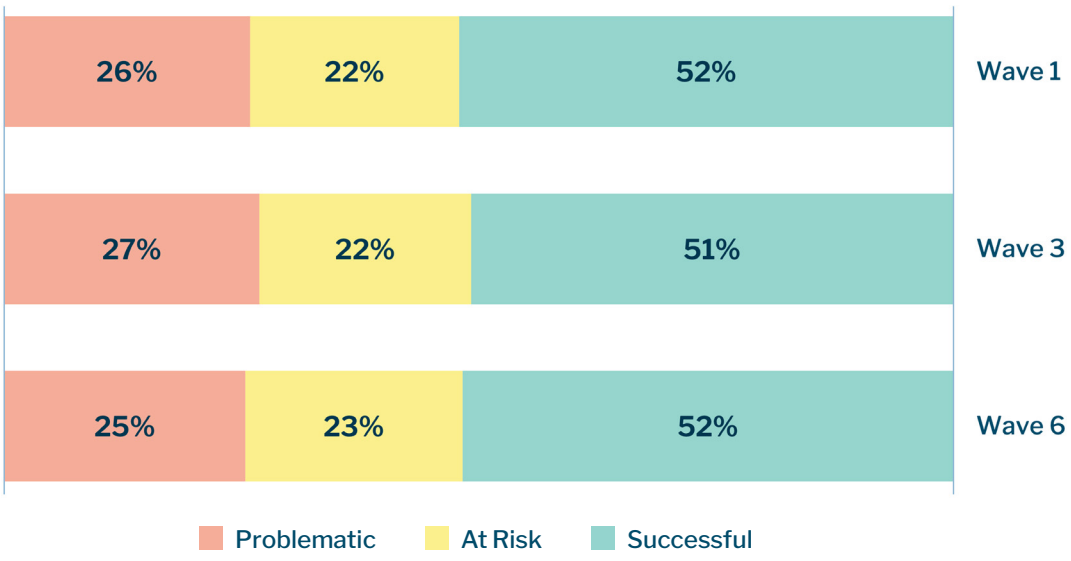


Figure 34
Social Subdomain: Social Support

Figure 35
Social Subdomain: Social Satisfaction

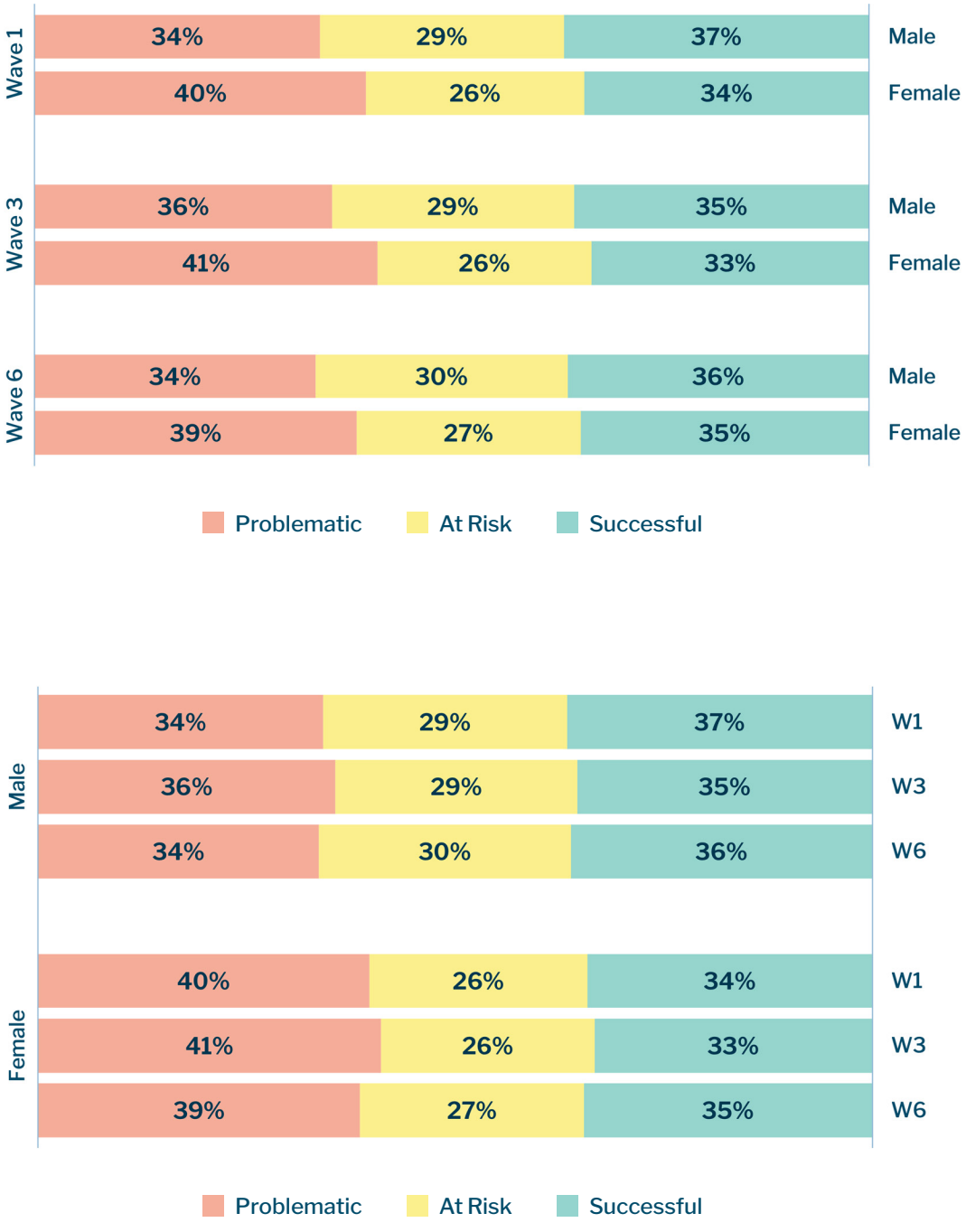


Figure 36
Social Domain – Gender

Social Results

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 37
Social Domain – Gender – Statistical Significance

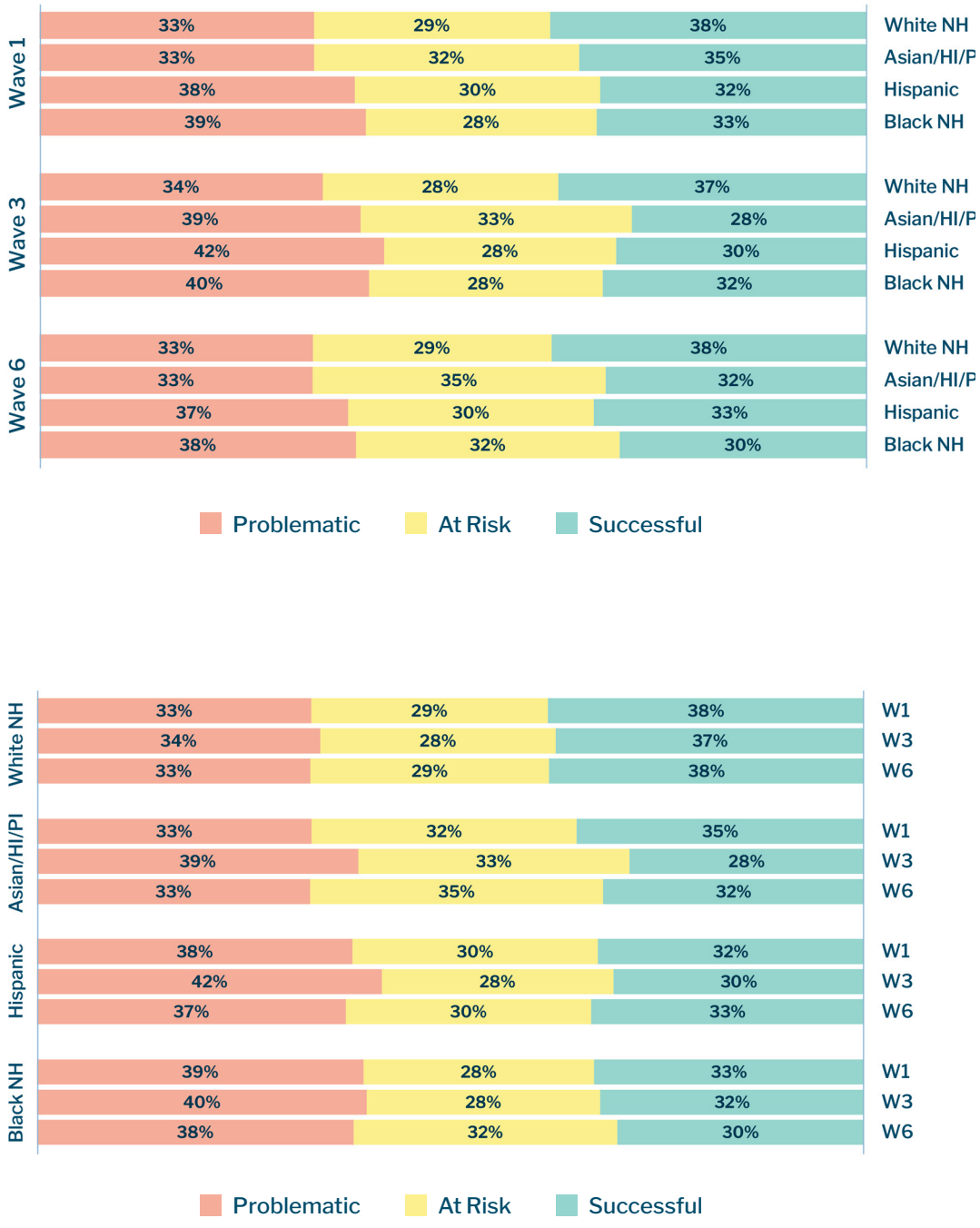


Figure 38
Social Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 33%	Asian/HI/PI 33%	Hispanic 38%	Black NH 39%
White NH 33%	–			
Asian/HI/PI 33%		–		
Hispanic 38%			–	
Black NH 39%				–

