

THE LABOR MARKET OUTCOMES OF YOUNG VETERANS

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INTRODUCTION

This research provides an analysis of the labor market outcomes of young veterans in the twenty-four months after their exit from the military. The research extends our earlier work in which we examined the outcomes of 20-24 year old veterans in the nine months after they exited the military¹. That research found that employment rates increase and unemployment rates decrease over time, which provides some evidence that the high reported levels of unemployment result from job search. It also found that discharged veterans are more likely to be employed than their civilian counterparts that they are also less likely to be out of the labor force.

This research builds on our previous work beyond simply extending the period of observation. It examines the appropriateness of different datasets for studying the transitions of labor market veterans. It compares the differences between veterans and civilians in their use of unemployment insurance, their enrollment in college, and their experience with government training programs. Because the sample size is substantially larger than before, the research also examines differences in labor market outcomes by branch of service.

The key findings in this paper are:

- ▶ Discharged veterans are more likely to be employed, less likely to be out of the labor force than are their civilian counterparts
- ▶ They are initially more likely to receive unemployment insurance benefits, but this difference does not persist 6 months after their discharge
- ▶ They are more likely to be enrolled in two year colleges, across both comparison groups. They are more likely to be enrolled in a four year college relative to group 1, but less likely relative to group 2. They are also more likely to be enrolled in government training programs.
- ▶ The earnings differential for military veterans is significant and quite large when they are compared with group 2, but not significant when they are compared with group 1.
- ▶ There are no strongly significant differences in any outcomes when veterans are compared with the comparison group most like the CPS, comparison group 3.
- ▶ Veterans are more likely to be employed in large firms, and are more likely to work in jobs that offer benefits, such as pensions and health care than are comparable civilians.

¹ “*The Labor Market Trajectories of 20-24 year old Veterans*” U.S. Department of Labor, Veterans Employment and Training Service, http://www.dol.gov/vets/research/trajectories_rev.pdf

- ▶ Veterans are more likely to be employed in public administration, professional services, construction and retail trade, and less likely to be employed in education and health services and the entertainment and accommodation industries.

BACKGROUND

Determining the impact of military service on the labor market outcomes of veterans subsequent to their exit from the military is a complex task (Camacho and Atwood, 2007). One of the critical challenges is finding an appropriate comparison group both because, as Angrist (1998) points out, the military selects recruits and because recruits self-select into the military.

A variety of different empirical approaches have been used to examine the question. Mehay and Hirsch (1996) and Hirsch and Mehay (2003) used matched comparison group designs. Probably the best known study of the impact of voluntary military service is by Angrist (1998). He used administrative Social Security Administration (SSA) data to examine the impact of military service on employment and earnings by comparing the outcomes of individuals who applied and were selected against those who applied and were not selected. He also exploited a misnorming in the screening test (the ASVAB) to estimate the impact of military service on those who were inadvertently admitted. In another well-known study of the Vietnam-era draft, Angrist (1990) used variation in military conscription probability to identify the effects of military service on labor market outcomes. Black, Hasan and Lane (2007) used propensity score matching techniques in their study of labor market outcomes of young veterans.

The empirical evidence on the effect of military service on labor market outcomes has been quite mixed. The majority of studies that focus on the pre-Vietnam War era found that male veterans earn more than their counterparts in the civilian sector. In more recent years, research has shown that differences in earnings and other outcomes vary based on gender, race, length of service and type of military service. Angrist (1998) found that military service increased employment rates for individuals subsequent to their leaving the military, although the earnings of whites in particular were lower than their civilian counterparts. More recent work on the longer term effects of Vietnam era military service indicate that post service earnings losses for whites had become close to zero in 2000 (Angrist and Chen 2007).

Hirsch and Mehay (2003) used 1986 and 1992 survey data on reservists to find a 3% increase in earnings due to active military service; zero for enlisted personnel, and 10% for officers. Klerman et al. (2005) used a combination of SSA and Defense Department administrative records to estimate the impact of activation on reservists and found a 10% negative impact on earnings. Loughran (2002) also found that military retirees earn less than their civilian counterparts, primarily due to supply side factors.

Much of the research has found a significant and positive effect of military service for African Americans (e.g. Browning et al 1973; Cohen, Warner, and Segal 1995; Cooney et. al 2003). In a study that examined the outcomes for female veterans, Mehay and Hirsch (1996) used the 1986 version of the dataset and estimated that while white female veterans earned more than nonveterans, this advantage turned into a disadvantage once controls were included for measured and unmeasured skills.

In a recent study using data from the NLSY79, King, Krishnamurty and Lane (2007) found that the long term impact of military service varied greatly based on the length of military service. Those who served in the military for four years or less do worse in the labor market than their civilian counterparts. Veterans with longer tenure in the military work more hours, and in some cases more weeks than comparable civilians.

In earlier work leading up to this paper, Black, Hasan and Lane (2007) looked at the outcomes of 20-24 year olds from the NLSY97 nine months after their exit from the military and found that discharged veterans are more likely to be employed than comparable civilians, they are also less likely to be out of the labor force. Another finding was that employment rates increase and unemployment rates decrease over time, which suggests that the high reported levels of unemployment could be due to job search. This opens up the possibility that there may be differences in the use of unemployment insurance between veterans and nonveterans.

The military provides opportunities for education while in the service as well as education benefits for veterans, the most notable of which is the Montgomery GI Bill. The GI Bill provides 36 months of education assistance to participants, up to approximately \$1,000 a month (CBO report, 2004). Military training is provided to active duty personnel and veterans. The military's Certification Program provides training and certification that is recognized in the civilian sector.

Most of the research on differences between veterans and civilians in educational outcomes has focused on educational benefits such as the GI Bill. Bound and Turner (2002) analyzed Census data to compare the educational attainment of World War II veterans and non-veterans and found that the net effect of military service and GI benefits was a substantial gain in post secondary educational attainment of veterans above non veterans, with particularly large effects on college completion. They estimated that war service increased college completion rates by 50%. Using the 1987 Survey of Veterans, Angrist (1993) estimated that veteran benefits increased schooling by approximately 1.4 years resulting in annual earnings about 6% higher than in the absence of benefits. The gains primarily accrued to the 77% of users of educational benefits who attended college or graduate school. In a recent paper, Angrist and Chen (2007) found that there was a marked increase in schooling among veterans that appears to be attributable to the GI Bill in the post-Vietnam era. Recent findings on educational attainment and training (King, Krishnamurty and Lane, 2007) indicate that being in the military has a strong positive effect on additional investments in training and longer term military personnel tend to be more educated.

DATA

The United States statistical system provides a number of different datasets that could potentially be used to compare the labor market transitions of young veterans with those of their civilian counterparts. In this section we provide an analysis of the advantages of each. We do not discuss administrative data since, despite their multiple important uses (see Lane, 2008²), they do not permit a comparison of military and civilian outcomes.

THE NLSY DATA

The data used in this research is the 1997 cohort of the National Longitudinal Survey of Youth (NLSY97), which is a random sample of 8,984 youths who were 12 to 16 years old as of December 31, 1996. Of these, 6,748 youths were from a representative sample of youths resident in the United States and another 2,236 were from an over sample of blacks and Hispanics. As a result of the over sample of blacks and Hispanics, the NLSY97 has 2,335 blacks and 1,901 Hispanic youths.

The sample has been interviewed annually since 1997, largely with computer assisted personal interviews. The sample is clustered with 147 primary sampling units and 1,748 segments. Households were asked about all age eligible youth. 4,957 households had one age eligible respondent and another 1,862 resulted in another 4,027 respondents. In addition, there are about 8,000 parental interviews (primarily the youth's mothers), two school surveys that account for over 70 percent of the high schools that the youth attended, and high school transcripts for about 6,250 of the youth. From the summer of 1997 to the spring of 1998, 7,127 of the youth were given computer adaptive form of the Armed Services Vocational Aptitude Battery (CAT-ASVAB)³. The NLS staff normalized these test scores by grouping respondents in 3 month birth cohorts and using scores from the mathematical knowledge, arithmetic reasoning, word knowledge, and paragraph comprehension based on the weighted number of respondents scoring below each score. Within each group NLS staff computed a percentile score, using the weights, on this aggregate score, yielding a final value between zero and 99.

The data contain an immensely rich set of covariates on the respondents' demographic characteristics, the family structure in which they grew up, detailed characteristics of their parents and grandparents, and their educational histories. In addition, the data contain rich event histories on the respondents' enrollment in school, employment, labor market status, cohabitation and marriage, and program participation. The employment event history is of critical importance for this research because it allows us to examine both the respondents' spells of military service

² Administrative and Survey Data in *The Oxford Handbook of Survey Research* in Peter Marsden and Jim Wright (eds), Oxford University Press, in draft form

³ The ASVAB was given mostly at testing centers that required the respondents to actually go to the centers; this resulted in a relatively high non-response rate. Although the respondents were offered \$75 for the testing, this was less than that offered to the 1979 cohort, which was offered about \$90 in comparable dollars

and their employment experience after their exit from the military. Indeed the primary problem in dealing with these data is that their complexity makes it difficult to determine precisely what exit we wish to focus on. In particular, Reservists and National Guard often have several “exits” from military service because they are often called up for training or brief periods of services in times of emergencies. Thus, we face a question of which exit event to analyze. Our approach is to focus on the exit that follows longest single period of military service for each respondent.

This research uses data from Rounds 1-9 of the survey, which means that the respondents are aged 21-25 in the last round (2006). There were a total of 444 individuals identified who had any type of military service. Of these, 360 were in the regular service, 15 in the Reserves, and 42 in the National Guard. 231 of these individuals had exited the military in 2005, and 200 of those have sufficient information on their characteristics to permit a controlled comparison of their experiences with those of their civilian counterparts. It is these individuals whose outcomes we describe.⁴

CPS DATA

The Current Population Survey (CPS) provides an excellent source for representative monthly estimates of employment and unemployment status of the civilian, non-institutionalized population as a whole, and is designed to represent a random sample of the US population. It also potentially can be used to examine the transitions of individuals across labor market states. In this report we examine the quality of labor market information for young veterans based on two criteria representativeness of the sample and response quality. We also examine the ability of the CPS to track the transitions of young veterans over time.

We examine the representativeness of the sample from two angles: one is sample size; the second is the sampling strategy. In the former case, the CPS contacts only approximately 50,000 households monthly⁵ so there is likely to be substantial sampling error for small population groups such as young veterans. The second is the CPS sampling strategy, which is both to survey housing structures rather than individuals and to use a rotating sample structure: households are in for four consecutive months, then out for eight, and then in for a final four consecutive months.

⁴ In our analysis of labor forces states (Employed, Unemployed or Out of the Labor Force), the outcomes are for months since discharge from the military. Food stamp and Unemployment Insurance usage are similarly defined. Enrollment in college and receipt of government training is examined in the year immediately following exit. The outcome “any college” refers to enrollment in either a two-year or a four-year college. 2 veterans reported no degree and 12 reported a GED. These 14 cases were dropped. The AFQT percentile refers to the Armed Forces Qualification Test (AFQT) taken by NLSY97 respondents as part of the survey. It does not refer to AFQT scores at intake into the military. The poverty status and family income measures are from the National Academy of Sciences definition as described in the previous report.

⁵ The CPS sample is a multistage stratified sample of approximately 72,000 assigned housing units from 824 sample areas designed to measure demographic and labor force characteristics of the civilian noninstitutionalized population 16 years of age and older.

Since respondents of this age are initially much more likely to reside with their parents, but are subsequently more mobile, this may result in a loss of sample in subsequent months. We compare the results with administrative data from the Defense Manpower Data Center.

We also examine the response quality, which may be negatively affected by the sampling design. Since the household is surveyed, rather than the individual, it is likely that individuals of this age also have high rates of proxy responses, which has greater measurement error.

Finally, we examine the potential for the CPS to follow youths as they transition across labor market states.

REPRESENTATIVENESS

There are two reasons to be concerned about representativeness: sample size and sample design. We examine each of these in turn.

SAMPLE SIZE

The CPS sample size for young discharged veterans is quite small, as evidenced from an examination of Table 1. The samples range from a high of 122 in January, to a low of 80 in April. Other years have similar sample sizes: when we calculated the sample sizes for each month since 2003, it is clear that the sample size never exceeded 150 (see Figure 1).

SAMPLE DESIGN

The sample design is the second reason for concern. To limit the costs of sample introduction, the CPS does not draw a new sample each month but rather divides housing units into eight rotation groups. The group of housing units entering for the first month are placed in a rotation group 1 (or in some years month-in-sample one). In the first month, the Census Bureau attempts to do the interview in person, and then, if possible, does subsequent interviews by phone. In the next three months, the housing unit moves up a rotation group each month. At this point, the housing unit is rotated out of the sample for 8 months, with new units brought in to replace it. At the end of the 8 months, the housing unit is brought into the sample again and assigned to rotation group five. In the next three months, the housing unit again progresses up the rotation group until it reaches the rotation group 8 when it is rotated out of the sample.

This 4-8-4 rotation scheme has some nice features for following housing units and some features that are troublesome for following individuals. If a housing unit enters into the sample in March of 2006, it remains for April, May, and June, and then subsequently re-enters March through June of 2007. The CPS file allows one to easily identify the housing unit, but, as it is not a sample of individuals, does not assign a means of identifying individuals across months in the sample. So, for example, if 7247 Wakefield Drive, in Fayetteville, NY has been selected into the sample, residents of that structure will be contacted a total of 8 times. Should the residents change while the structure is in the sample, the new residents will be interviewed and no attempt will be made to follow the initial residents of that address. In addition, to minimize respondent burden, the Census Bureau allow

one member to answer questions for everyone in the household. Hence, it is usual for one member of the household to provide responses for all those residing at this location. One other feature of the data warrants mentioning: to conserve on the cost of the surveys, the sample is stratified and clustered so that small groups of housing units so that the effective sample size is reduced somewhat.

The final issue is representativeness of the flows of veterans into civilian status. The CPS, by design, weights the veterans' counts using data from the Veterans Administration, so the weighted sample totals exactly match administrative records of the stock of veterans in the labor force. We present the results in Table 2. A brief comparison suggests that while the CPS by construction provides the net number of veterans in the workforce, the veterans' weights inflate the counts by some 25% more than the civilians' weights, suggesting substantial undercounting for the reasons suggested above. In addition, the veterans weights. In addition, the focus of our analysis is to examine the trajectories of veterans when they separate from military service and there is substantial churning into and out of the military. The DMDC provided us with total flows of separations from the military by age for 2007, and a comparison of the DMDC totals (reflecting flows) with the veterans-weighted CPS totals (reflecting stocks) suggests that there are substantially more flows than the CPS captures. We therefore conclude that the CPS is not the appropriate survey to study the dynamics of veterans' labor force behavior.

PROXY RESPONSES

The second reason that the CPS might not be appropriate to study young veterans is the likelihood that the survey does not interview the individual directly. About 50% of the responses in the CPS are proxy responses⁶, which means others in the household are answering the survey on their behalf and hence the response is more subject to error than a self-reported respondents. Of course, respondents of this age are likely to have high rates of proxy responses: an examination of Table 3 reveals that the rate of proxy reporting is substantially higher than 50%. In addition, we note that veterans are much less likely to be resident with parents than are nonveterans, which possibly resulting in a greater proxy error.

LABOR FORCE DYNAMICS

If people are relatively unlikely to change addresses, the CPS could be a valuable tool for evaluating some labor market and education dynamics. Unfortunately for our purposes, Americans are a mobile group. Between 2005 and 2006, about 14 percent of Americans changed residences, according to the CPS⁷, although the mobility rates

⁶ U.S. Census Bureau, Current Population Survey Design and Methodology, Technical paper 66, October 2006.

⁷ U. S. Census Bureau, Current Population Survey, Accessed March 20, 2008. at <http://www.census.gov/population/socdemo/migration/cps2006/tab02-01.xls>

are very heterogeneous across demographic groups. In Table 4, we provide our best estimates of the month-to-month transition rates and then annual transitions for people in the age range 20 to 24.

Only about 35 percent of the new entrants as of January 2007 could be identified in the January 2008 survey. Indeed, the drop of between January 2007 and February 2007 is nearly as large as the annual migration rate for the population as whole! Moreover, we strongly suspect that migration in the age group – like most age groups that are working – is highly correlated with changes in employment status, changes in jobs, and enrollment in schools. The high rates of attrition from the sample and the presumed correlation of attrition with both employment and schooling transitions make the CPS inadequate for the study of labor market transitions of youths this age.

NEW DATA: THE AMERICAN COMMUNITY SURVEY

Another useful dataset for analysis of military outcomes is the new American Community Survey (ACS)(Table5). This survey, which is intended to replace the long form of the decennial census, is the largest household survey in the world, with an impressive response rate – exceeding 90%. The dataset has the disadvantage of being primarily fielded as a mail survey, so the quality of the item responses is likely to be lower than the interviewer fielded CPS. The demographic information that is collected is also much less rich than that of the CPS, and the data are strictly cross sectional, which means that transitions are difficult to capture.

The ACS however has several important advantages. The most obvious is that of sample size, particularly for veterans, as summarized in the following figure using data from 2006

An additional advantage is the sampling design, which is not limited to a relatively small subset of counties, and does not reinterview $\frac{3}{4}$ of the previous month's sample every month. However, the study design is cross sectional in nature, has a very limited number of the very important control variables such as labor market history and AFQT scores. As a result, while of great interested in providing snapshot information about the labor market outcomes of young veterans, it does not permit an analysis of either the transitions of veterans into employment, or the policy relevant reasons for those transitions. Given these drawbacks for the study of veteran transitions, we did not evaluate the quality of the proxy responses in the ACS data.

