Data were collected through Wave 8 of the Veterans Engaging in Transition Studies (VETS) Survey that was implemented by Penn State University researchers in collaboration with the Wounded Warrior Project, The Heinz Endowments, May & Stanley Smith Charitable Trust, and The Arthur M. Blank Family Foundation. The online survey was administered between March 2023 and April 2023 as an extension of The Veterans Metrics Initiative: Linking Program Components to Post-Military Well-Being (TVMI) study and Wave 7 of the VETS survey. During the TVMI longitudinal study, six waves of data were collected from almost 10,000 post-9/11 veterans who separated from military service in 2016. Of the original sample, 3,514 veterans voluntarily chose to participate in the VETS Survey.

**Perceived Underemployment** is defined as the involuntary discrepancy between a worker's education, skills, pay, or time and a worker’s desired employment. The TVMI and VETS survey items asked about perceived underemployment in three domains: **skills**, **education**, and **leadership experience**. The accuracy of perceived underemployment has been validated by objective measures of underemployment (e.g., average occupation salary and education level) using data from the Occupational Information Network (O*NET).

Overall perceived underemployment (i.e., any of the three domains) was reported by 60% of veterans at Wave 8 (6 ½ years after separation from the military). Within the domains, 53% of veterans reported being underemployed given their leadership experience followed by the skills (46%) and education (38%) domains. These findings are similar to underemployment reported at Wave 6 and Wave 7.

**Perceived Underemployment by Gender**

By gender, overall perceived underemployment was similar between female veterans (59%; n = 408) and male veterans (60%; n = 2,117); however, some differences were found within the three domains.

**Perceived Underemployment by Race/Ethnicity**

By race/ethnicity, Black non-Hispanic (NH) veterans (69%; n=194) had the highest overall perceived underemployment followed by Hispanic (64%, n=309) and Other race NH (63%, n=222) veterans, while White NH veterans had the lowest (57%, n=1,791) perceived underemployment. Differences between the three domains were found.

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