At Risk

	White NH 29%	Asian/HI/PI 32%	Hispanic 30%	Black NH 28%
White NH 29%	–			
Asian/HI/PI 32%		–		
Hispanic 30%			–	
Black NH 28%				–

Successful

	White NH 38%	Asian/HI/PI 35%	Hispanic 32%	Black NH 33%
White NH 38%	–			
Asian/HI/PI 35%		–		
Hispanic 32%			–	
Black NH 33%				–

Wave 3

Problematic

	White NH 34%	Asian/HI/PI 39%	Hispanic 42%	Black NH 40%
White NH 34%	–			
Asian/HI/PI 39%		–		
Hispanic 42%			–	
Black NH 40%				–

At Risk

	White NH 28%	Asian/HI/PI 33%	Hispanic 28%	Black NH 28%
White NH 28%	–			
Asian/HI/PI 33%		–		
Hispanic 28%			–	
Black NH 28%				–

Successful

	White NH 37%	Asian/HI/PI 28%	Hispanic 30%	Black NH 32%
White NH 37%	–			
Asian/HI/PI 28%		–		
Hispanic 30%			–	
Black NH 32%				–

Wave 6

Problematic

	White NH 33%	Asian/HI/PI 33%	Hispanic 37%	Black NH 38%
White NH 33%	–			
Asian/HI/PI 33%		–		
Hispanic 37%			–	
Black NH 38%				–

At Risk

	White NH 29%	Asian/HI/PI 35%	Hispanic 30%	Black NH 32%
White NH 29%	–			
Asian/HI/PI 35%		–		
Hispanic 30%			–	
Black NH 32%				–

Successful

	White NH 38%	Asian/HI/PI 32%	Hispanic 33%	Black NH 30%
White NH 38%	–			
Asian/HI/PI 32%		–		
Hispanic 33%			–	
Black NH 30%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 39

Social Domain – Race and Ethnicity – Statistical Significance

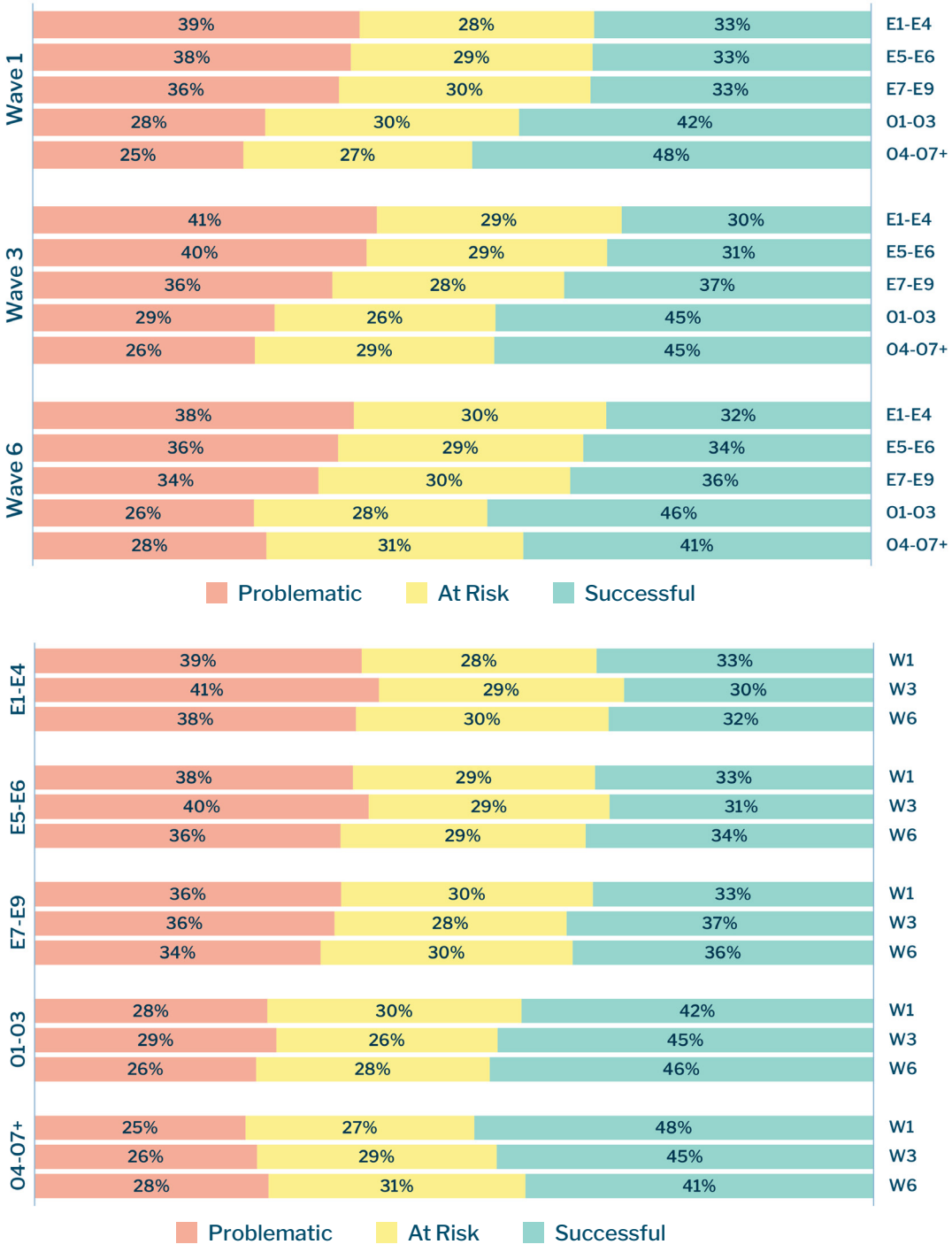


Figure 40
Social Domain – Paygrade

Wave 1

Problematic

	E1-E4 39%	E5-E6 38%	E7-E9 36%	01-03 28%	04-07+ 25%
E1-E4 39%	–				
E5-E6 38%		–			
E7-E9 36%			–		
01-03 28%				–	
04-07+ 25%					–

At Risk

	E1-E4 28%	E5-E6 29%	E7-E9 30%	01-03 30%	04-07+ 27%
E1-E4 28%	–				
E5-E6 29%		–			
E7-E9 30%			–		
01-03 30%				–	
04-07+ 27%					–

Successful

	E1-E4 33%	E5-E6 33%	E7-E9 33%	01-03 42%	04-07+ 48%
E1-E4 33%	–				
E5-E6 33%		–			
E7-E9 33%			–		
01-03 42%				–	
04-07+ 48%					–

Wave 3

Problematic

	E1-E4 41%	E5-E6 40%	E7-E9 36%	01-03 29%	04-07+ 26%
E1-E4 41%	–				
E5-E6 40%		–			
E7-E9 36%			–		
01-03 29%				–	
04-07+ 26%					–

At Risk

	E1-E4 29%	E5-E6 29%	E7-E9 28%	01-03 26%	04-07+ 29%
E1-E4 29%	–				
E5-E6 29%		–			
E7-E9 28%			–		
01-03 26%				–	
04-07+ 29%					–

Successful

	E1-E4 30%	E5-E6 31%	E7-E9 37%	01-03 45%	04-07+ 45%
E1-E4 30%	–				
E5-E6 31%		–			
E7-E9 37%			–		
01-03 45%				–	
04-07+ 45%					–

Wave 6

Problematic

	E1-E4 38%	E5-E6 36%	E7-E9 34%	01-03 26%	04-07+ 28%
E1-E4 38%	–				
E5-E6 36%		–			
E7-E9 34%			–		
01-03 26%				–	
04-07+ 28%					–

At Risk

	E1-E4 30%	E5-E6 29%	E7-E9 30%	01-03 28%	04-07+ 31%
E1-E4 30%	–				
E5-E6 29%		–			
E7-E9 30%			–		
01-03 28%				–	
04-07+ 31%					–

Successful

	E1-E4 32%	E5-E6 34%	E7-E9 36%	01-03 46%	04-07+ 41%
E1-E4 32%	–				
E5-E6 34%		–			
E7-E9 36%			–		
01-03 46%				–	
04-07+ 41%					–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 41