LABOR MARKET OUTCOMES OF VETERANS AND THE THREE CIVILIAN COMPARISON GROUPS

In order to determine whether the experiences of discharged veterans are similar to civilians, it is necessary to create an appropriate comparison group. We provide only a brief description about the construction here, since the previous reports provided considerable detail about the creation of these groups. While none of these comparison groups is ideal, collectively we believe that comparisons with each different group will help us better understand the labor market experiences of young veterans.

COMPARISON GROUP 1

This comparison group attempts to control for the disruption associated with leaving the military by looking at respondents who have recently been discharged. As such, it consists of civilians who have completed their longest spell of continuous employment. In assigning individuals to this group, we treated spells of employment for the civilians in the sample the same way as we treated military service for the veterans. We examined the outcomes of civilians after they had completed their longest spell of continuous employment, with the restriction that the spell had to last at least 13 weeks.

Of course, a disadvantage of this comparison group is that everyone in the group must be unemployed at time zero to be included, while separated service members, by contrast, could have returned to a previous job. Thus veterans could be employed, or could have decided not to immediately participate in the labor market, and thus be out of the labor force.

Table 6 describes the labor market activities of this group of individuals, compared with those of discharged veterans⁸. Briefly, as expected, the proportion which is employed is quite low and the proportion which is unemployed is quite high in the initial months after separation. However, the discharged veterans are more likely to be employed and less likely to be unemployed in each period than the comparison group. In addition, they are less likely to be out of the labor force. These patterns are graphically shown as stacked percentages in Figure 2, together with a line graph of the associated unemployment rate.⁹

⁸ If employment status was unclear, we coded the response as missing. In addition, the groups are matched to the discharged veteran sample based on propensity score matching; hence the sample size for the veterans varies slightly between comparison groups one and two.

⁹ The unemployment rate is the proportion of the unemployed in the labor force (the number of employed plus the number of unemployed workers)

COMPARISON GROUP 2

The second group consists of civilians who have completed their longest spell of employment with any employer, but who left a job that they had held for a substantial period of time. This group does not necessarily have a spell of unemployment – they could have gone immediately to another job or could have chosen to drop out of the labor force. Thus they might have unemployment rates and other labor market outcomes more in line with the military sample.

A disadvantage of this comparison group is that it is much easier for people residing in the United States to find a new job than it is for military personnel who had been stationed abroad. The labor market outcomes for the comparison group and the veterans matched to them is described in Table 7 and the associated Figure 3.

The discharged veterans are still more likely to be employed and less likely to be unemployed in each period than this group of civilian counterparts. In addition, they are less likely to be out of the labor force

COMPARISON GROUP 3

The third comparison group consists of a random sample of civilians taken at a particular date. Thus this group is most like a Current Population Survey sample, the source for national unemployment statistics, which surveys households in a given week. This approach has the advantage that it describes the labor market outcomes of both groups as they face common macroeconomic conditions. However, the approach has a major disadvantage. Unlike the military exiters, many of the civilians in the comparison group will have had no recent disruption in employment. Furthermore, the labor market experiences of the military exiters are now described at different distances from their exit, since the “clock” is set at a calendar time, rather than at the time of their exit from the military¹⁰.

Another challenge in implementing this approach is that there is a tension in the data between having enough recently discharged veterans to constitute a sufficiently large sample and also having sufficient weeks of data to track their outcomes subsequent to their discharge. In order to maintain consistency with our prior research, we chose July 2004 as the starting point for the analysis. The labor market outcomes for the two different groups are reported in Table 8 and the associated Figure 4.

The first point to note is that the sample size of the veteran group drops by about half. This is primarily due to the fact that many of the veterans exit subsequent to July 2004, and hence cannot be included in the sample.

¹⁰ Also note that the group of civilians includes both employed and unemployed individuals at time zero, in contrast to Group 1.

RECEIPT OF UNEMPLOYMENT INSURANCE

Discharged veterans are much more likely to qualify for unemployment insurance than civilians separating from their employers. There are two reasons for this. One is that veterans might qualify for UCX, in order to provide them with some financial protection as they search for new jobs. The second is that civilians only qualify for UI if they lose their job through no fault of their own – they cannot have quit or been fired.

Not surprisingly, then, the use of unemployment insurance is much higher for discharged veterans in the months immediately subsequent to their discharge (see comparison groups 1 and 2 in Figure 5), but that the usage of UI is no different from civilians one year out.

ENROLLMENT IN EDUCATION OR TRAINING

Young veterans have several reasons to attend college subsequent to their discharge. One is that they might be eligible for subsidized tuition payments, through the Montgomery GI Bill. Another is that they have had more training than their civilian counterparts, which is typically a predictor of increased college attendance.

Our analysis of the data, presented in Figure 6, suggests that young veterans are indeed more likely to attend two year colleges than civilians in comparison group 1, but have about the same propensity to attend four year colleges, culminating in an overall higher likelihood of attending any college. When the comparison group is civilians who have simply left their previous employer (comparison group 2), they are still more likely to attend two year colleges, but much less likely to attend four year colleges, and on balance, less likely to attend any college. Similar patterns hold when they are compared to civilian group 3 (the one most like the CPS).

The NLS survey is not as well suited to capturing information on the receipt of government training as it is to capturing information on education and employment outcomes. However, the limited evidence that is available suggests that veterans are much more likely to receive government training (broadly defined¹¹) than are their civilian counterparts.

¹¹ The training includes DOL funded adult, summer and youth programs, Job Corps, JOBS, Youth Build, Even Start, Upward Bound, Talent Search, Veterans Administration, Vocational Rehabilitation and ROTC training.

EARNINGS DIFFERENCES

Earnings subsequent to leaving the military are also an important outcome. We compared the earnings of discharged veterans in the first full year subsequent to their discharge with the earnings of the two civilian comparison groups and report the results in Figure 7. Interestingly, the earnings outcomes of veterans are substantially higher than those of both civilian groups – particularly so relative to civilian group 2.

We now turn from this set of descriptive results to the results derived from a multivariate regression analysis, which controls for as many individual and family characteristics as possible.

ANALYSIS

The most appropriate way to compare the labor market outcomes of discharged veterans with those of the different comparison groups is to use straightforward regression techniques, but give more weight to those civilian respondents that are most similar to the veterans to whom they are being compared. Conceptually, the approach involves controlling for factors that might affect both employability and military status, such as age, race, ethnicity, sex, residence (both county and urban/rural), ability (as measured by AFQT scores), parental education, household structure, and income level¹². In addition, we do the analysis by branch of service, with the caveat that the sample sizes are quite small for the Reserves and the National Guard.

The complexity of the analysis means that there are at least two different ways of looking at the results. The first of these is to compare labor market outcomes for each comparison group over time. This approach provides an insight into how different veterans' labor market experiences are relative to their civilian counterparts, as well the relationship across outcomes. The second is to examine the differences in each set of outcomes across comparison groups over time. This approach demonstrates the importance of the choice of the comparison group in describing the relative experience of veterans. We use the former approach in what follows.

The results that are discussed are only for comparison groups 1 and 2. There are almost no significant differences in any of the outcomes when the veterans are compared with comparison group 3, as can be seen from an examination of the appropriate section of the appendix.

COMPARISON GROUP 1

LABOR FORCE STATUS

The impact of military service, compared with civilian experience, on the likelihood of being employed, unemployed or out of the labor force, is described in the left hand panel of Figure 8.1; the impact by branch of service on the likelihood of being employed in the right hand panel. Clearly, discharged veterans are much more likely to be employed, and much less likely to be out of the labor force than their civilian counterparts. While the employment probabilities are substantially higher for veterans drawn from the reserve and national guard, those who served in the regular service are still 10% more likely to be employed than civilians. Similar patterns hold for the likelihood of being unemployed or out of the labor force.

¹² The technical details are provided in the appendix, as well as the full set of regression results.

RECEIPT OF UNEMPLOYMENT INSURANCE

The analysis of the receipt of unemployment insurance showed that discharged veterans are much more likely to receive unemployment insurance in the period subsequent to discharge than their civilian counterparts. We would expect this outcome to be primarily due to differences in eligibility.

ENROLLMENT IN EDUCATION OR TRAINING

We then turned to examining the propensity of veterans to enroll in education or government provided training. The results which are graphically depicted in Figure 10 show that, when other characteristics are accounted for, veterans have significantly higher propensities to enroll in college, and slightly higher propensities to participate in government training programs.

COMPARISON GROUP 2

LABOR FORCE STATUS

A similar picture emerges when the outcomes of veterans are compared to those of civilian group 2. As Figure 8.2 shows, although the veterans are initially less likely to be employed than the comparison group, by month 6 they are equally likely, and after a year more than 10% more likely to be employed than civilians. Similarly, their propensity to be unemployed drops sharply by month 6, as does their propensity to be out of the labor force.

RECEIPT OF UNEMPLOYMENT INSURANCE

The pattern of the likelihood of unemployment insurance receipt relative to this comparison group is very similar to that of comparison group 1. Veterans are initially much more likely to receive unemployment insurance, but the likelihood drops sharply to be indistinguishable from that of civilians after six months.

ENROLLMENT IN EDUCATION OR TRAINING

The results from analysing the enrollment and training patterns of veterans relative to comparison group 2 are graphically displayed in Figure 9. Just like the comparison with group 1, veterans are (albeit only slightly) more likely to be enrolled in two year colleges and government training; in contrast with the group 1 comparison, they are much less likely to be enrolled in four year colleges.

EARNINGS DIFFERENCES

We also investigated the differences in earnings of veterans in the year after their exit from the military relative to the different comparison groups. The detailed results of the estimates are provided in the Appendix, but are summarized in Figure 10. We found that, controlling for all other characteristics, veterans' annual earnings were not significantly different from those workers in civilian group 1 who found jobs. However, the earnings were substantially – about \$3,600 -- higher than those in civilian group 2. This finding is quite remarkable, given the much higher propensity of veterans to be employed than civilians in both Groups 1 and 2.

These differences appear to be at least partially due to the greater ability of veterans to get higher quality jobs, in multiple dimensions. An examination of Figure 11 shows that veterans are more likely to work in larger firms, relative to both comparison groups one and two, and it is well known that larger firms tend to pay higher salaries than smaller firms.

We then turned to examine the types of employer-provided benefits that veterans received compared with the benefits received by their civilian counterparts. As Figure 12 shows, veterans are more likely to have jobs that offer medical, life and dental insurance, as well as pension benefits. This is true regardless of whether the comparison group is groups one, two or three. Interestingly, veterans are also more likely to have jobs that offer stock ownership than the most general group of civilians, Group 3.

Finally, there appear to be differences between veterans and civilians in the industry in which they work as seen in Figure 13. Veterans are more likely to be employed in public administration, professional services, construction and retail trade, and less likely to be employed in education and health services and the entertainment and accommodation industries.

SUMMARY

This research set out to extend our earlier research by examining the labor market outcomes of young veterans over a longer period of time. In addition, we examined veterans' use of transfer payments, enrollment in college and government training programs, as well as the impact of military service on their earnings outcomes. In order to make appropriate comparisons we ensured, as far as possible, that the veterans were being compared to a similar group of civilians. Since there is no exact analog to military service and the discharge from the military in the civilian arena, we chose three different types of comparison groups for the analysis. Our key findings are

- ▶ Discharged veterans are more likely to be employed, less likely to be out of the labor force than are their civilian counterparts
- ▶ They are initially more likely to receive unemployment insurance benefits, but this difference does not persist 6 months after their discharge
- ▶ They are more likely to be enrolled in two year colleges, across both comparison groups. They are more likely to be enrolled in a four year college relative to group 1, but less likely relative to group 2. They are also more likely to be enrolled in government training programs.
- ▶ The earnings differential for military veterans is significant and quite large when they are compared with group 2, but not significant when they are compared with group 1.
- ▶ There are no strongly significant differences in any outcomes when veterans are compared with the comparison group most like the CPS, comparison group 3.
- ▶ Veterans are more likely to be employed in large firms, and are more likely to work in jobs that offer benefits, such as pensions and health care than are comparable civilians.
- ▶ Veterans are more likely to be employed in public administration, professional services, construction and retail trade, and less likely to be employed in education and health services and the entertainment and accommodation industries.

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APPENDIX: TABLES & FIGURES

Table 1. Current Population Survey Counts of Veterans by Month and Age Category: 2007

Age Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
	7	4	5	4	7	9	6	7	6	8	8	9
20-24	122	95	81	80	81	97	94	97	110	95	109	117
25-29	241	235	230	217	244	242	231	260	244	250	277	241
30-34	331	314	336	331	327	318	313	289	302	305	320	303
35-39	510	480	492	463	495	506	517	503	510	494	495	480
40-44	690	629	631	634	635	638	613	630	620	615	627	605
45-49	709	754	776	813	797	805	787	712	745	692	729	736
50-54	871	891	841	871	885	844	855	843	838	839	837	840
55-59	1,496	1,505	1,454	1,483	1,499	1,471	1,418	1,396	1,345	1,327	1,355	1,308
60-64	1,425	1,393	1,423	1,445	1,484	1,500	1,528	1,540	1,542	1,474	1,544	1,503
>64	4,336	4,298	4,331	4,340	4,397	4,444	4,441	4,489	4,449	4,418	4,375	4,332

Source: Authors' calculations from the Current Population Survey

Figure 1: CPS Sample Sizes for 20-24 Year Old Veterans by Month

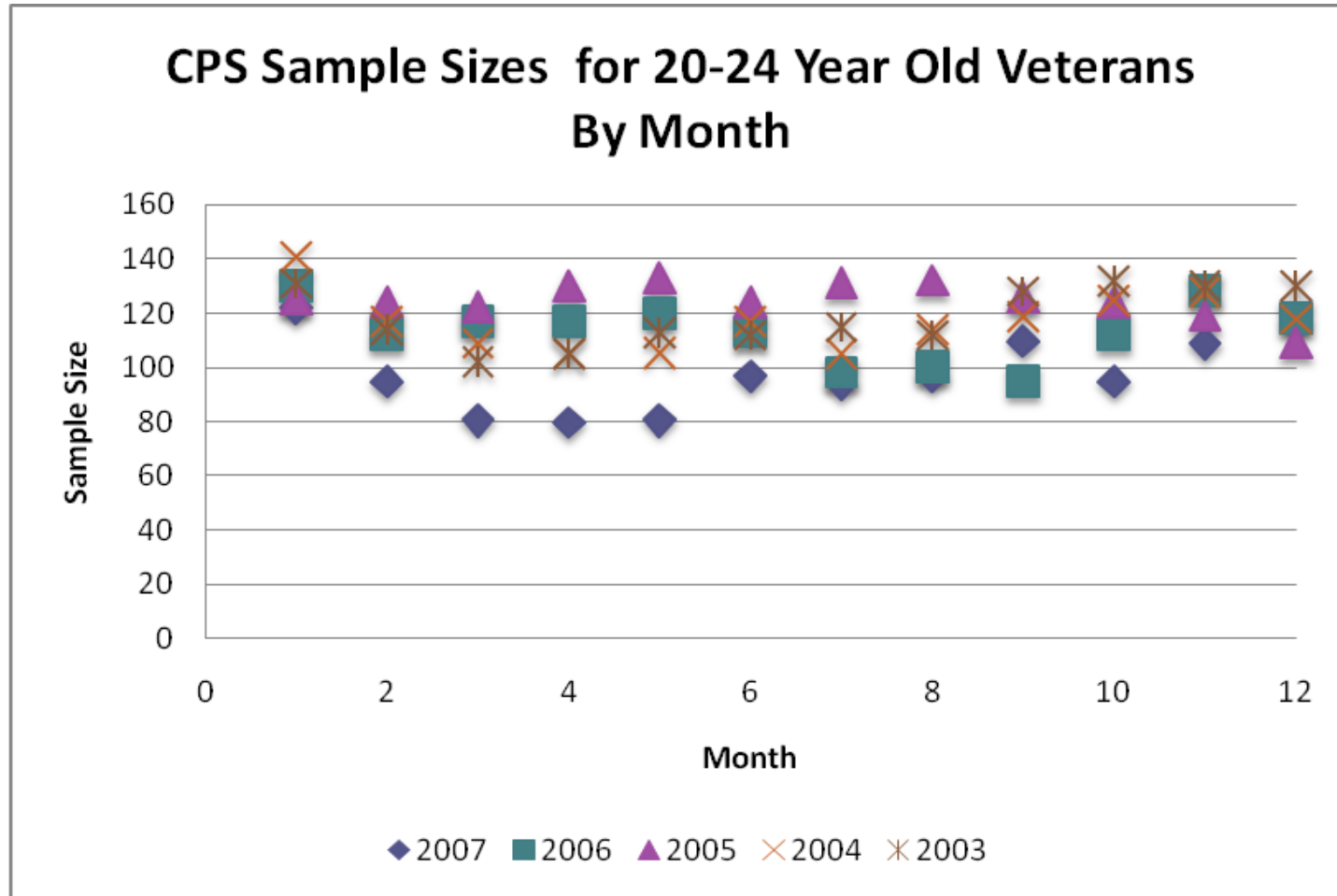


Table 2: The Number of Discharged Young Veterans in Civilian Population in 2007: Comparison of Administrative Data with Current Population Survey

Age	Administrative total ¹	CPS - Veterans weights ²		CPS - civilian weights ³		Ratio of counts using civilian weights to counts using veterans weights
		Counts	As proportion of Administrative Total	Counts	As proportion of Administrative Total	
18	4,769	3,341	70%	2,408	50.5%	72%
19	12,664	11,135	88%	8,467	66.9%	76%
20	26,391	20,708	78%	15,231	57.7%	74%
21	42,619	42,056	99%	31,904	74.9%	76%
22	67,484	58,081	86%	43,500	64.5%	75%
23	97,247	92,576	95%	70,503	72.5%	76%
24	138,956	100,681	72%	76,069	54.7%	76%