Social Domain – Paygrade – Statistical Significance

Physical Health Results

Figure 42
Physical Health Domain

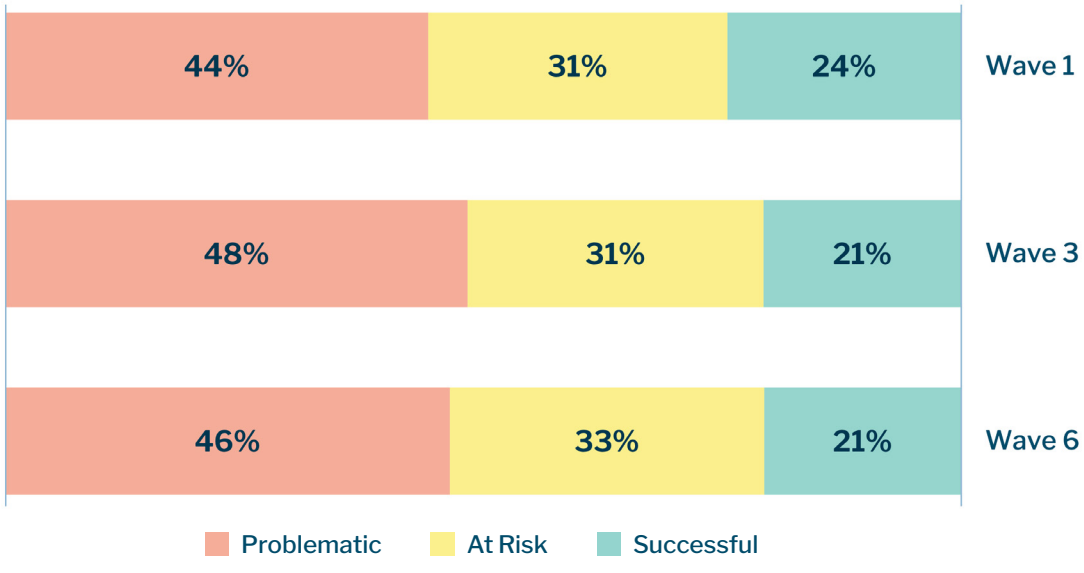


Figure 43
Physical Health Subdomain: Health Promotion

Physical Health Results

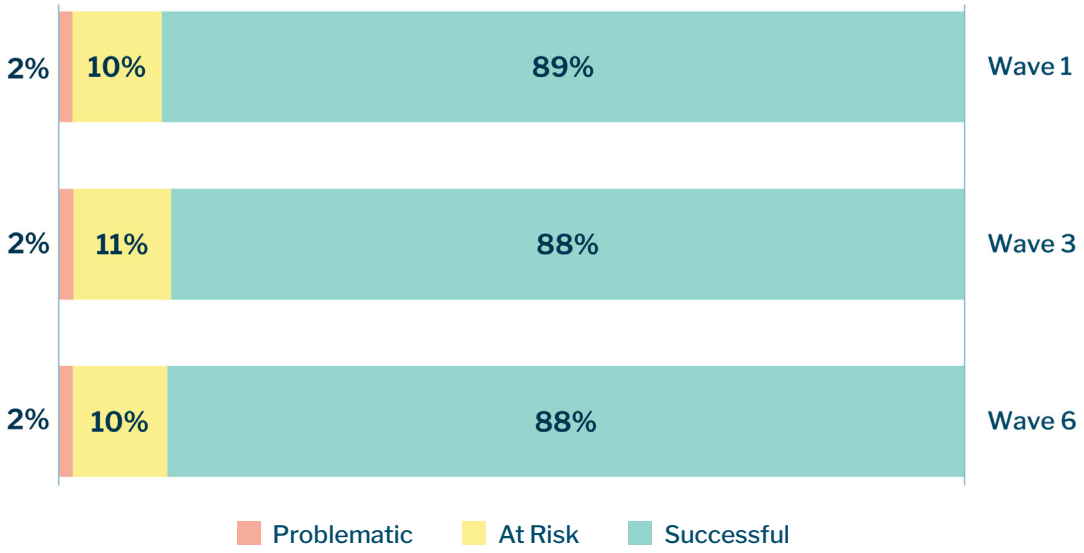
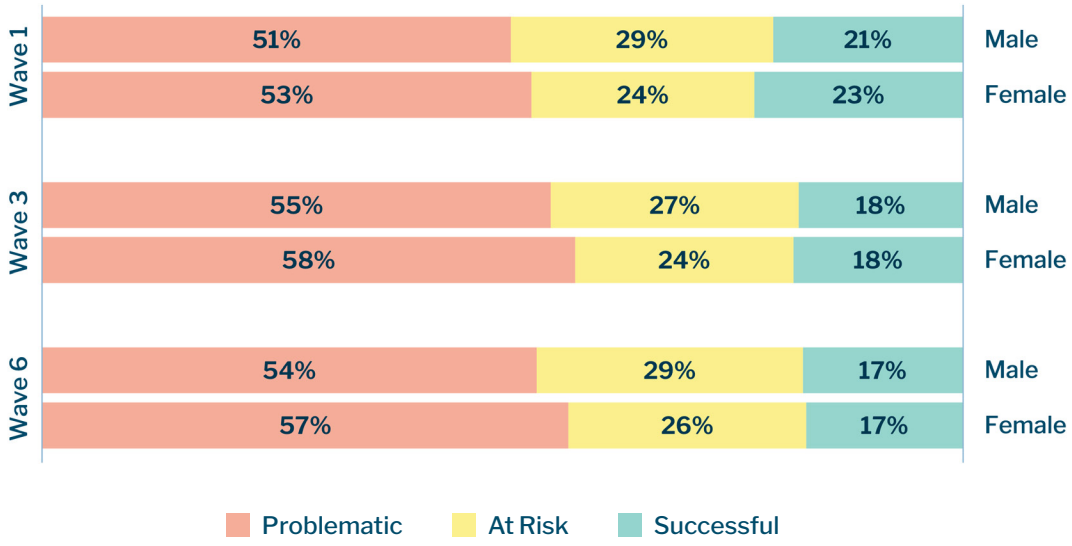


Figure 44
Physical Health Subdomain: Risk Avoidance

Figure 45
Physical Health Subdomain: Physical Health Satisfaction



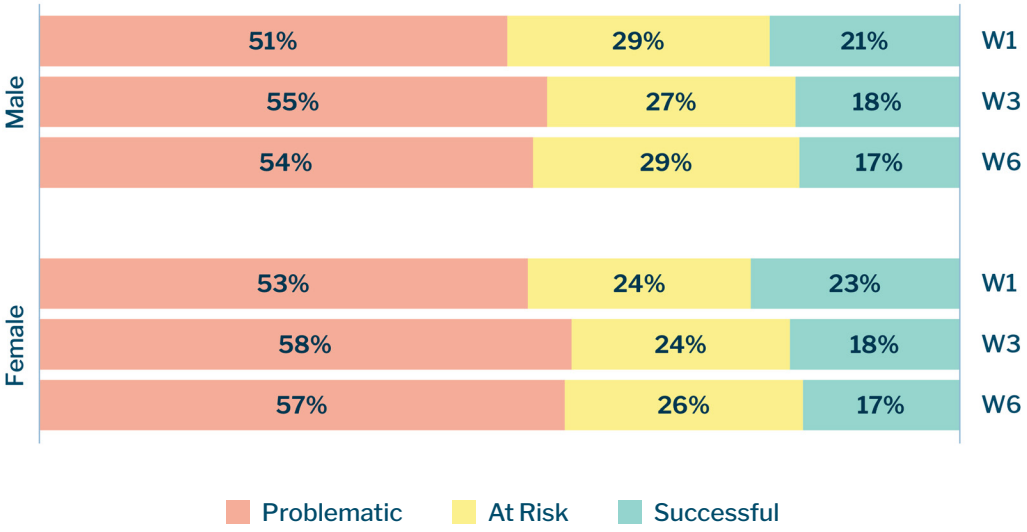


Figure 46
Physical Health Domain – Gender

Physical Health Results

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 47
Physical Health Domain – Gender – Statistical Significance