¹Source: DMDC administrative data (separations in 2007); ²Authors' calculations from weighted Current Population Survey data (using veterans' weights). Annual average for 2007. ³Authors' calculations from weighted Current Population Survey data (using civilian weights). Annual average for 2007

Table 3: Proxy Responses, and Proportion Resident with Parents Respondents Aged 20-24

	Overall	Veterans	Nonveterans
Proxy respondents (January 2007)			
Number of Proxy Responses	5,313	70	5,243
Total Responses	8,092	122	7,970
Proportion of proxy responses	65.66%	57.38%	65.78%
Coresident with parent (January 2007)			
Number coresident with parent	3,608	27	3,581
Total respondents	8,092	122	7,970
Percentage coresident with parent	44.59%	22.13%	44.93%
Proxy respondents (July 2007)			
Number of Proxy Responses	5,367	45	5,322
Total Responses	8,232	94	8,138
Proportion of proxy responses	65.20%	47.87%	65.40%
Coresident with parent (July 2007)			
Number coresident with parent	3,810	23	3,787
Total respondents	8,232	94	8,138
Percentage coresident with parent	46.28%	24.47%	46.53%

Source: Authors' calculations from CPS

Table 4: Proportion of Individuals Age 20-24 Interviewed by the CPS Recontacted in Subsequent Interviews First Interviews January 2007 and July 2007

	Initial Month	One month later	Two months later	Three months later	Twelve months later
Count	Jan 2007 1071	Feb 2007 944	Mar 2007 848	Apr 2007 809	Jan 2008 376
Proportion Remaining	100%	88.14%	79.18%	75.54%	35.11%
Count	Jul 2007 1049	Aug 2007 906	Sep 2007 809	Oct 2007 742	
Proportion Remaining	100%	86.37%	77.12%	70.73%	

Table 5: American Community Sample Size

Yes, on active duty now	9,249
Yes, on active duty in past 12 months	7,222
Yes, on active duty more than 12 months	256,957
No, training only	37,255
No, never served	1,997,759
Veterans period of service	
Not in universe - missing	2,035,067
Gulf War	44,973
Gulf War and Vietnam Era	5,215
Vietnam Era	82,653
Vietnam Era and Korean War	3,428
Vietnam Era, Korean War, and WWII	952
Korean War	32,330
Korean War and WWII	2,597
WWII	36,278
Post-Vietnam Era only	30,018
Between Vietnam and Korean War only	31,828
Between Korean War and World War II only	2,482
Pre-WWII only	621

Source: Authors' calculations from 2006 American Community Survey

Table 6: Summary Statistics Comparison Group 1

		Summary Statistics Comparison Group 1					
		Veterans			Civilians		
		Mean	SD	N	Mean	SD	N
Employed							
Month 1		54.58%	0.499	200	20.51%	0.404	5,003
Month 6		76.77%	0.424	171	50.94%	0.500	4,494
Month 12		77.95%	0.416	136	51.46%	0.500	3,903
Month 18		79.22%	0.408	113	50.72%	0.500	3,318
Month 24		76.62%	0.426	94	49.83%	0.500	2,849
Unemployed							
Month 1		24.98%	0.434	202	27.12%	0.445	5,177
Month 6		8.79%	0.284	172	12.48%	0.331	4,606
Month 12		9.23%	0.291	136	11.29%	0.316	3,992
Month 18		8.18%	0.275	113	11.20%	0.315	3,378
Month 24		6.89%	0.255	94	11.53%	0.319	2,894
Out of the Labor Force							
Month 1		20.10%	0.402	202	49.65%	0.500	5,177
Month 6		14.36%	0.352	172	35.32%	0.478	4,606
Month 12		12.82%	0.336	136	36.17%	0.481	3,992
Month 18		12.60%	0.333	113	37.23%	0.483	3,378
Month 24		16.49%	0.373	94	37.88%	0.485	2,894

Figure 2.1: Veterans' Labor Force Status – Groups 1 and 2

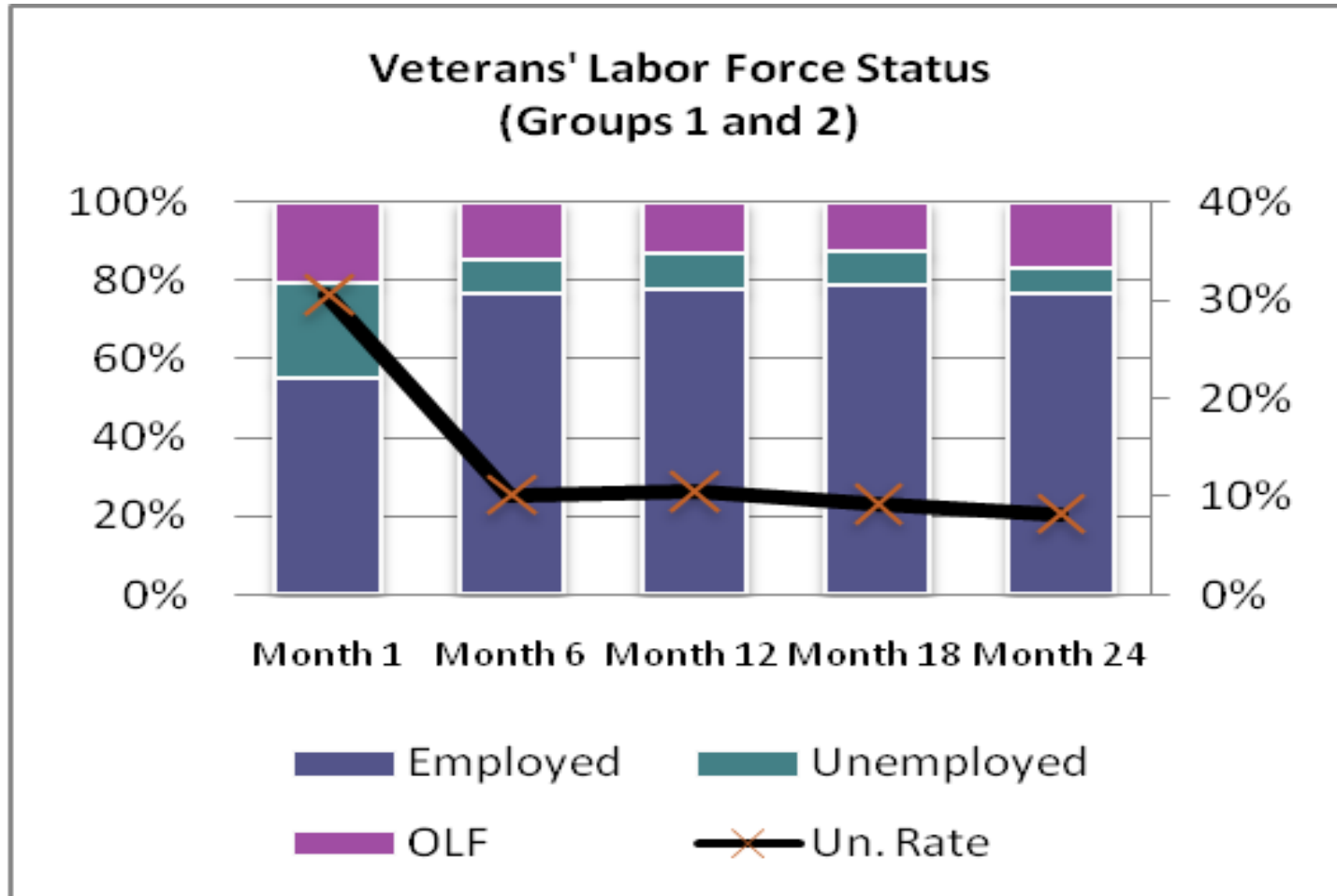


Figure 2.2: Civilians' Labor Force Status – Group 1

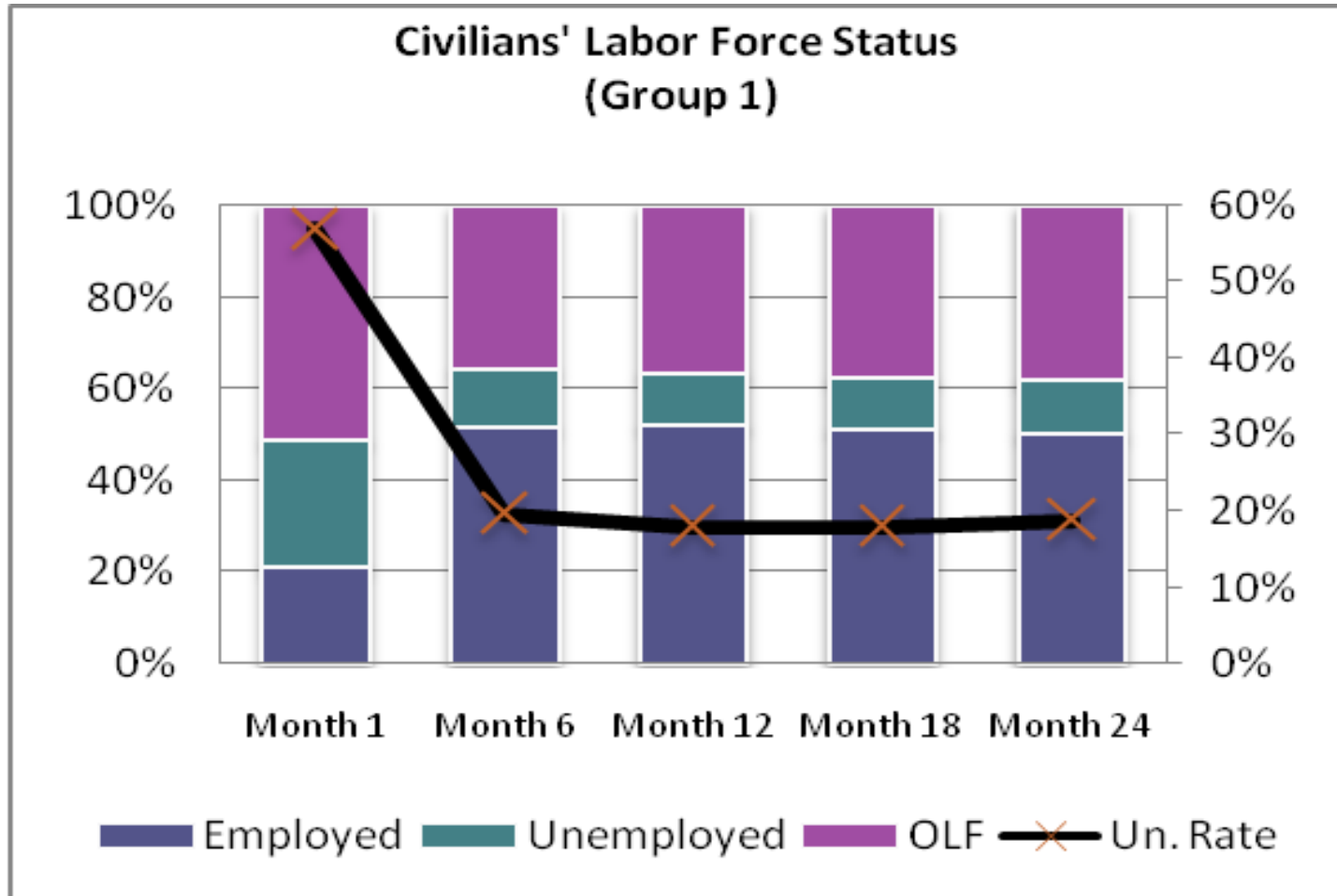


Table 7: Summary Statistics Comparison Group 2

		Summary Statistics Comparison Group 2					
		Veterans			Civilians		
		Mean	SD	N	Mean	SD	N
Employed							
Month 1		54.58%	0.499	200	57.31%	0.495	5,379
Month 6		76.77%	0.424	171	64.22%	0.479	4,759
Month 12		77.95%	0.416	136	60.71%	0.488	4,066
Month 18		79.22%	0.408	113	56.43%	0.496	3,396
Month 24		76.62%	0.426	94	55.23%	0.497	2,879
Unemployed							
Month 1		24.98%	0.434	202	13.48%	0.342	5,454
Month 6		8.79%	0.284	172	9.07%	0.287	4,843
Month 12		9.23%	0.291	136	9.61%	0.295	4,144
Month 18		8.18%	0.275	113	9.59%	0.294	3,450
Month 24		6.89%	0.255	94	10.53%	0.307	2,915
Out of the Labor Force							
Month 1		20.10%	0.402	202	28.63%	0.452	5,454
Month 6		14.36%	0.352	172	26.09%	0.439	4,843
Month 12		12.82%	0.336	136	28.93%	0.453	4,144
Month 18		12.60%	0.333	113	33.32%	0.471	3,450
Month 24		16.49%	0.373	94	33.75%	0.473	2,915

Figure 3: Civilians' Labor Force Status – Group 2

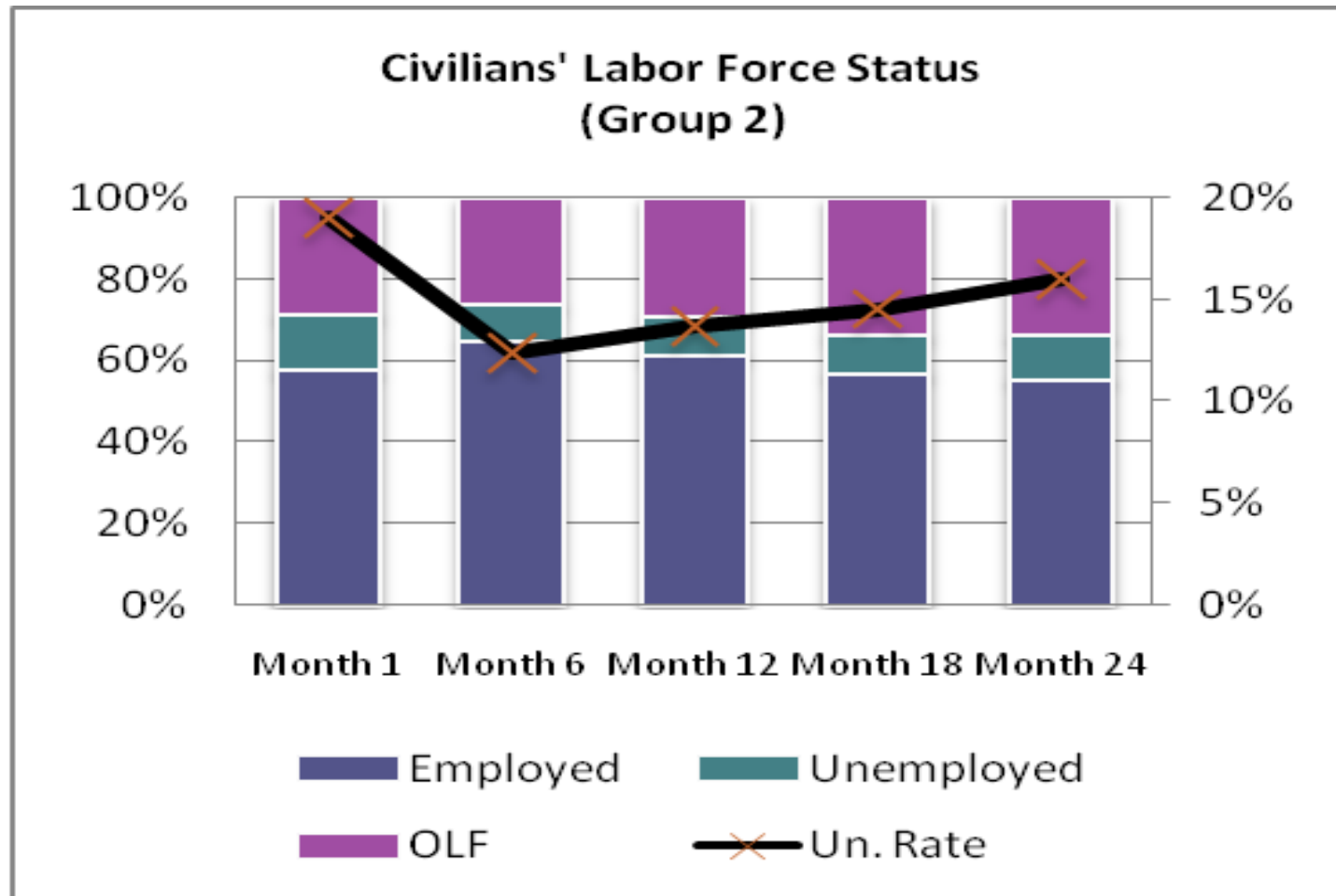


Table8: Summary Statistics Comparison Group 3

		Summary Statistics Comparison Group 3					
		Veterans			Civilians		
		Mean	SD	N	Mean	SD	N
Employed							
Month 1		69.71%	0.462	106	56.16%	0.496	3,050
Month 6		71.82%	0.452	105	52.30%	0.500	3,025
Month 12		85.56%	0.353	97	57.11%	0.495	2,819
Month 18		72.73%	0.449	61	60.40%	0.489	1,395
Month 24		100.00%	.	1	45.30%	0.505	37
Unemployed							
Month 1		12.64%	0.334	106	12.16%	0.327	3,106
Month 6		9.71%	0.297	105	10.48%	0.306	3,069
Month 12		1.83%	0.135	97	12.23%	0.328	2,854
Month 18		3.19%	0.177	61	5.00%	0.218	1,411
Month 24		0.00%	.	1	8.90%	0.289	38
Out of the Labor Force							
Month 1		17.64%	0.383	106	31.03%	0.463	3,106
Month 6		18.47%	0.390	105	36.64%	0.482	3,069
Month 12		12.61%	0.334	97	30.27%	0.459	2,854
Month 18		24.08%	0.431	61	34.27%	0.475	1,411
Month 24		0.00%	.	1	44.90%	0.504	38

Figure 4.1: Veterans' Labor Force Status – Group 3

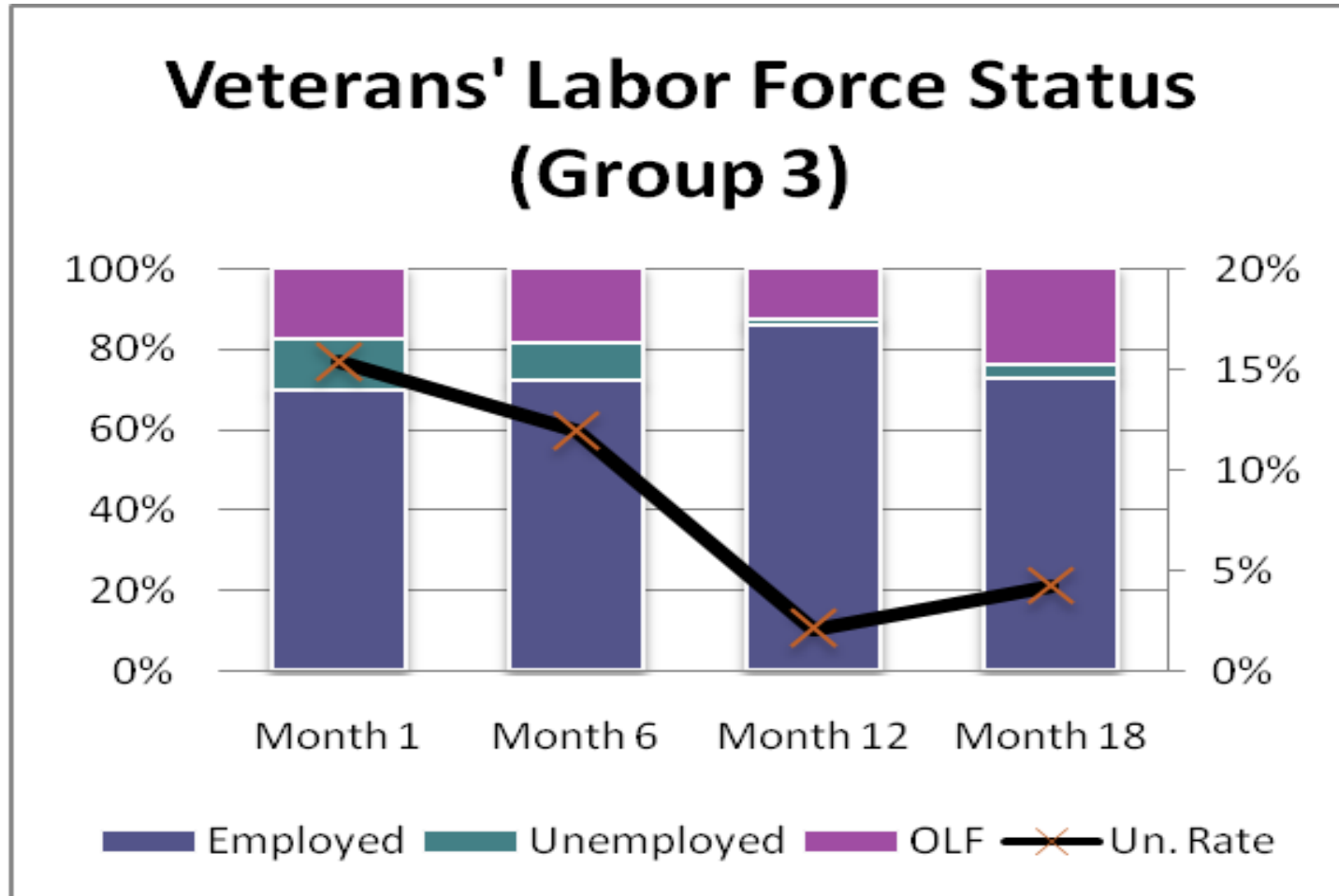


Figure 4.2: Civilians' Labor Force Status – Group 3

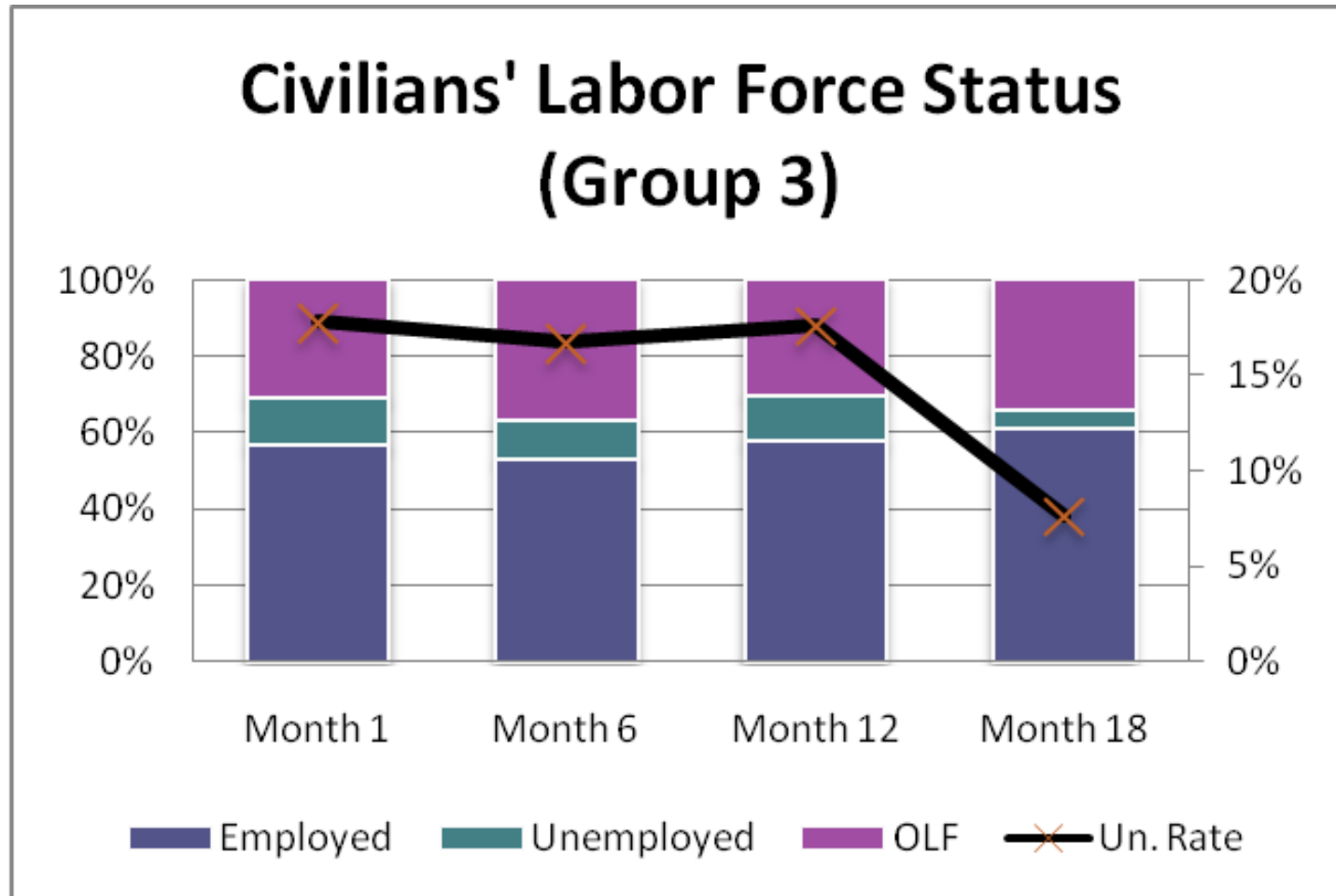


Figure 5.1: Use of Unemployment Insurance – Group 1

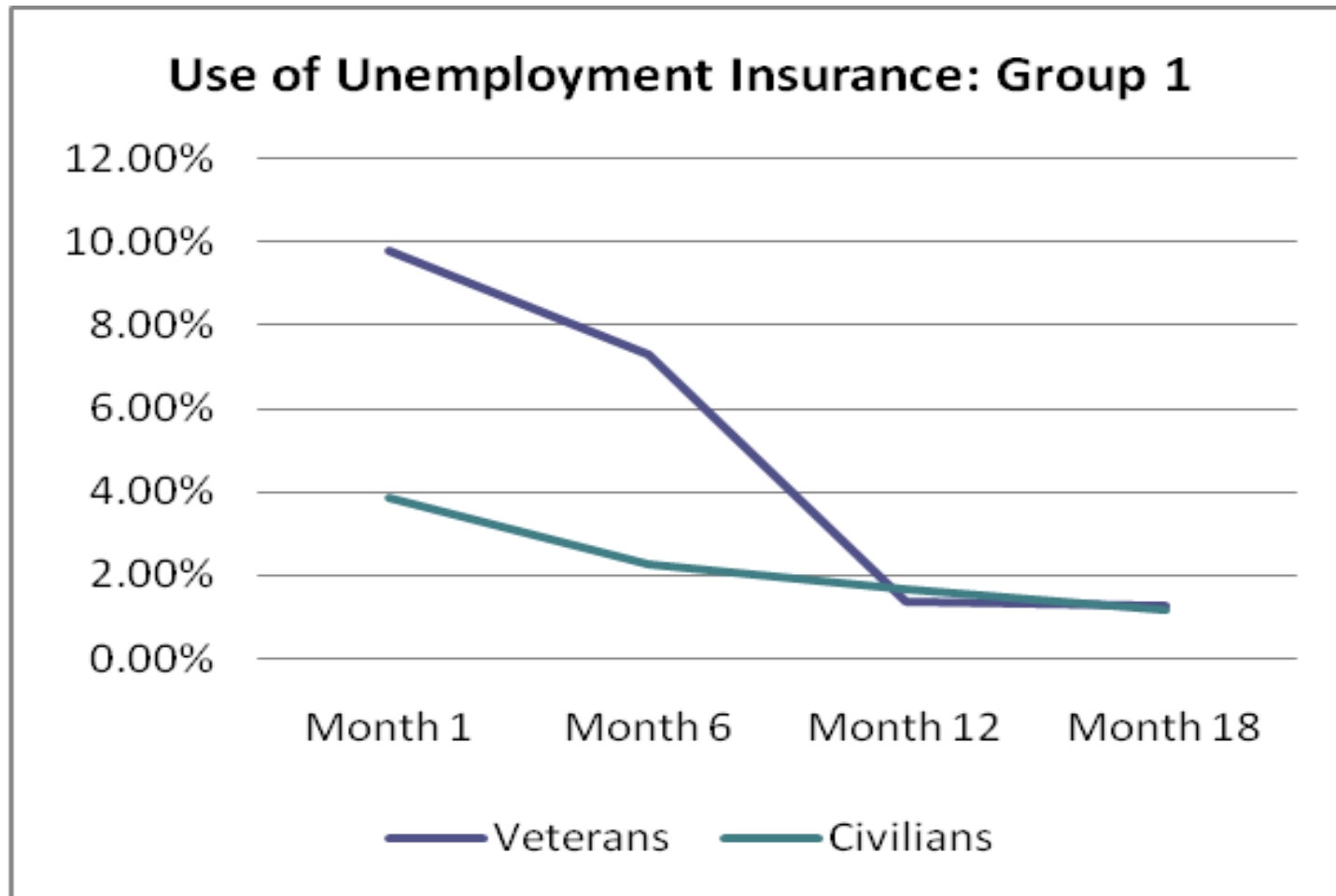


Figure 5.2: Use of Unemployment Insurance – Group 2

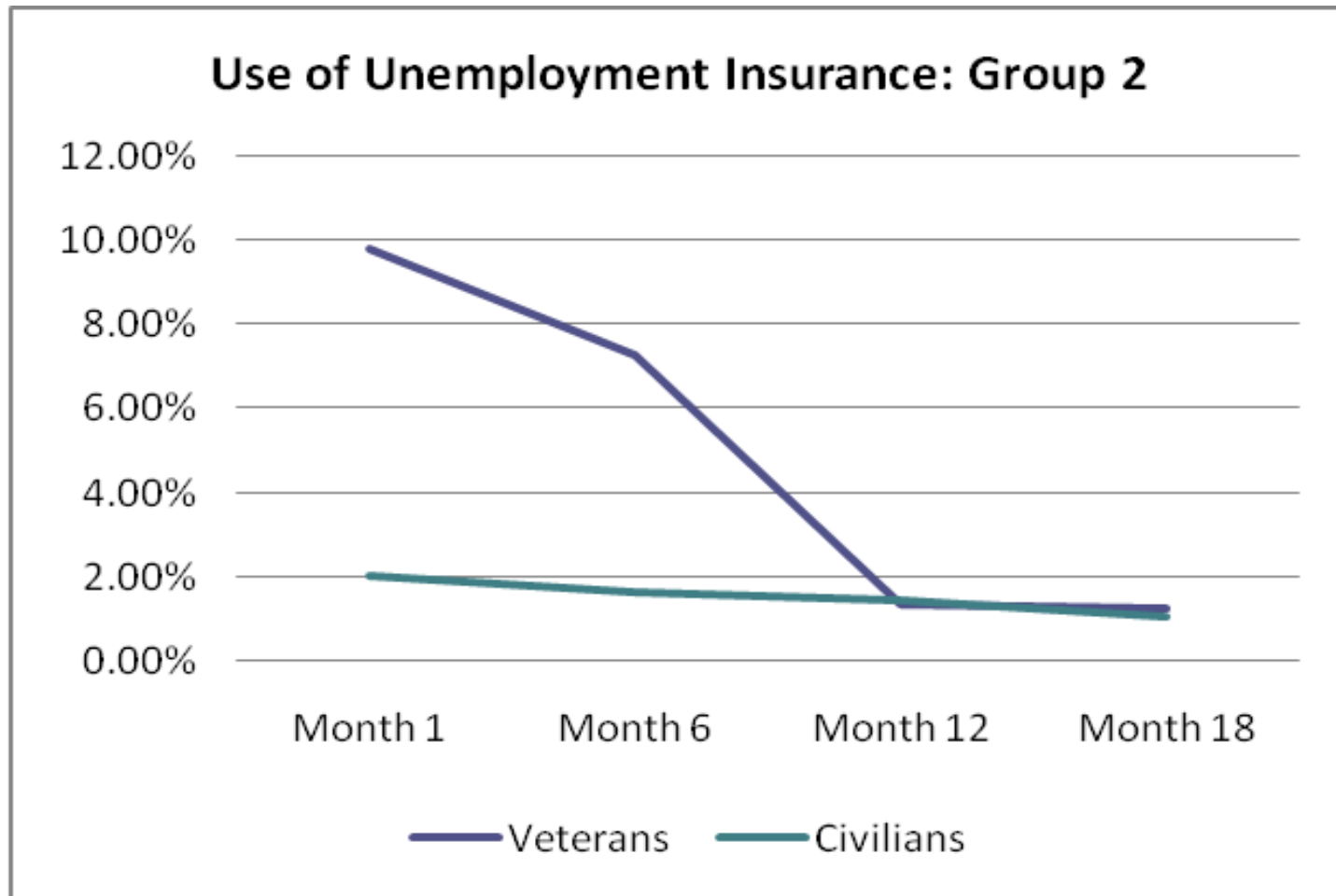


Figure 5.3: Use of Unemployment Insurance – Group 3

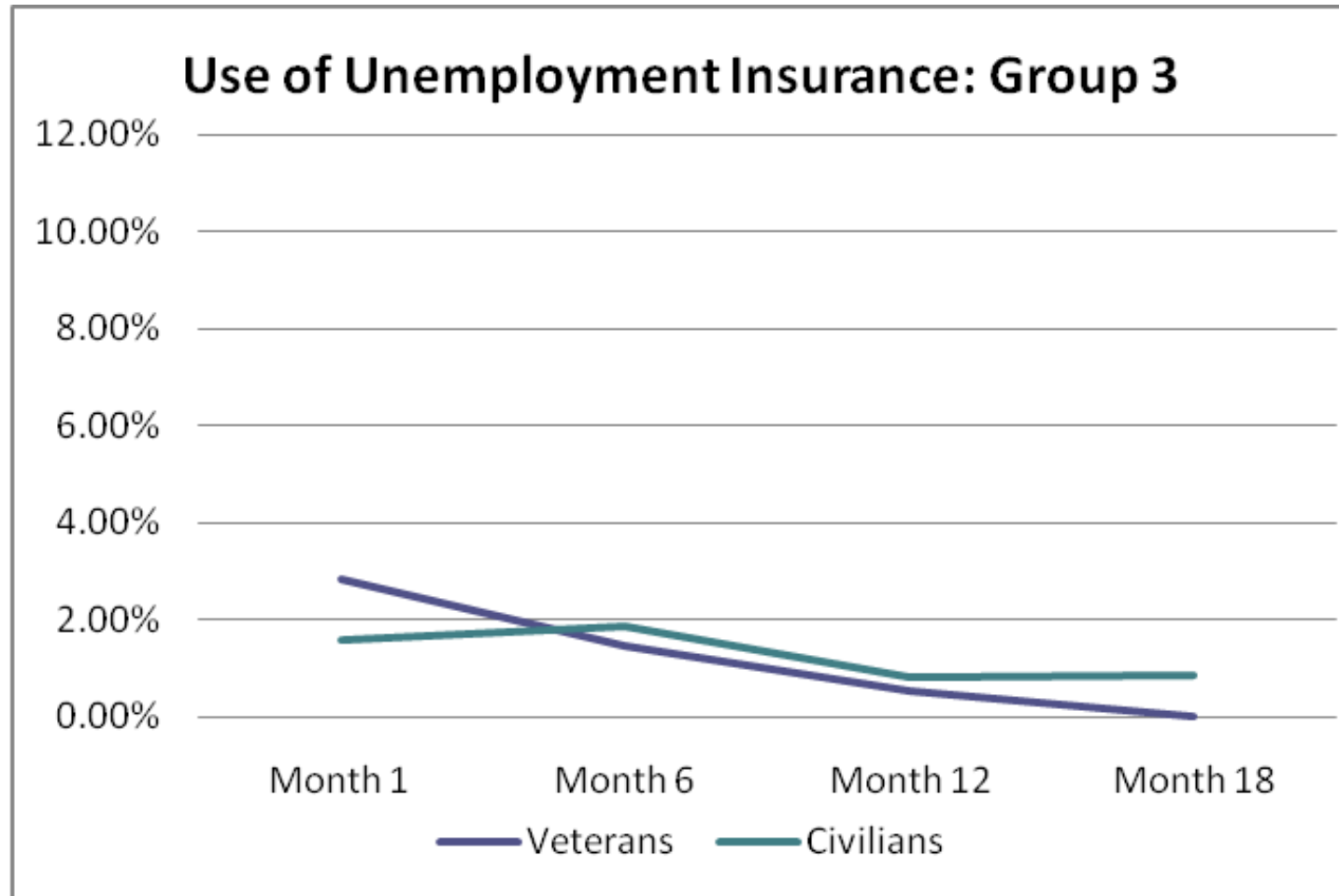


Figure 6.1: Enrollment | College – Group 1