Physical Health Results

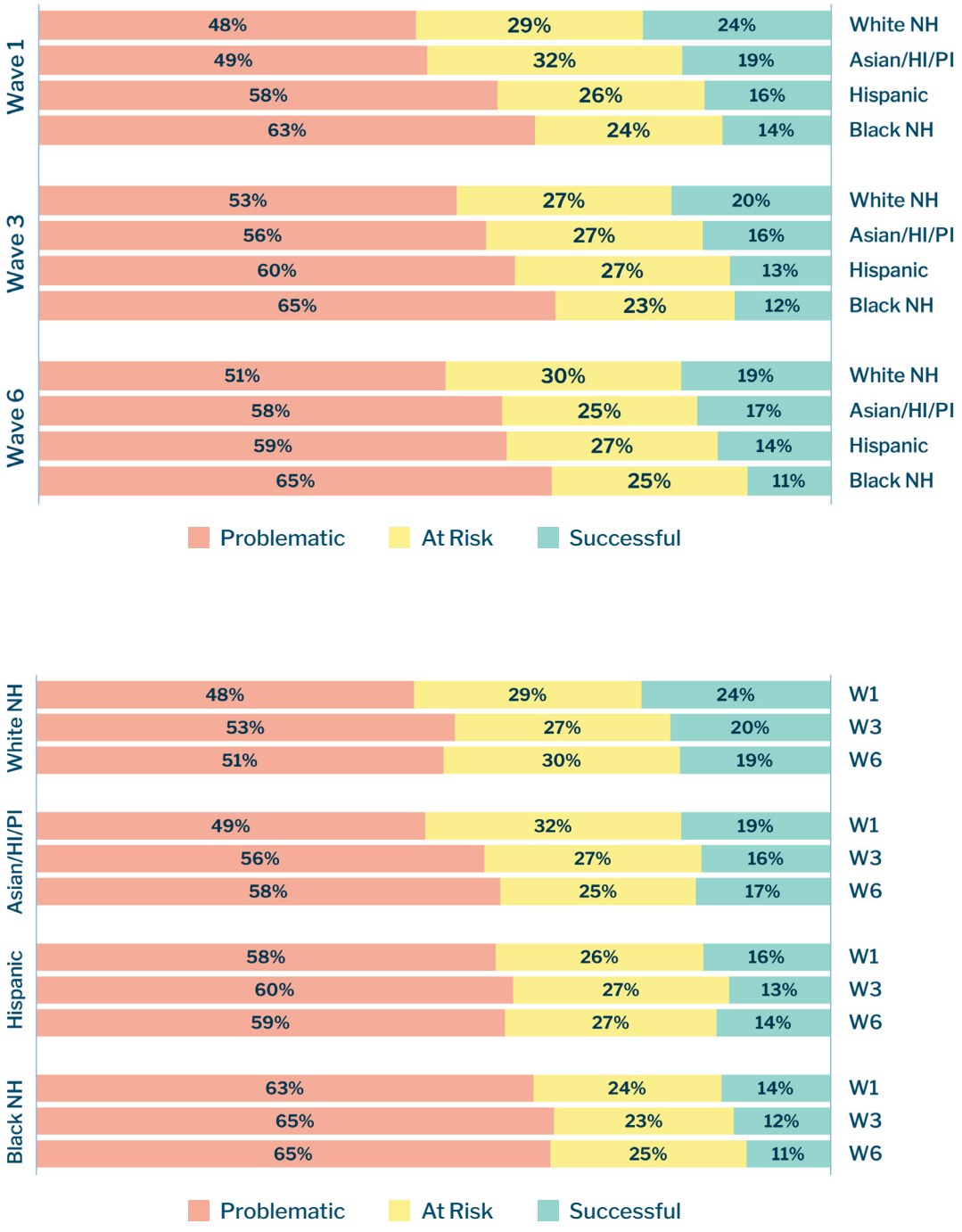


Figure 48
Physical Health Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 48%	Asian/HI/PI 49%	Hispanic 58%	Black NH 63%
White NH 48%	–			
Asian/HI/PI 49%		–		
Hispanic 58%			–	
Black NH 63%				–

At Risk

	White NH 29%	Asian/HI/PI 32%	Hispanic 26%	Black NH 24%
White NH 29%	–			
Asian/HI/PI 32%		–		
Hispanic 26%			–	
Black NH 24%				–

Successful

	White NH 24%	Asian/HI/PI 19%	Hispanic 16%	Black NH 14%
White NH 24%	–			
Asian/HI/PI 19%		–		
Hispanic 16%			–	
Black NH 14%				–

Wave 3

Problematic

	White NH 53%	Asian/HI/PI 56%	Hispanic 60%	Black NH 65%
White NH 53%	–			
Asian/HI/PI 56%		–		
Hispanic 60%			–	
Black NH 65%				–

At Risk

	White NH 27%	Asian/HI/PI 27%	Hispanic 27%	Black NH 23%
White NH 27%	–			
Asian/HI/PI 27%		–		
Hispanic 27%			–	
Black NH 23%				–

Successful

	White NH 20%	Asian/HI/PI 16%	Hispanic 13%	Black NH 12%
White NH 20%	–			
Asian/HI/PI 16%		–		
Hispanic 13%			–	
Black NH 12%				–

Wave 6

Problematic

	White NH 51%	Asian/HI/PI 58%	Hispanic 59%	Black NH 65%
White NH 51%	–			
Asian/HI/PI 58%		–		
Hispanic 59%			–	
Black NH 65%				–

At Risk

	White NH 30%	Asian/HI/PI 25%	Hispanic 27%	Black NH 25%
White NH 30%	–			
Asian/HI/PI 25%		–		
Hispanic 27%			–	
Black NH 25%				–

Successful

	White NH 19%	Asian/HI/PI 17%	Hispanic 14%	Black NH 11%
White NH 19%	–			
Asian/HI/PI 17%		–		
Hispanic 14%			–	
Black NH 11%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 49

Physical Health Domain – Race and Ethnicity – Statistical Significance

Physical Health Results

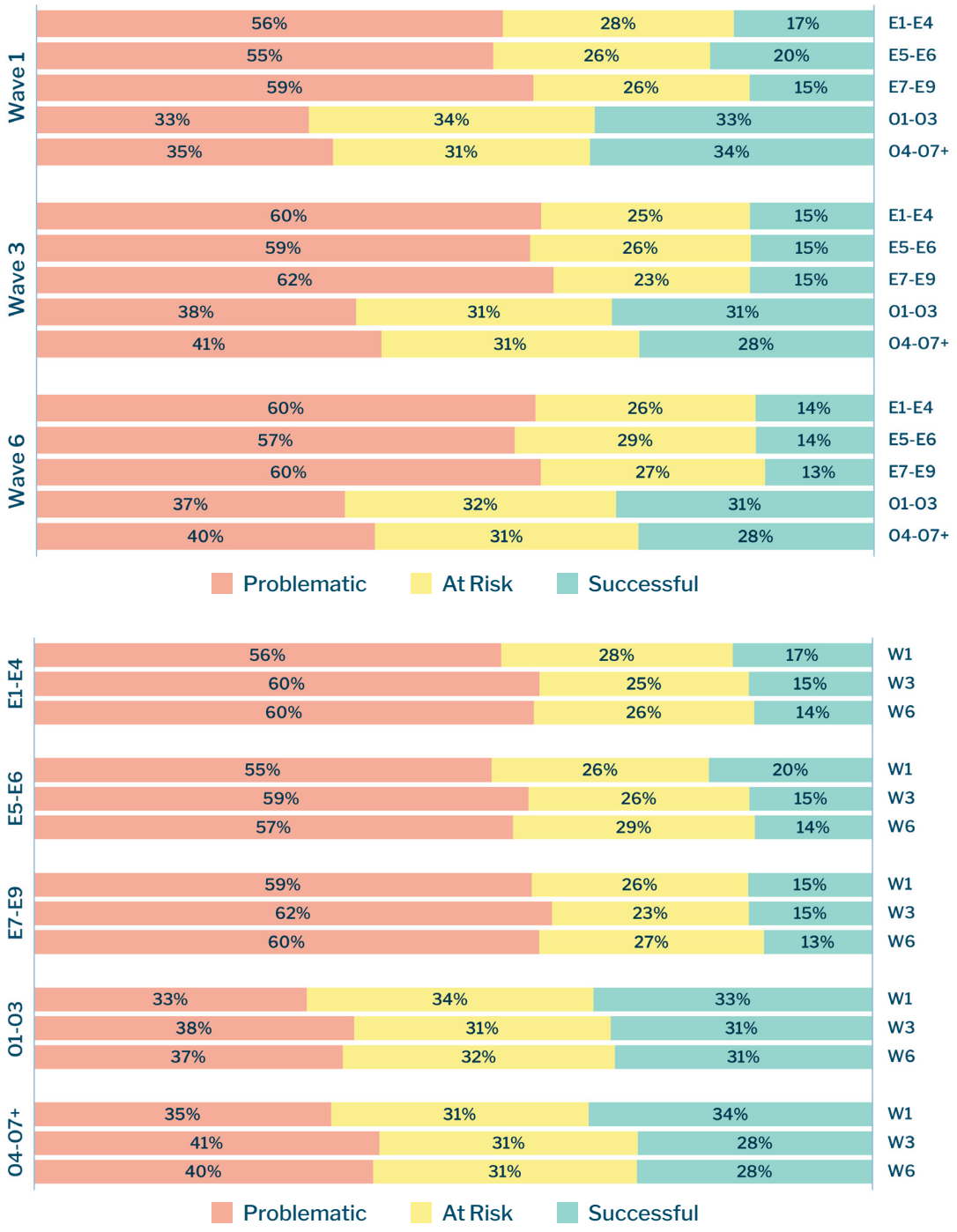


Figure 50
Physical Health Domain – Paygrade

Wave 1

Problematic

	E1-E4 56%	E5-E6 55%	E7-E9 59%	O1-O3 33%	O4-O7+ 35%
E1-E4 56%	–				
E5-E6 55%		–			
E7-E9 59%			–		
O1-O3 33%				–	
O4-O7+ 35%					–

At Risk

	E1-E4 28%	E5-E6 26%	E7-E9 26%	O1-O3 34%	O4-O7+ 31%
E1-E4 28%	–				
E5-E6 26%		–			
E7-E9 26%			–		
O1-O3 34%				–	
O4-O7+ 31%					–

Successful

	E1-E4 17%	E5-E6 20%	E7-E9 15%	O1-O3 33%	O4-O7+ 34%
E1-E4 17%	–				
E5-E6 20%		–			
E7-E9 15%			–		
O1-O3 33%				–	
O4-O7+ 34%					–

Wave 3

Problematic

	E1-E4 60%	E5-E6 59%	E7-E9 62%	O1-O3 38%	O4-O7+ 41%
E1-E4 60%	–				
E5-E6 59%		–			
E7-E9 62%			–		
O1-O3 38%				–	
O4-O7+ 41%					–

At Risk

	E1-E4 25%	E5-E6 26%	E7-E9 23%	O1-O3 31%	O4-O7+ 31%
E1-E4 25%	–				
E5-E6 26%		–			
E7-E9 23%			–		
O1-O3 31%				–	
O4-O7+ 31%					–

Successful

	E1-E4 15%	E5-E6 15%	E7-E9 15%	O1-O3 31%	O4-O7+ 28%
E1-E4 15%	–				
E5-E6 15%		–			
E7-E9 15%			–		
O1-O3 31%				–	
O4-O7+ 28%					–