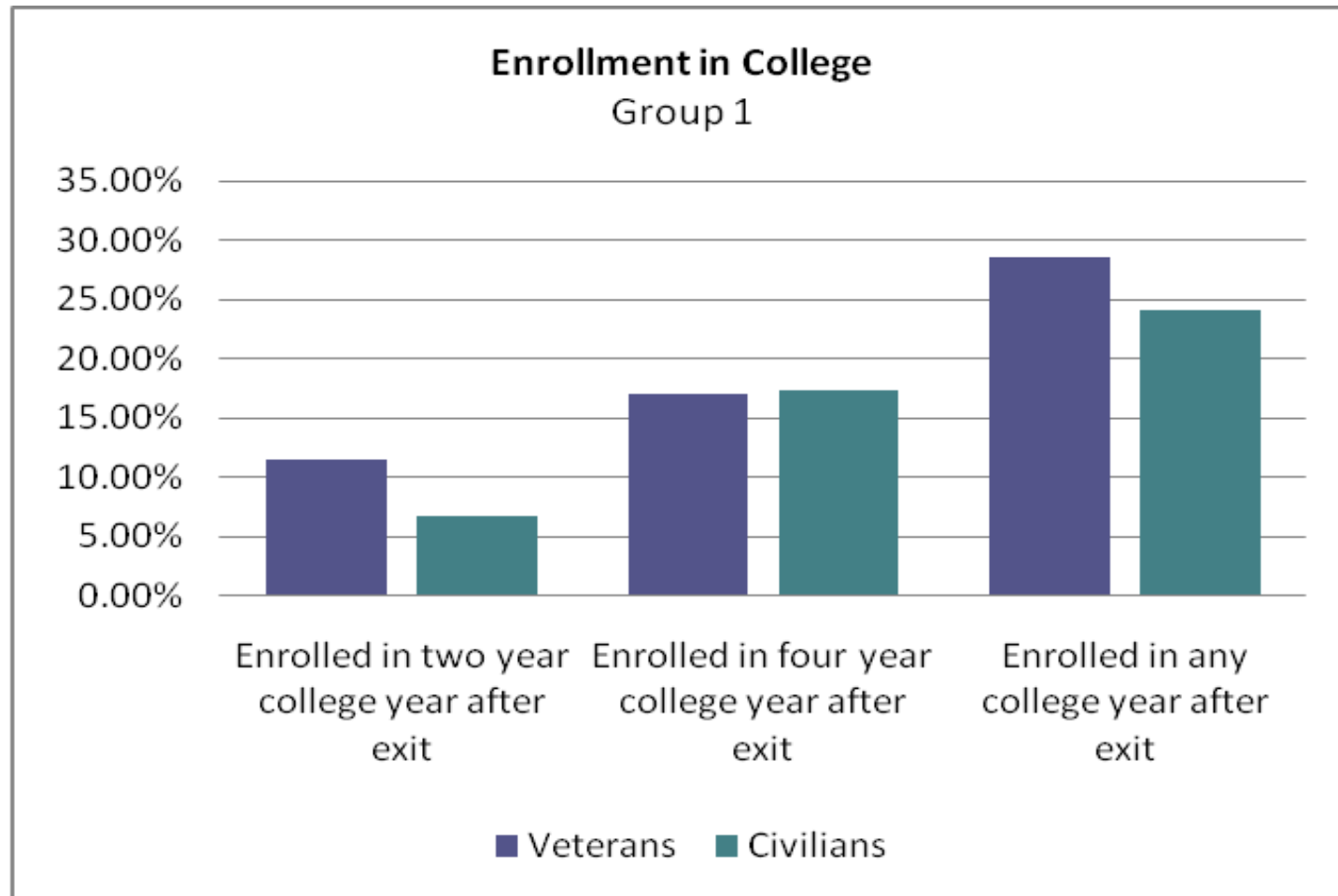


Figure 6.2: Enrollment in College –Group 2

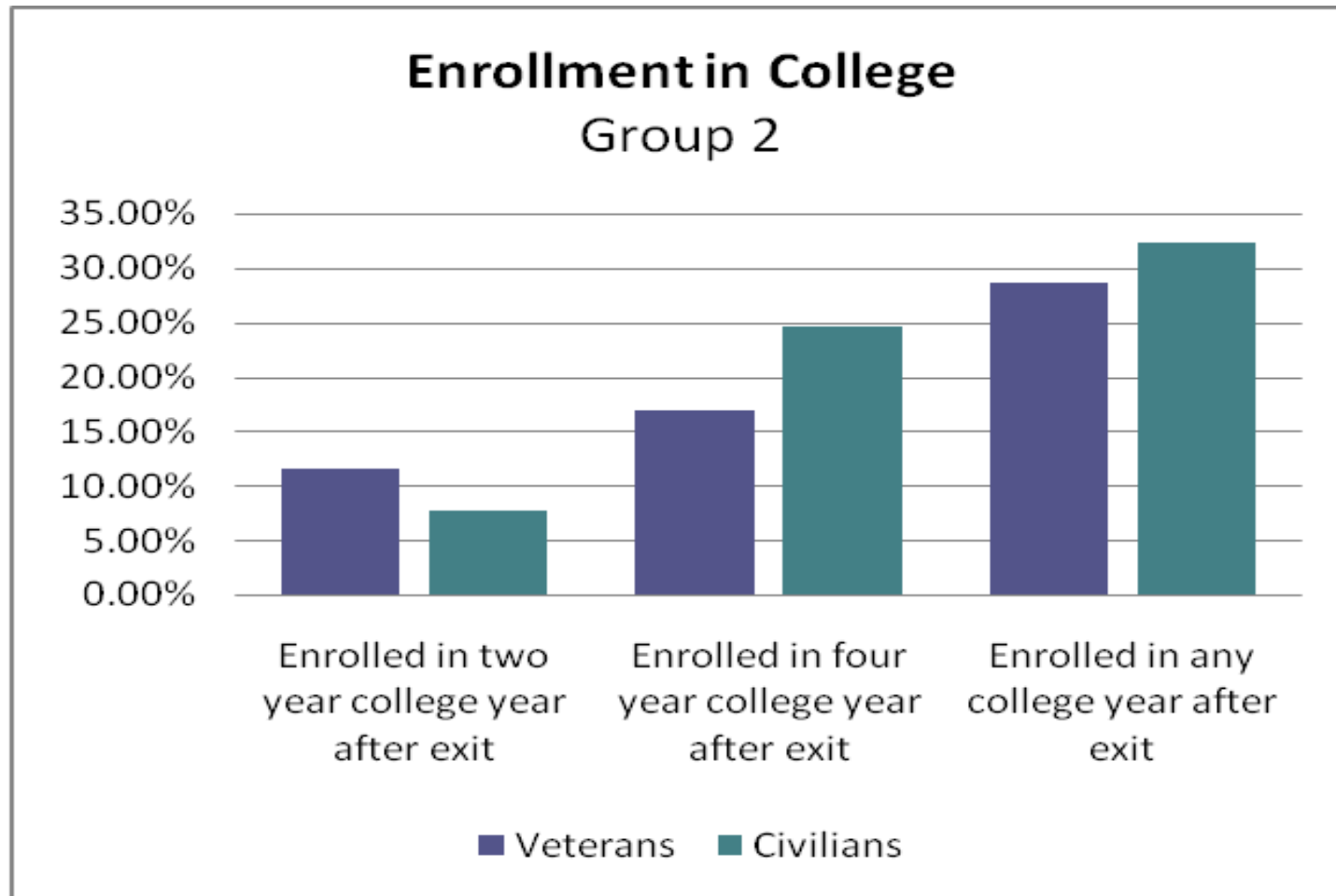


Figure 6.3: Enrollment in College –Group 3

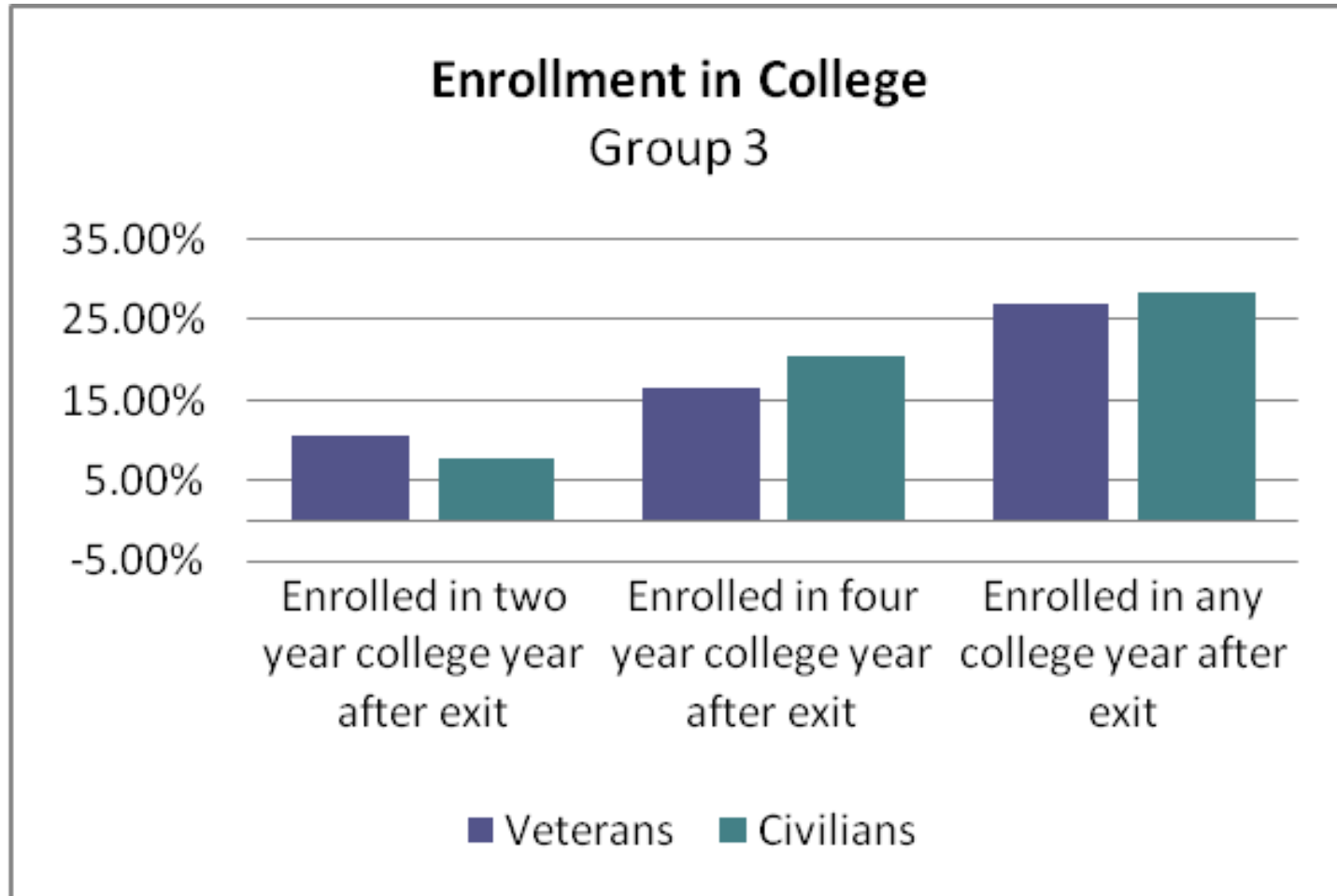


Figure 6.4: Received Government Training Year after Exit

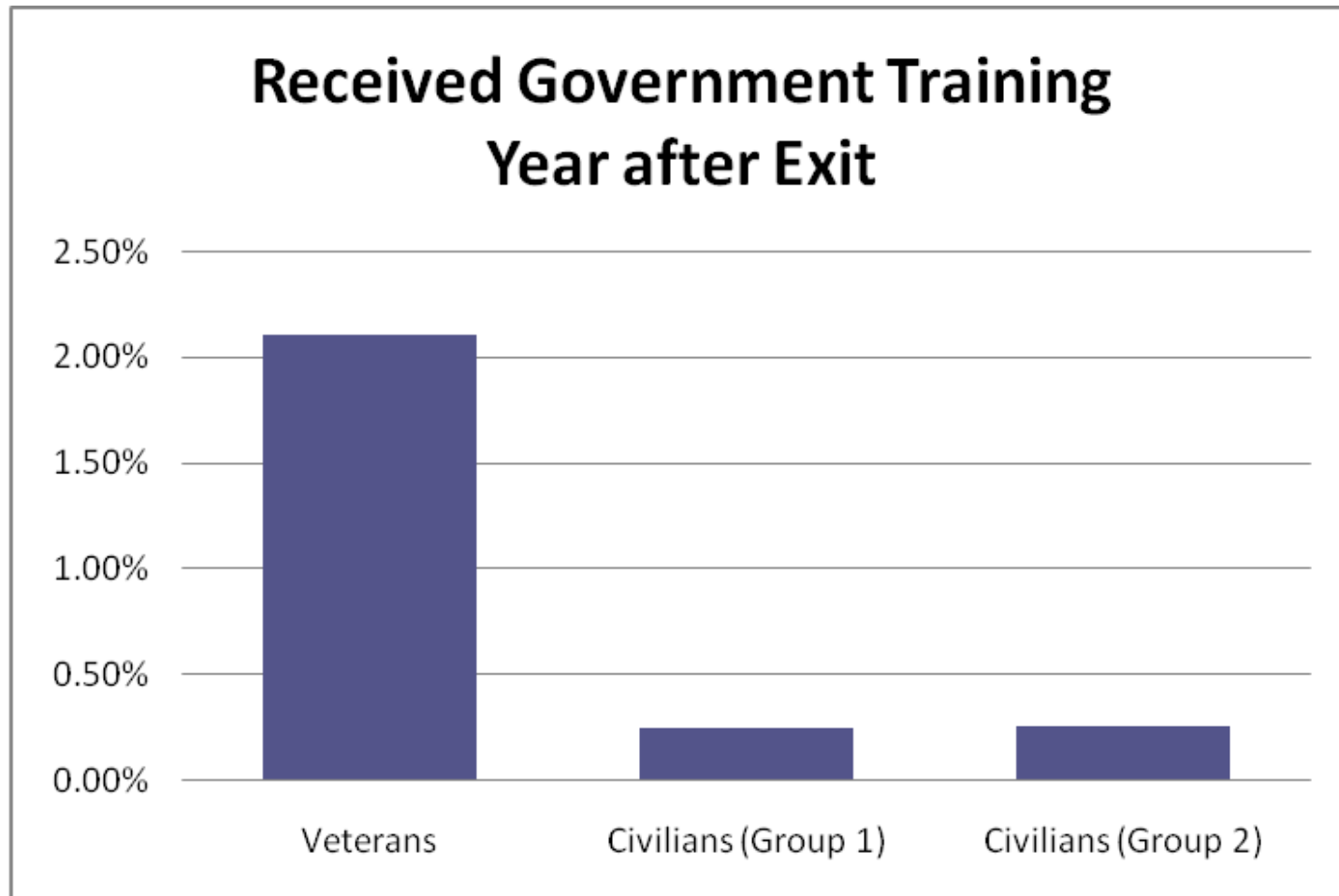


Figure 7.1: Earnings in First Full Year After Exit

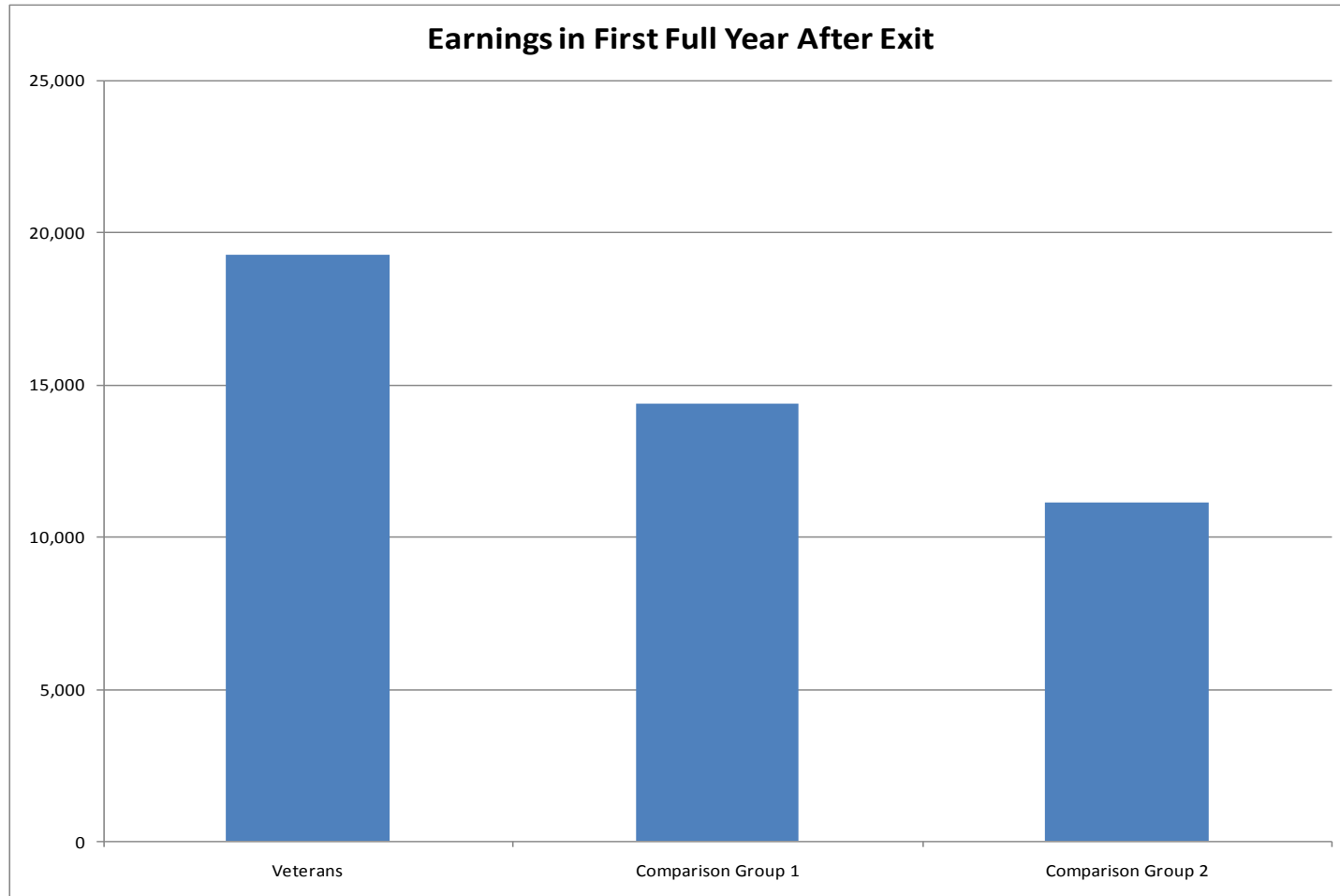


Figure 7.2: Labor Force Status of Veteran Relative to Comparison Group 1