Wave 6

Problematic

	E1-E4 60%	E5-E6 57%	E7-E9 60%	O1-O3 37%	O4-O7+ 40%
E1-E4 60%	–				
E5-E6 57%		–			
E7-E9 60%			–		
O1-O3 37%				–	
O4-O7+ 40%					–

At Risk

	E1-E4 26%	E5-E6 29%	E7-E9 27%	O1-O3 32%	O4-O7+ 31%
E1-E4 26%	–				
E5-E6 29%		–			
E7-E9 27%			–		
O1-O3 32%				–	
O4-O7+ 31%					–

Successful

	E1-E4 14%	E5-E6 14%	E7-E9 13%	O1-O3 31%	O4-O7+ 28%
E1-E4 14%	–				
E5-E6 14%		–			
E7-E9 13%			–		
O1-O3 31%				–	
O4-O7+ 28%					–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 51

Physical Health Domain – Paygrade – Statistical Significance

Mental Health Results

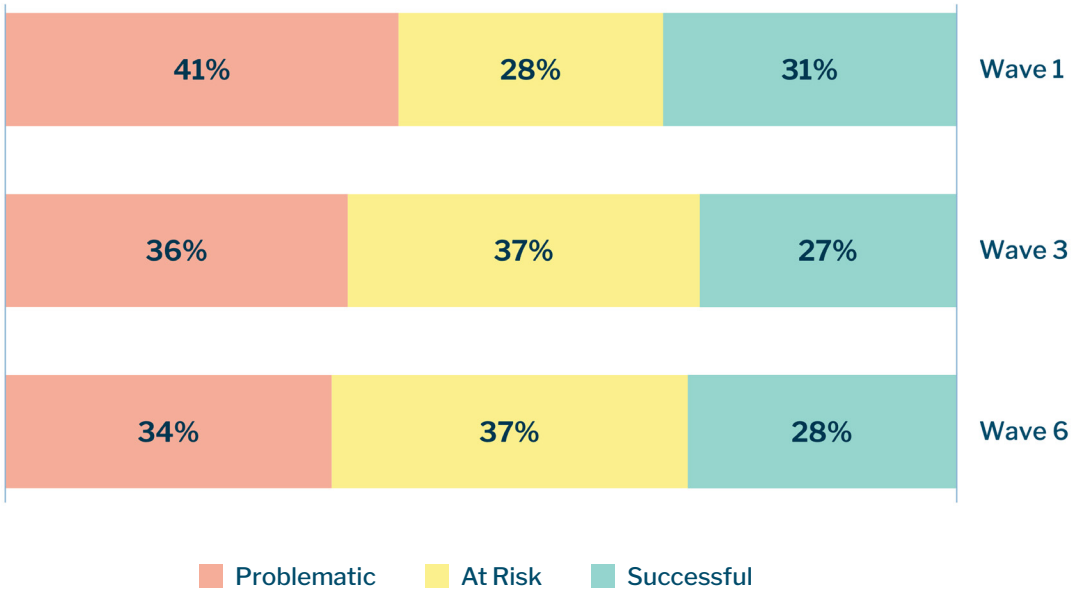


Figure 52
Mental Health Domain

Mental Health Results

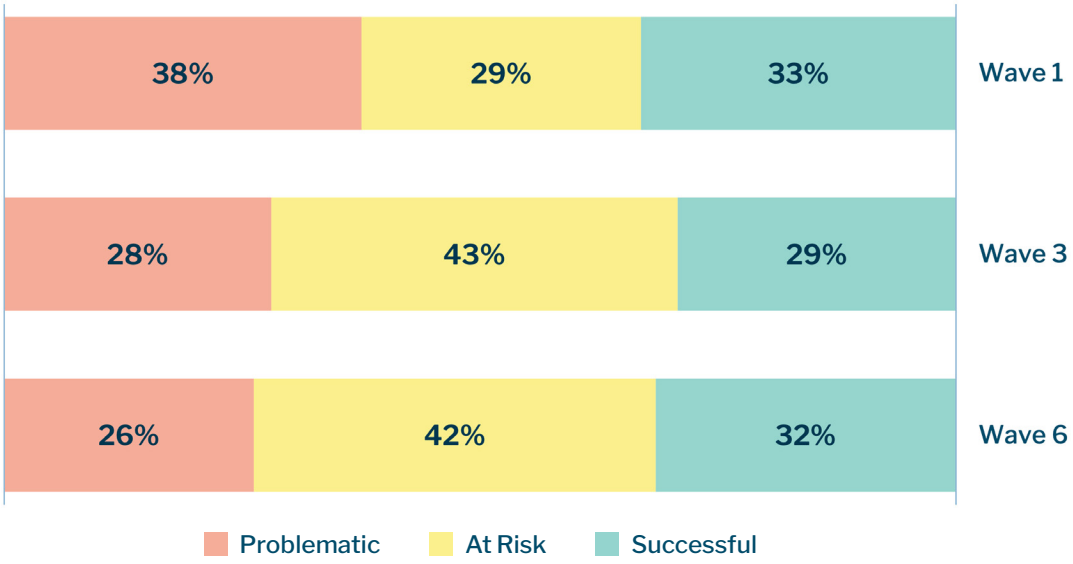


Figure 53
Mental Health Subdomain: Mental Health Symptoms

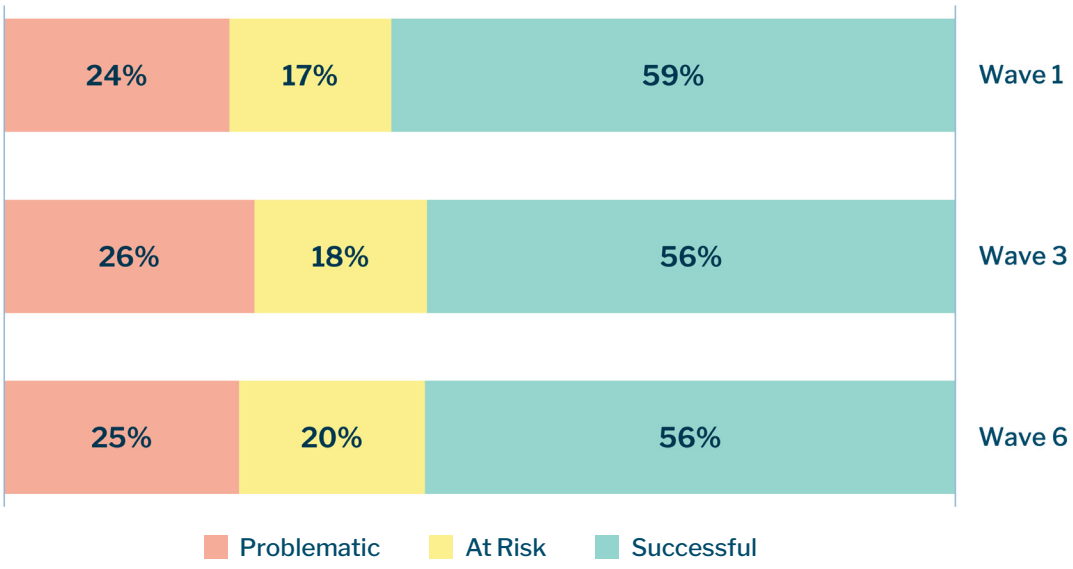


Figure 54
Mental Health Subdomain: Mental Health Satisfaction

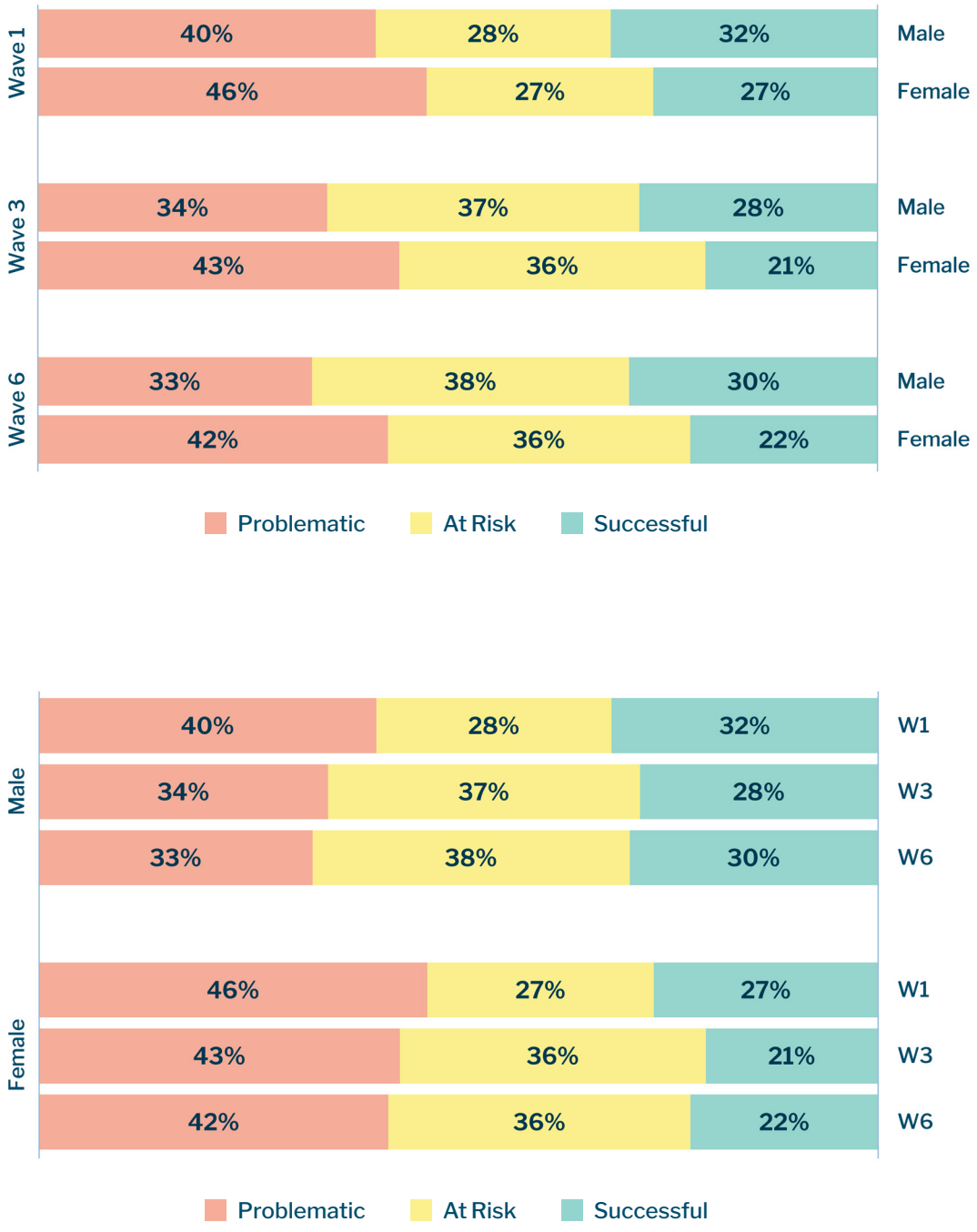
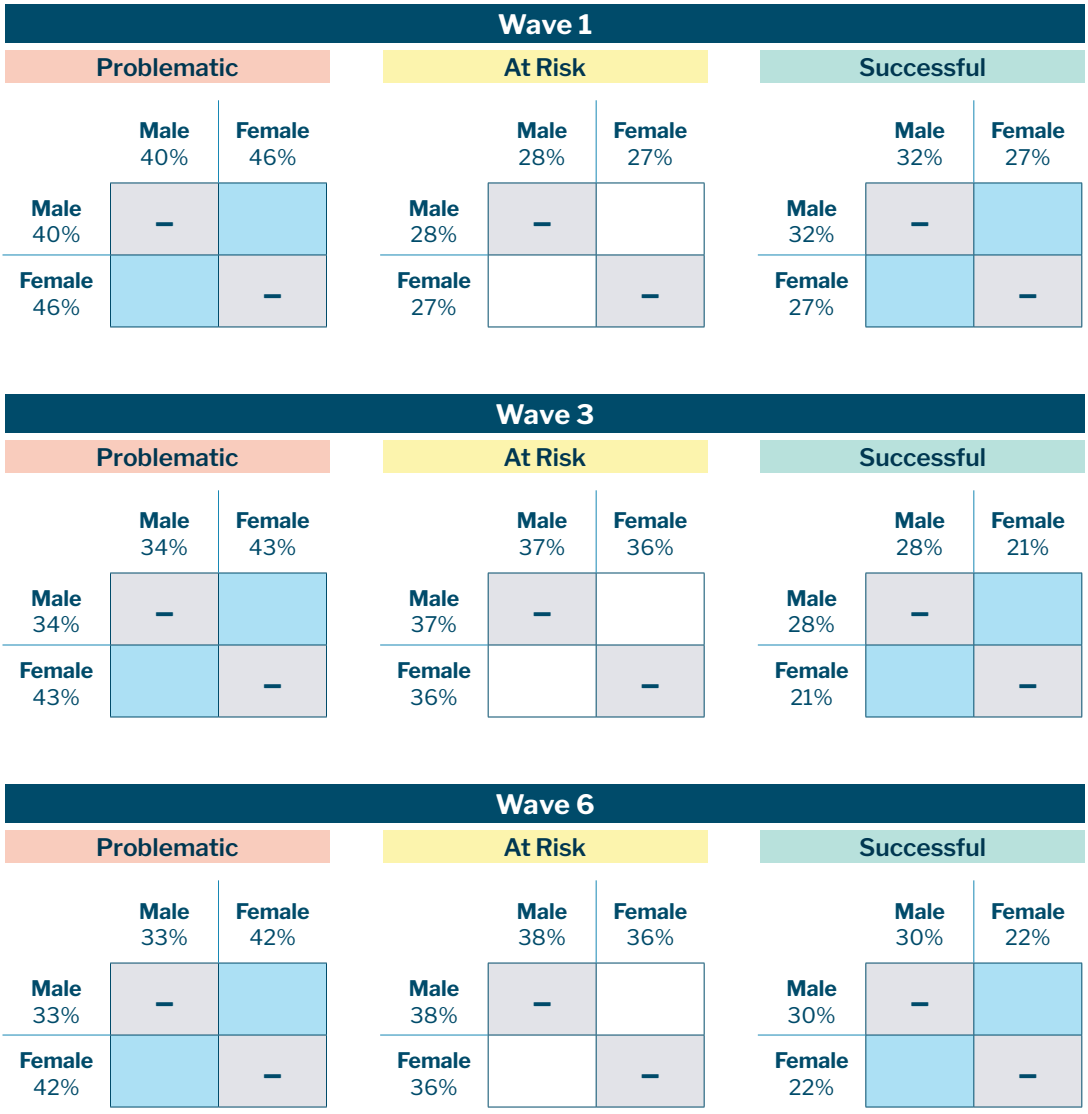


Figure 55
Mental Health Domain – Gender

Mental Health Results



Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 56
Mental Health Domain – Gender – Statistical Significance

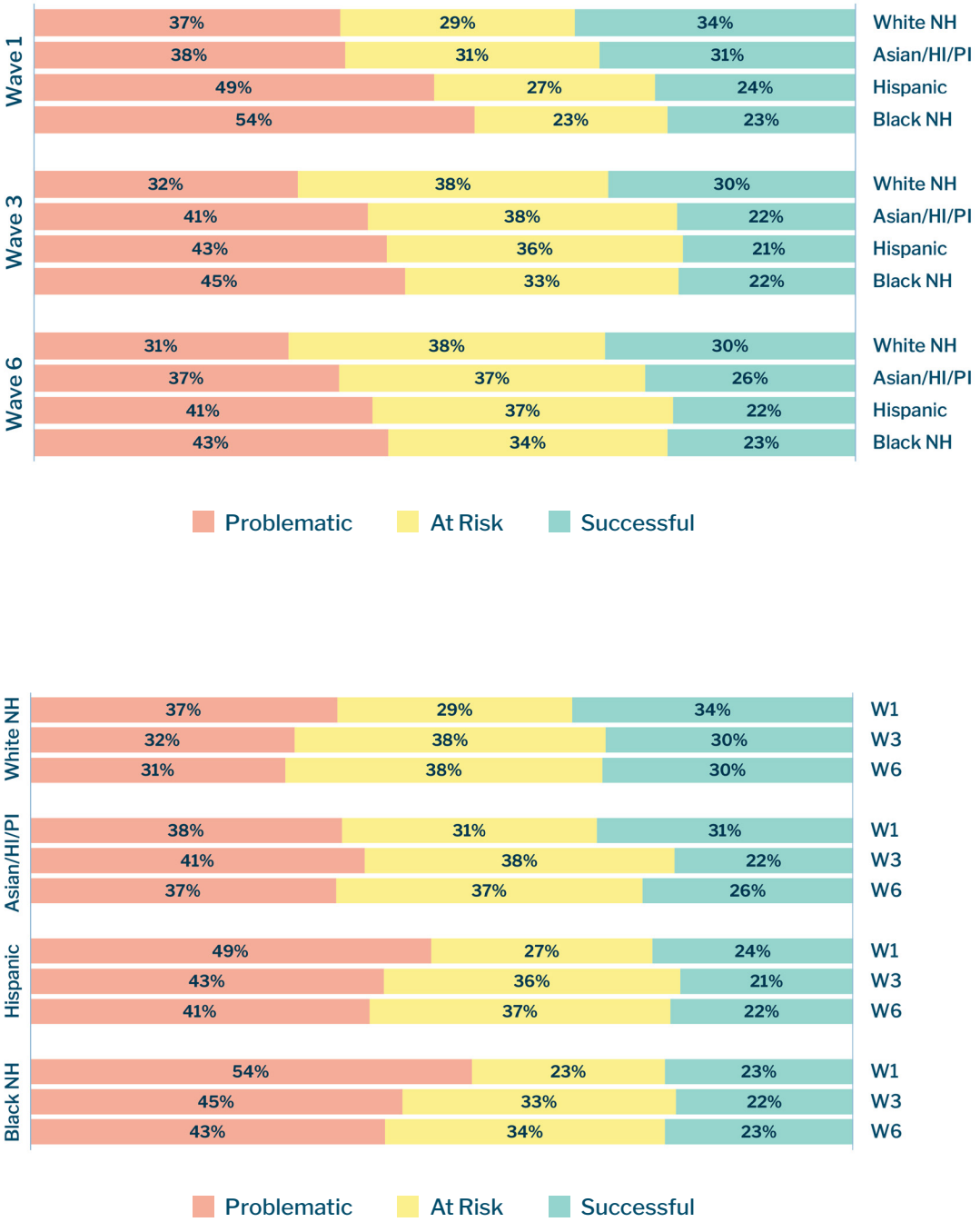


Figure 57
Mental Health Domain – Race and Ethnicity

Wave 1

Problematic

	White NH 37%	Asian/HI/PI 38%	Hispanic 49%	Black NH 54%
White NH 37%	–			
Asian/HI/PI 38%		–		
Hispanic 49%			–	
Black NH 54%				–