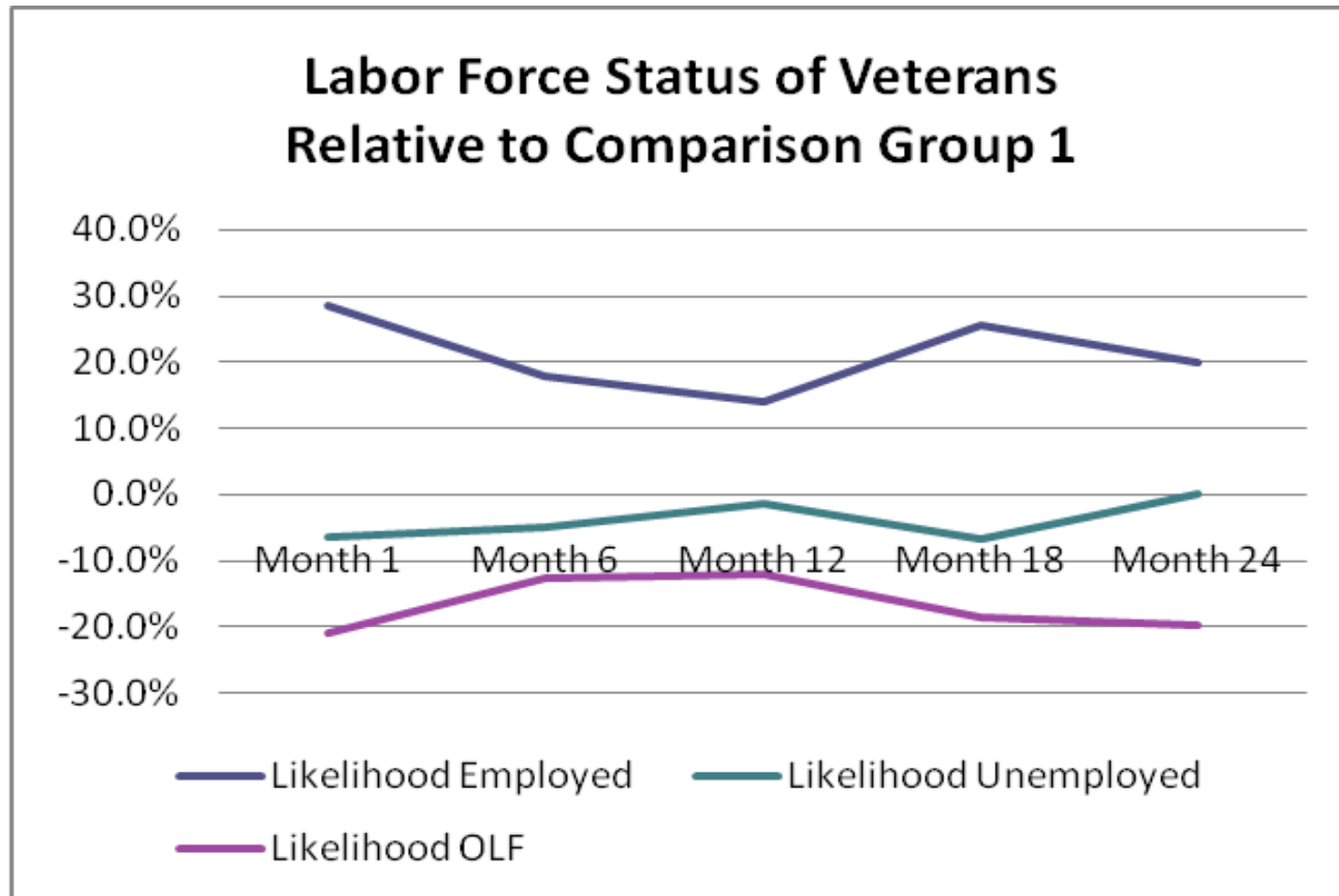


Figure 7.3: Likelihood of Being Employed Relative to Comparison Group 1 by Branch of Service

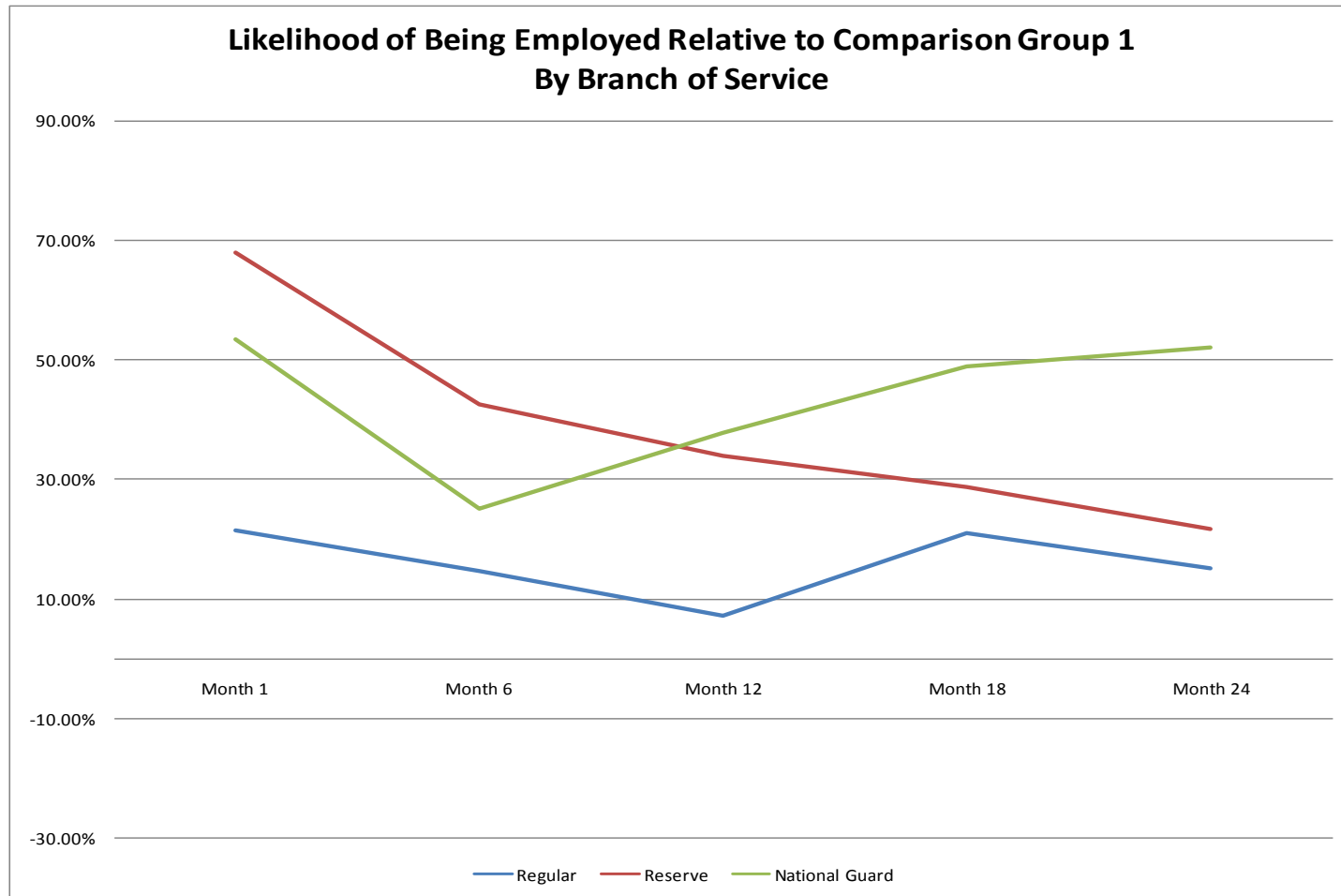


Figure 8.1: Likelihood of Receiving Unemployment Insurance – Comparison Group 1

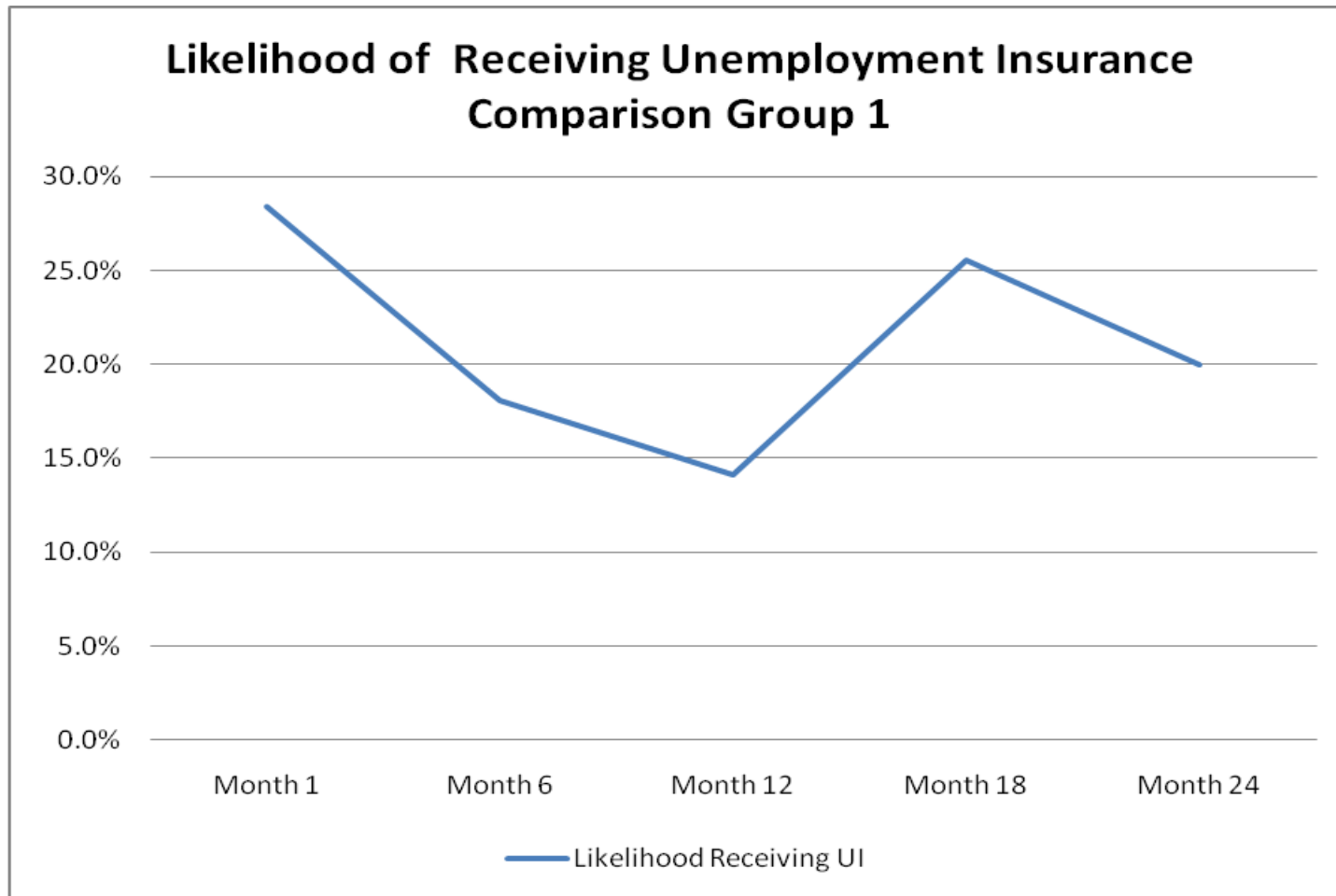


Figure 8.2: Likelihood of Receiving Unemployment Insurance – Comparison Group 2

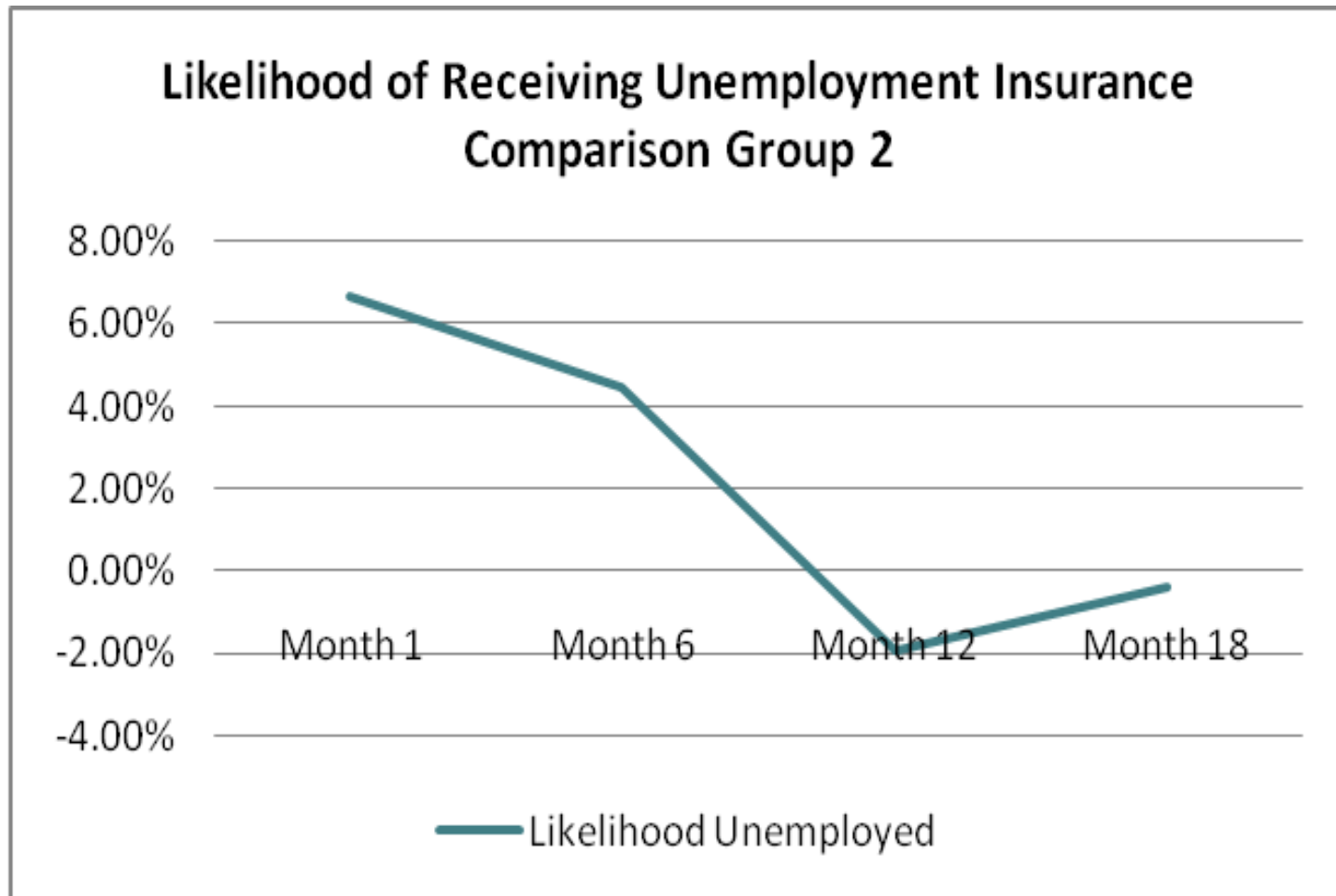


Figure 9.1: Likelihood of Education/Training in Year After Exit Relative to Group 1