At Risk

	White NH 29%	Asian/HI/PI 31%	Hispanic 27%	Black NH 23%
White NH 29%	–			
Asian/HI/PI 31%		–		
Hispanic 27%			–	
Black NH 23%				–

Successful

	White NH 34%	Asian/HI/PI 31%	Hispanic 24%	Black NH 23%
White NH 34%	–			
Asian/HI/PI 31%		–		
Hispanic 24%			–	
Black NH 23%				–

Wave 3

Problematic

	White NH 32%	Asian/HI/PI 41%	Hispanic 43%	Black NH 45%
White NH 32%	–			
Asian/HI/PI 41%		–		
Hispanic 43%			–	
Black NH 45%				–

At Risk

	White NH 38%	Asian/HI/PI 38%	Hispanic 36%	Black NH 33%
White NH 38%	–			
Asian/HI/PI 38%		–		
Hispanic 36%			–	
Black NH 33%				–

Successful

	White NH 30%	Asian/HI/PI 22%	Hispanic 21%	Black NH 22%
White NH 30%	–			
Asian/HI/PI 22%		–		
Hispanic 21%			–	
Black NH 22%				–

Wave 6

Problematic

	White NH 31%	Asian/HI/PI 37%	Hispanic 41%	Black NH 43%
White NH 31%	–			
Asian/HI/PI 37%		–		
Hispanic 41%			–	
Black NH 43%				–

At Risk

	White NH 38%	Asian/HI/PI 37%	Hispanic 37%	Black NH 34%
White NH 38%	–			
Asian/HI/PI 37%		–		
Hispanic 37%			–	
Black NH 34%				–

Successful

	White NH 30%	Asian/HI/PI 26%	Hispanic 22%	Black NH 23%
White NH 30%	–			
Asian/HI/PI 26%		–		
Hispanic 22%			–	
Black NH 23%				–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 58

Mental Health Domain – Race and Ethnicity – Statistical Significance

Mental Health Results

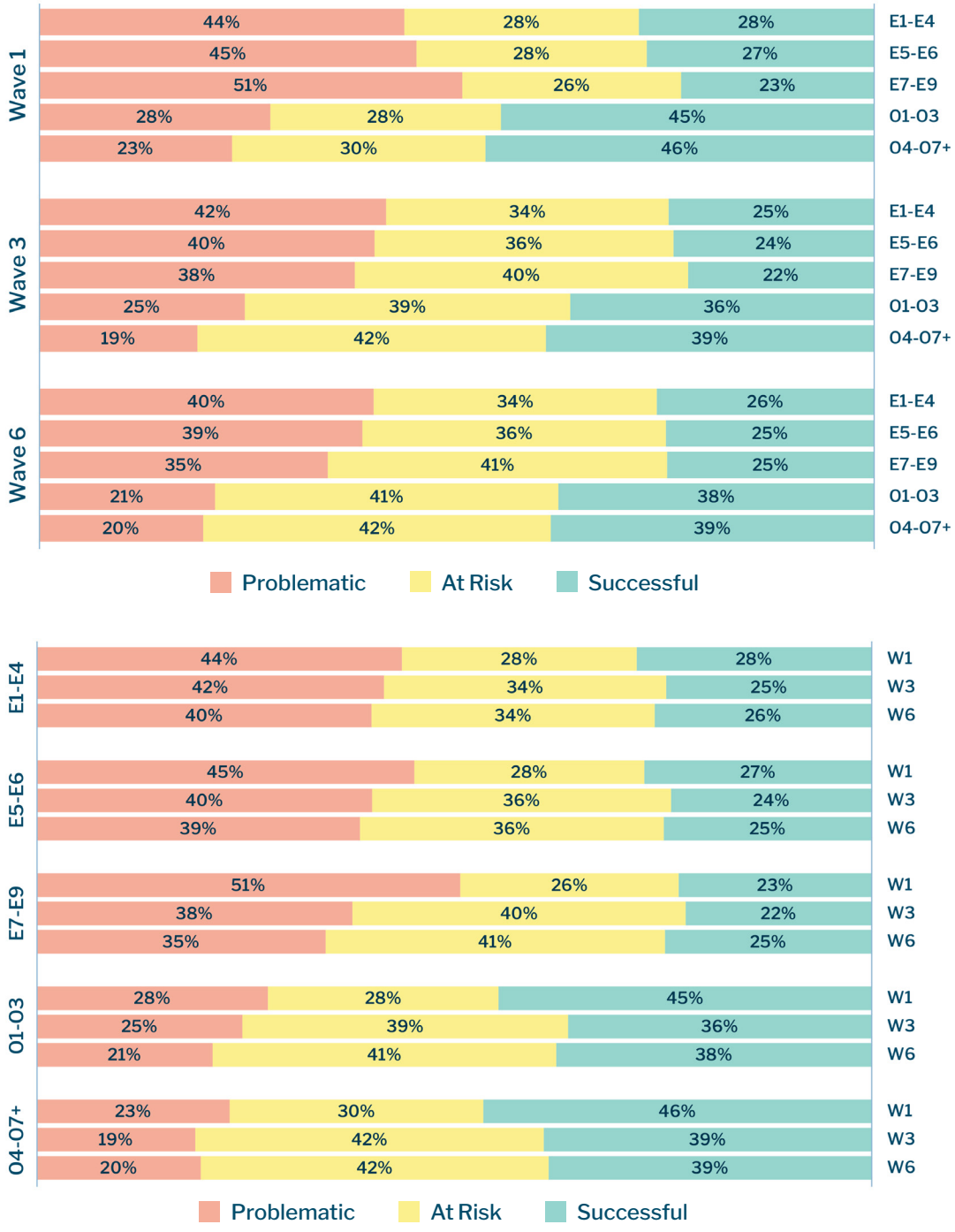


Figure 59
Mental Health Domain – Paygrade

Wave 1

Problematic

	E1-E4 44%	E5-E6 45%	E7-E9 51%	01-03 28%	04-07+ 23%
E1-E4 44%	–				
E5-E6 45%		–			
E7-E9 51%			–		
01-03 28%				–	
04-07+ 23%					–

At Risk

	E1-E4 28%	E5-E6 28%	E7-E9 26%	01-03 28%	04-07+ 30%
E1-E4 28%	–				
E5-E6 28%		–			
E7-E9 26%			–		
01-03 28%				–	
04-07+ 30%					–

Successful

	E1-E4 28%	E5-E6 27%	E7-E9 23%	01-03 45%	04-07+ 46%
E1-E4 28%	–				
E5-E6 27%		–			
E7-E9 23%			–		
01-03 45%				–	
04-07+ 46%					–

Wave 3

Problematic

	E1-E4 42%	E5-E6 40%	E7-E9 38%	01-03 25%	04-07+ 19%
E1-E4 42%	–				
E5-E6 40%		–			
E7-E9 38%			–		
01-03 25%				–	
04-07+ 19%					–

At Risk

	E1-E4 34%	E5-E6 36%	E7-E9 40%	01-03 39%	04-07+ 42%
E1-E4 34%	–				
E5-E6 36%		–			
E7-E9 40%			–		
01-03 39%				–	
04-07+ 42%					–

Successful

	E1-E4 25%	E5-E6 24%	E7-E9 22%	01-03 36%	04-07+ 39%
E1-E4 25%	–				
E5-E6 24%		–			
E7-E9 22%			–		
01-03 36%				–	
04-07+ 39%					–

Wave 6

Problematic

	E1-E4 40%	E5-E6 39%	E7-E9 35%	01-03 21%	04-07+ 20%
E1-E4 40%	–				
E5-E6 39%		–			
E7-E9 35%			–		
01-03 21%				–	
04-07+ 20%					–

At Risk

	E1-E4 34%	E5-E6 36%	E7-E9 41%	01-03 41%	04-07+ 42%
E1-E4 34%	–				
E5-E6 36%		–			
E7-E9 41%			–		
01-03 41%				–	
04-07+ 42%					–

Successful

	E1-E4 26%	E5-E6 25%	E7-E9 25%	01-03 38%	04-07+ 39%
E1-E4 26%	–				
E5-E6 25%		–			
E7-E9 25%			–		
01-03 38%				–	
04-07+ 39%					–

Note: Boxes that are shaded blue indicate significant differences between pairs. Boxes that are white are not significant. Boxes that are shaded gray are not applicable to statistical testing.

Figure 60

Mental Health Domain – Paygrade – Statistical Significance

Composite Variable

Based on available data and current policy priorities, two sets of composite variables were created. One composite variable (composite-4) included four domains: Financial, Social, Physical Health, and Mental Health. The second composite variable (composite-5) included five domains: Employment, Financial, Social, Physical Health, and Mental Health. Two separate variables were created because a large number of participants were not in the labor force and, thus, had no score on that domain variable. Therefore, the composite-4 variable includes all participants, while the composite-5 variable only includes those in the labor force who were not full-time students.