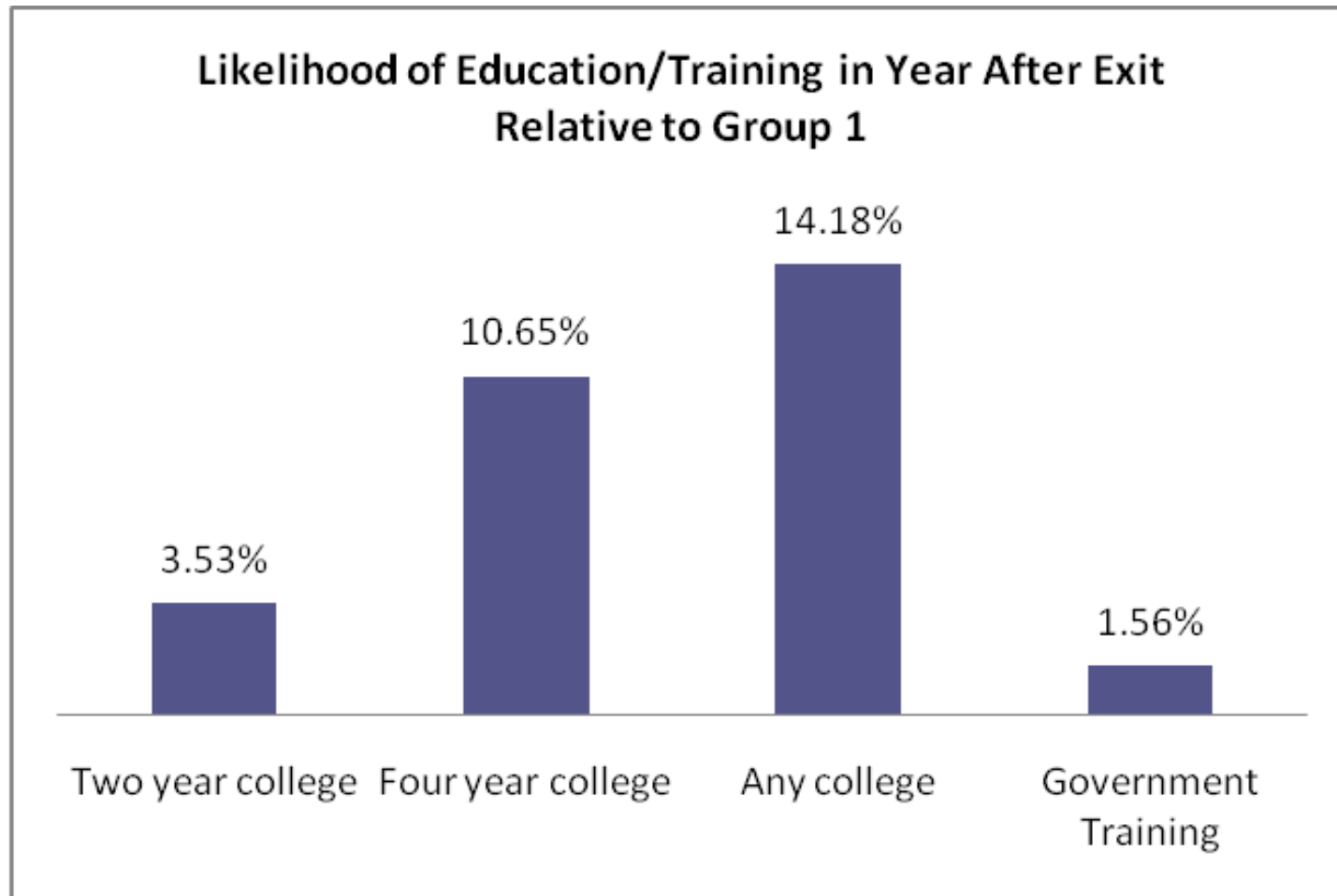


Figure 10.1: Labor Force Status Relative to Comparison Group 2

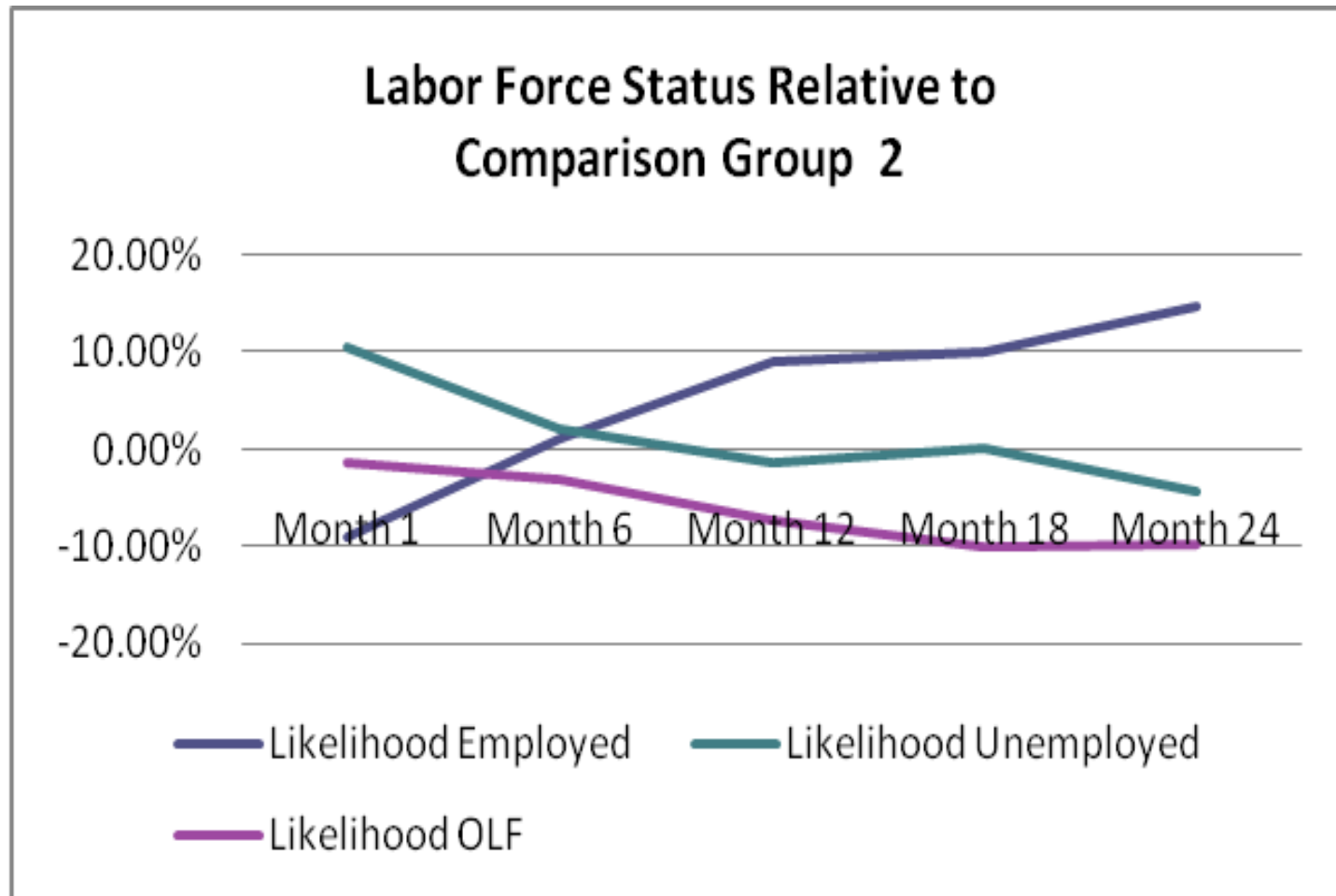


Figure 10.2: Likelihood of Education/Training in Year After Exit Relative to Group 2