For the composite variables, we summed the number of domains for which participants were categorized as Successful, the number of domains for which participants were categorized as At Risk, and the number of variables for which participants were categorized as Problematic. Regression analyses were conducted to examine the association between gender, race/ethnicity, and paygrade and the number of Successful, At Risk, and Problematic domains.

As can be seen in Tables 4 and 6, at separation (i.e., Wave 1), about half of the participants were not classified as Problematic on any domains, or they were classified as Problematic on only one domain. This number increased across the duration of the study. By 2.5 years after separation, 56-59% of the participants were not classified as Problematic on any domains, or they were classified as Problematic on only one domain.

As shown in Tables 5 and 7, higher paygrade at separation was consistently associated with having fewer Problematic domains and more Successful domains. Among the variables included in the model (i.e., paygrade, race, and gender), paygrade also had the strongest association with the number of Problematic and successful domains. Being Black non-Hispanic and Hispanic were consistently associated with having fewer Successful and more Problematic domains, though not as strongly as paygrade was. Finally, being female was associated with having more Problematic domains.

Results

	Number of Domains	Wave 1 (n=9515)	Wave 3 (n=7062)	Wave 6 (n=5259)
Successful	0-1	63%	65%	63%
	2	18%	18%	19%
	3-4	19%	18%	18%
At Risk	0-1	64%	59%	59%
	2	25%	27%	27%
	3-4	11%	14%	14%
Problematic	0-1	54%	56%	59%
	2	20%	19%	20%
	3-4	26%	25%	21%

Number of Successful Domains	Wave 1 (n=9515)	Wave 3 (n=7062)	Wave 6 (n=5259)
0	35%	36%	33%
1	28%	28%	30%
2	18%	18%	19%
3	13%	12%	12%
4	7%	6%	6%

Number of At Risk Domains	Wave 1 (n=9515)	Wave 3 (n=7062)	Wave 6 (n=5259)
0	27%	23%	22%
1	38%	36%	36%
2	25%	27%	27%
3	9%	12%	12%
4	2%	2%	2%

Number of Problematic Domains	Wave 1 (n=9515)	Wave 3 (n=7062)	Wave 6 (n=5259)
0	30%	31%	33%
1	24%	25%	26%
2	20%	19%	20%
3	17%	18%	16%
4	9%	7%	5%

Tables 4a, 4b, 4c, 4d

Composite-4: Financial, Social, Physical Health, Mental Health Frequencies

		Standardized Coefficients				
	Wave	Black NH	Hispanic	Asian/HI/PI	Male	Paygrade
Successful Count	1	−.096*	−.057*	−.014	−.003	.268*
	3	−.071*	−.063*	−.033*	.009	.263*
	6	−.082*	−.046*	−.016	.015	.239*
At Risk Count	1	−.036*	−.013	.004	.033*	−.064*
	3	−.025*	.002	.007	.041*	−.067*
	6	−.008	−.003	−.005	.036*	−.068*
Problematic Count	1	.119*	.064*	.011	−.022*	−.208*
	3	.089*	.059*	.026*	−.042*	−.199*
	6	.088*	.048*	.020	−.045*	−.180*

Note. Count is continuous (0-4). Black NH, Hispanic, and Asian/HI/PI are compared to White NH. Male is compared to female. Paygrade is treated as a continuous variable. *$p < .05$.

Table 5

Composite-4: Financial, Social, Physical Health, Mental Health Regression Analyses (W1 n=8972; W3 n=6680; W6 n=4989)

Results

	Number of Domains	Wave 1 (n=6369)	Wave 3 (n=4384)	Wave 6 (n=3581)
Successful	0-1	50%	49%	45%
	2-3	34%	34%	38%
	4-5	16%	17%	17%
At Risk	0-1	60%	53%	51%
	2-3	37%	42%	44%
	4-5	3%	5%	5%
Problematic	0-1	47%	53%	56%
	2-3	33%	32%	32%
	4-5	19%	15%	12%

Number of Successful Domains	Wave 1 (n=6369)	Wave 3 (n=4384)	Wave 6 (n=3581)
0	26%	25%	22%
1	24%	25%	24%
2	19%	19%	21%
3	15%	15%	17%
4	11%	11%	11%
5	5%	6%	6%

Number of At Risk Domains	Wave 1 (n=6369)	Wave 3 (n=4384)	Wave 6 (n=3581)
0	24%	20%	19%
1	36%	33%	32%
2	26%	27%	28%
3	11%	14%	16%
4	3%	5%	5%
5	<1%	1%	1%

Number of Problematic Domains	Wave 1 (n=6369)	Wave 3 (n=4384)	Wave 6 (n=3581)
0	24%	29%	32%
1	24%	25%	25%
2	18%	17%	19%
3	15%	15%	13%
4	13%	11%	9%
5	7%	5%	3%

Tables 6a, 6b, 6c, 6d

Composite-5: Employment, Financial, Social, Physical Health, Mental Health Frequencies

		Standardized Coefficients				
	Wave	Black NH	Hispanic	Asian/HI/PI	Male	Paygrade
Successful Count	1	−.107*	−.079*	−.014	.014	.292*
	3	−.075*	−.076*	−.029	.034*	.257*
	6	−.071*	−.043*	−.002	.027	.236*
At Risk Count	1	−.032*	−.010	−.013	.046*	−.063*
	3	−.017	.000	−.021	.044*	−.076*
	6	−.023	−.010	.010	.045*	−.084*
Problematic Count	1	.126*	.085*	.022	−.045*	−.242*
	3	.089*	.077*	.045*	−.068*	−.202*
	6	.093*	.053*	−.006	−.064*	−.181*

Note. Count is continuous (0-5). Black NH, Hispanic, and Asian/HI/PI are compared to White NH. Male is compared to female. Paygrade is treated as a continuous variable. *$p < .05$.

Table 7

Composite-5: Employment, Financial, Social, Physical Health, Mental Health Regression Analyses (W1 n=6054; W3 n=4173; W6 n=3423)

Discussion

Discussion

Approximately 200,000 Service members transition out of the military each year (Department of Labor, n.d.). Many veterans navigate the MCT successfully. However, some veterans struggle with issues such as finances, physical or mental health conditions, translating their military work experiences to potential employers, or finding people in their community who understand their military experiences. Furthermore, many supports that individuals received while in the military are not available or not easily available upon separation from the military (e.g., free or low-cost healthcare, housing allowance, subsidized child care, financial readiness training). Although thousands of programs are available to civilians broadly (to include veterans) and to veterans, specifically, it can be difficult to navigate those services and find a program or service that meets the veteran's needs.

Although thousands of programs are available to civilians broadly (to include veterans) and to veterans, specifically, it can be difficult to navigate those services and find a program or service that meets the veteran's needs.

This endeavor is a first step in identifying a way to uniformly determine how well veterans are doing as they transition to civilian life. For those who are not doing well, more supports or a more coordinated effort of support provision can be targeted to them. Moreover, this is also a first step in identifying specific groups of veterans who may benefit from supports in specific well-being domains.

Using this conceptualization, we found that, overall, veterans were doing well in the Education and Legal domains. There was improvement over time in the Employment and Financial domains. However, there was stagnation or decreases in well-being over time in the Education, Social, Physical Health, and Mental Health domains. Furthermore, frequency analyses found disparities related to race/ethnicity and gender. These disparities were most pronounced in the Employment, Financial, Physical Health, and Mental Health domains.

When examining the combined variables, we found that approximately half of the veterans reported zero or one Problematic domain. Although the percent of veterans who were Successful on multiple domains was low, there is currently no way to know whether a difference would be found between veterans and civilians who are not veterans. Paygrade had the largest and most consistent association with the number of participants' Problematic or Successful domains. Participants with higher paygrades had more Successful and fewer Problematic domains. Being Black non-Hispanic, Hispanic, and female were also related to fewer Successful domains and more Problematic domains, though not as strongly as paygrade was.

Strengths and Limitations

Strengths andLimitations

This conceptualization has several strengths. First, the TVMI study was developed by experts in the public sector, private sector, and academia (Vogt, et al., 2018), and it covered a broad range of topics determined to be important during the transition from military to civilian life. Second, the TVMI dataset included close to 10,000 veterans at the first wave of data collection.

Because the TVMI data were not collected specifically for this conceptualization, there are several limitations. First, we were limited by the questions that were asked in the survey. The survey was subject to the limitations that affect many large, longitudinal studies (e.g., limiting the number of questions to encourage retention). There may be different questions that could have been asked that would have more effectively addressed the seven domains that are discussed in this report. Furthermore, there may be additional domains that are important to consider when thinking about a successful transition from military to civilian life. Second, these data were collected from a specific cohort of veterans who separated from military service within a 3-month period. Thus, the classification data may not be generalizable beyond that cohort. Third, this is a theoretical conceptualization of veterans' transitions. Analyses must be conducted to verify the statistical validity of this conceptualization. For example, analysis of convergent validity within domains, discriminant validity between domains, and exploration of the hierarchical structure of the theoretical model should be conducted. Fourth, this is a first step in this conceptualization and the beginning of a discussion of what a successful transition from military to civilian life looks like. This conceptualization will need to be refined, tested, and revised. Finally, for most of these domains, ascertaining whether veterans were doing better, worse, or the same as their civilian counterparts was extremely difficult, if not impossible. Comparable civilian data are lacking for several of these domains. For example, many veterans struggled with the Physical Health domain, specifically, Health Promotion. Thus, whether the general U.S. population does any better in this subdomain than these recently separated veterans is not clear.

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