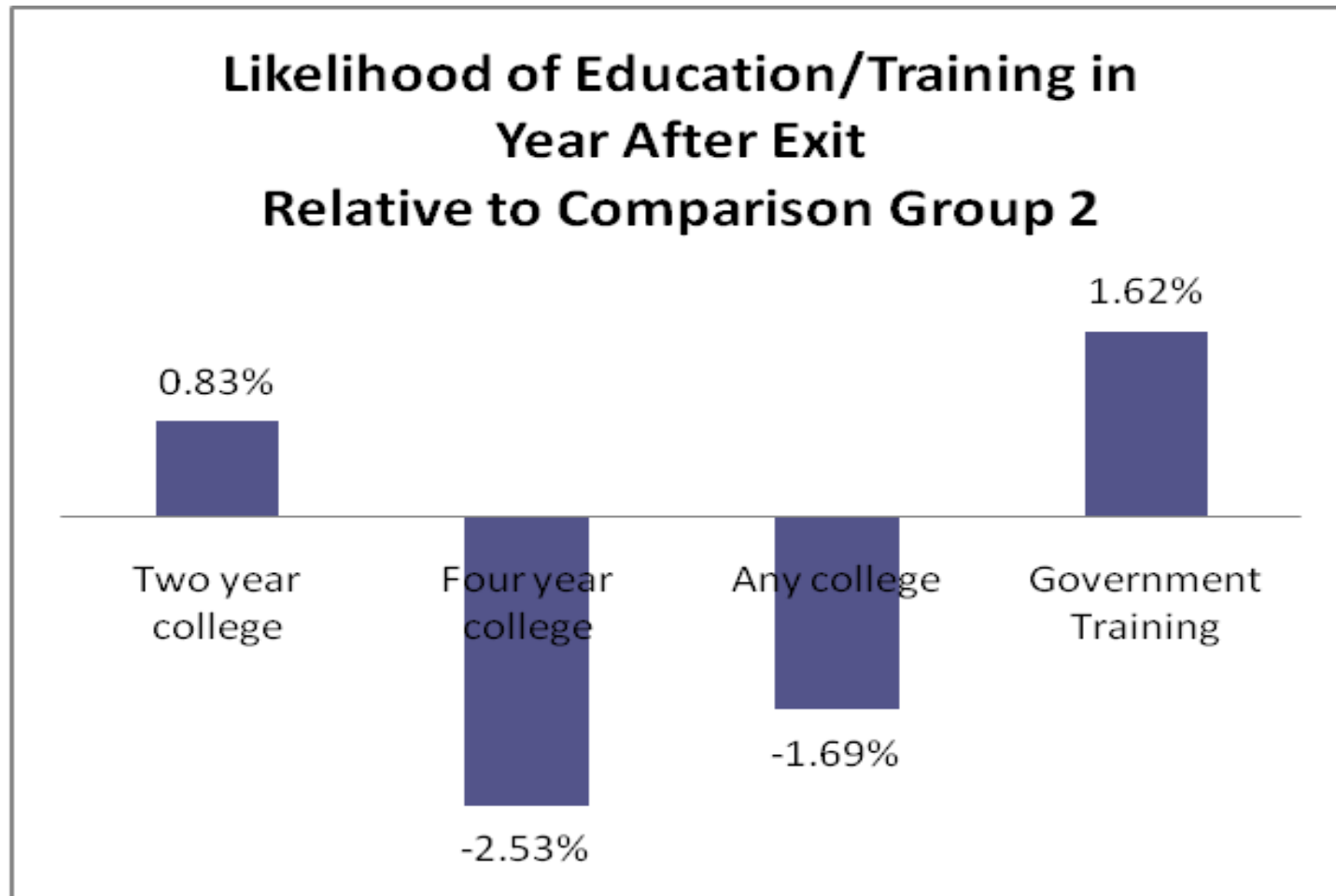


Figure 11.1: Size of Employer – Group 1

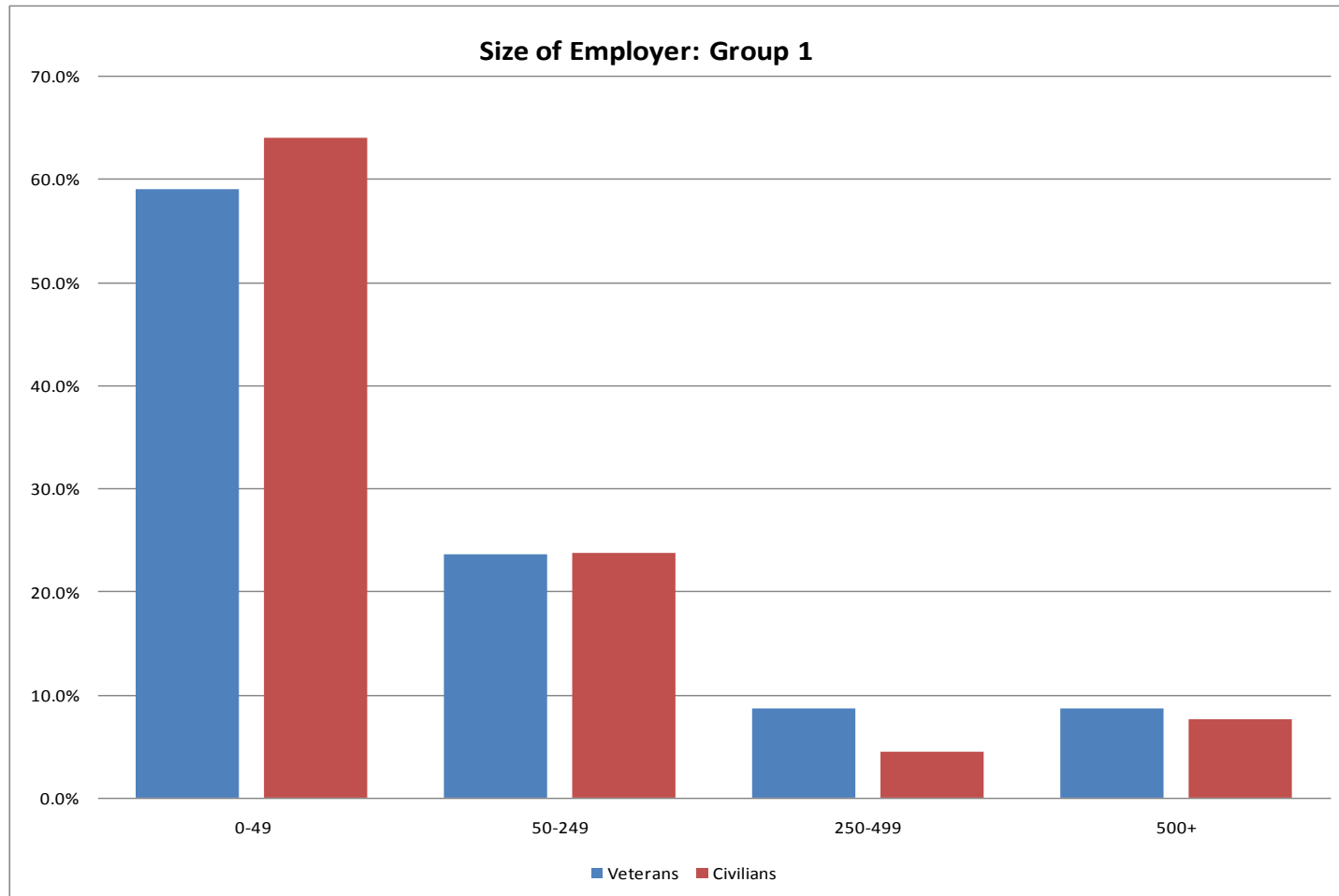


Figure 11.2: Size of Employer – Group 2

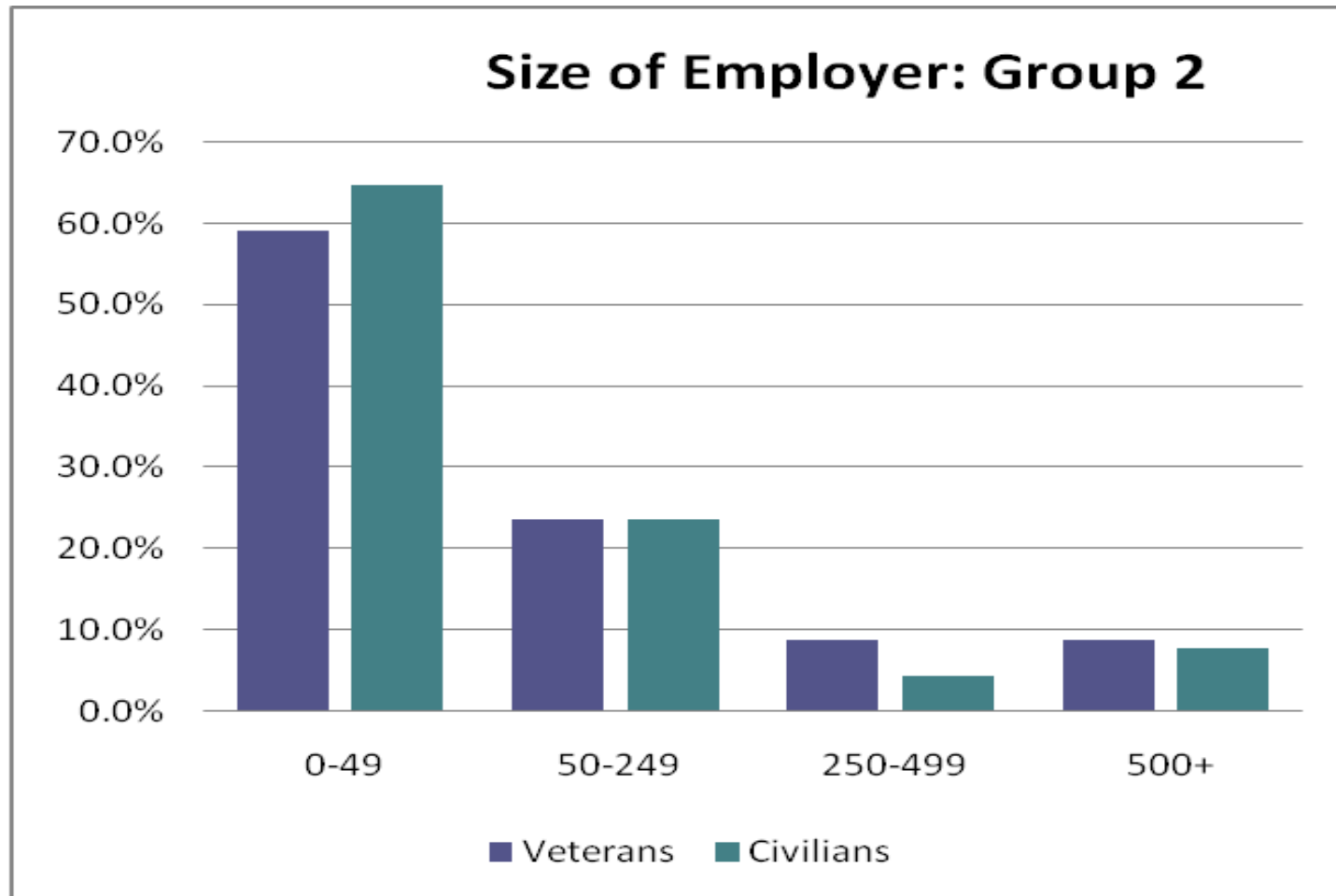


Figure 11.3: Size of Employer – Group 3

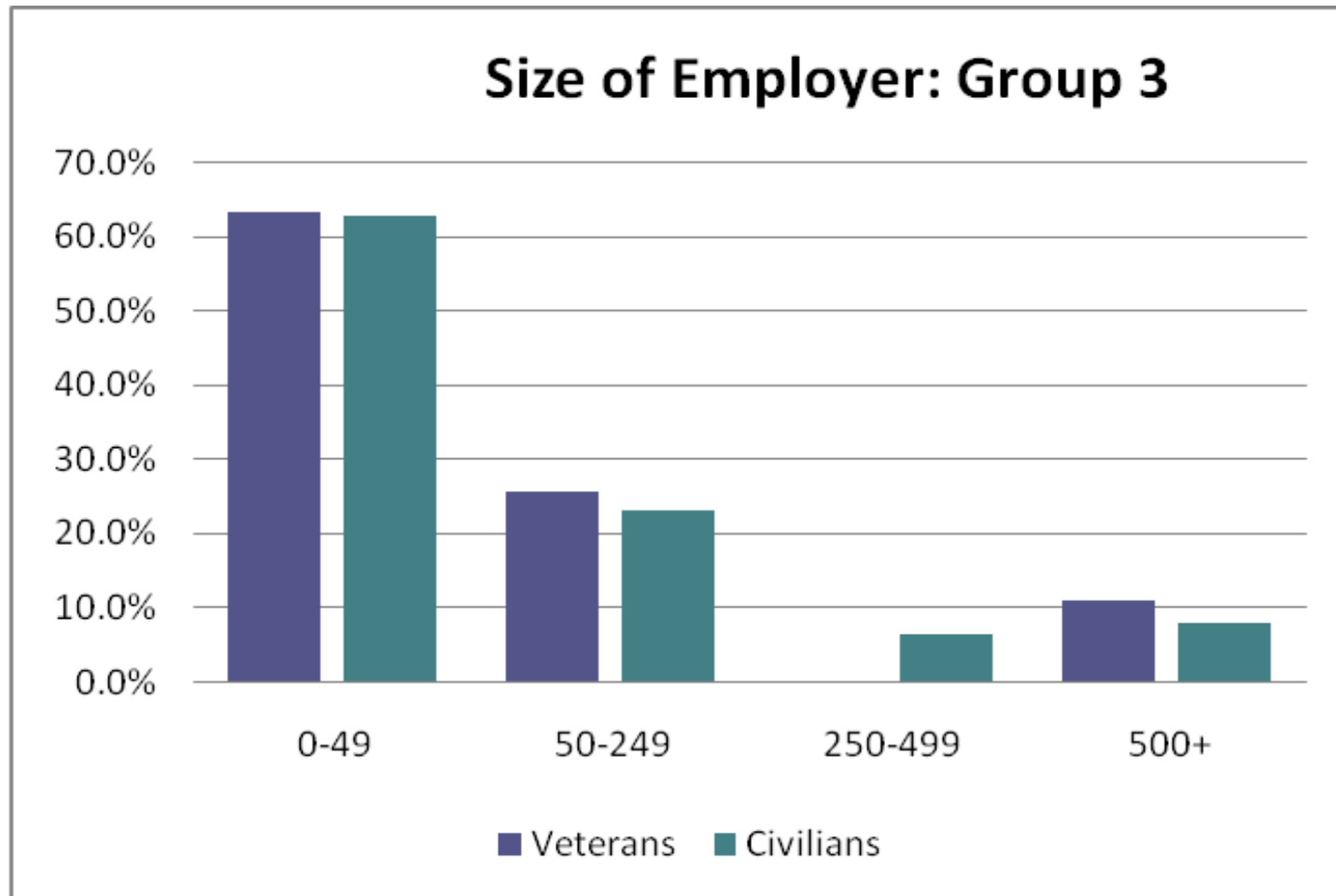


Figure 12.1: Benefits Relative to Civilian Group 1

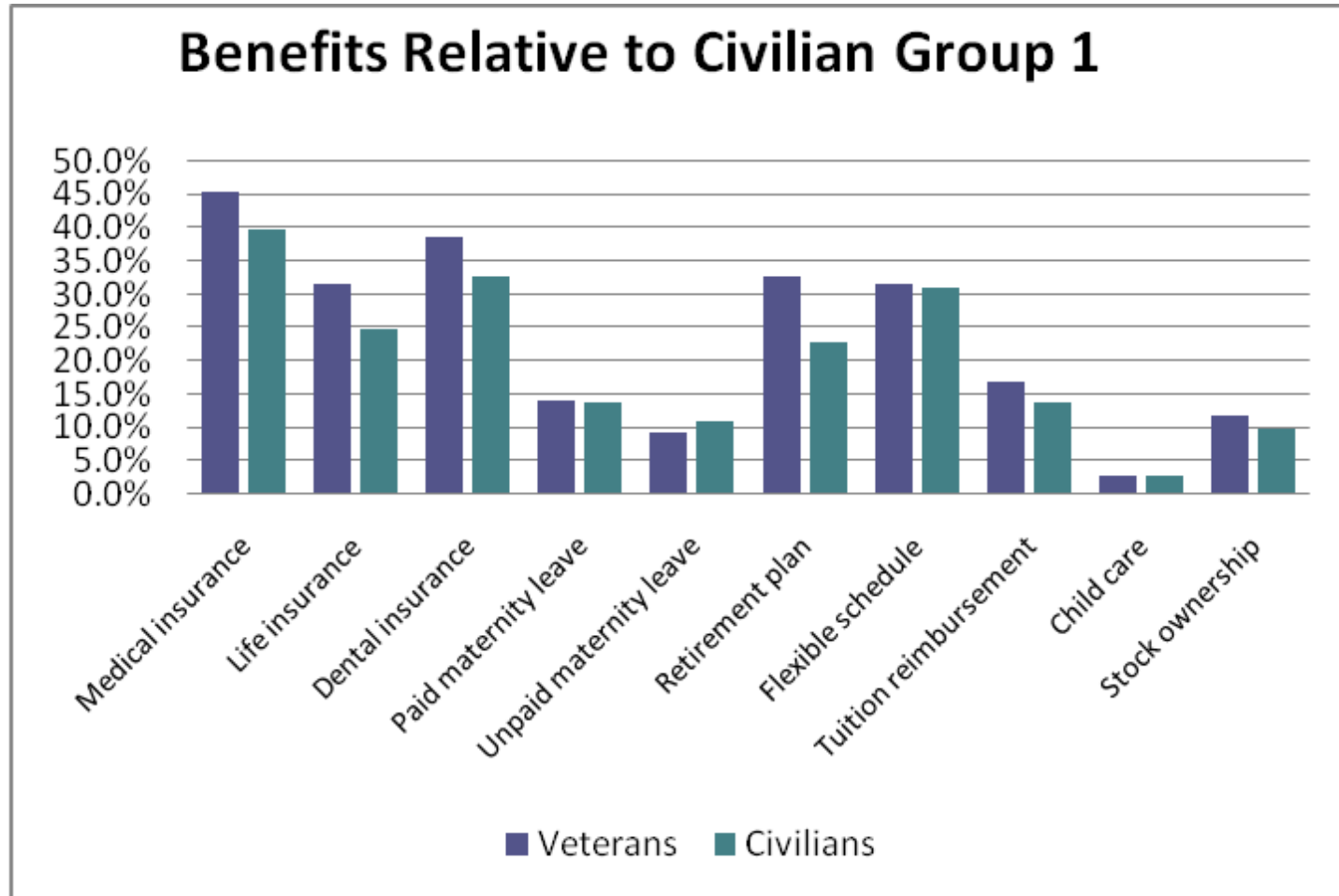


Figure 12.2: Benefits Relative to Civilian Group 2

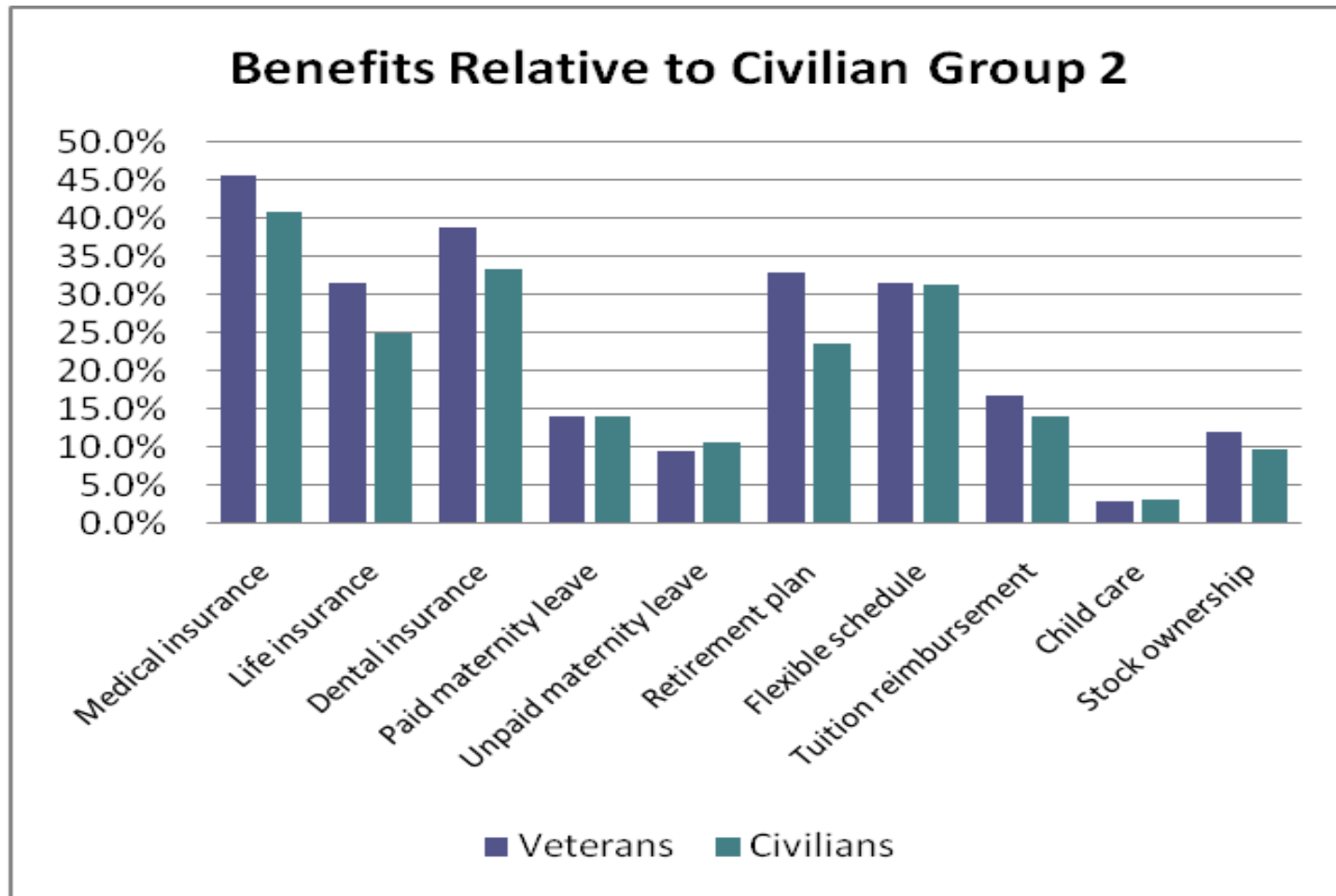


Figure 12.3: Benefits Relative to Civilian Group 3

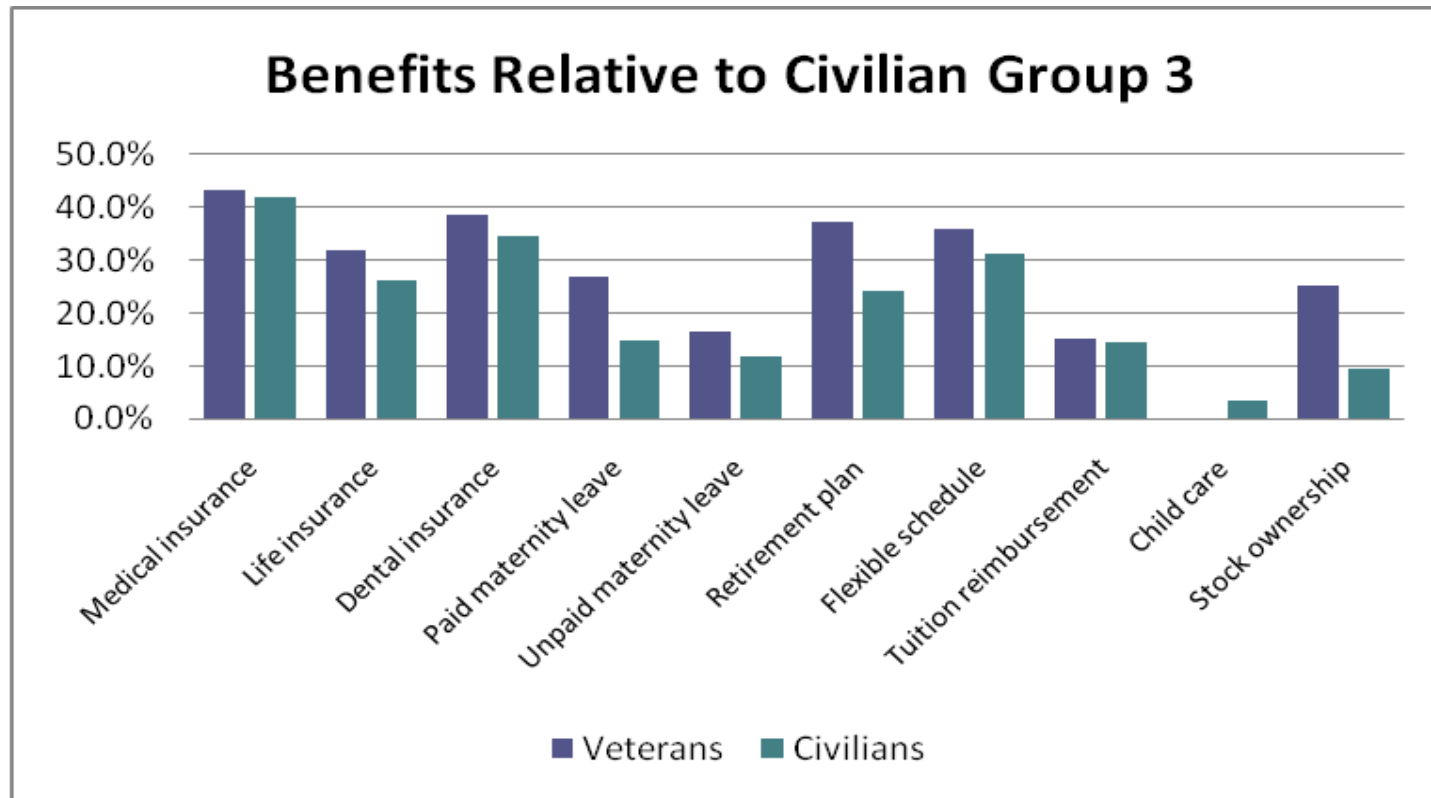


Figure 13.1: Industry of Employment Compared to Civilian Group 1

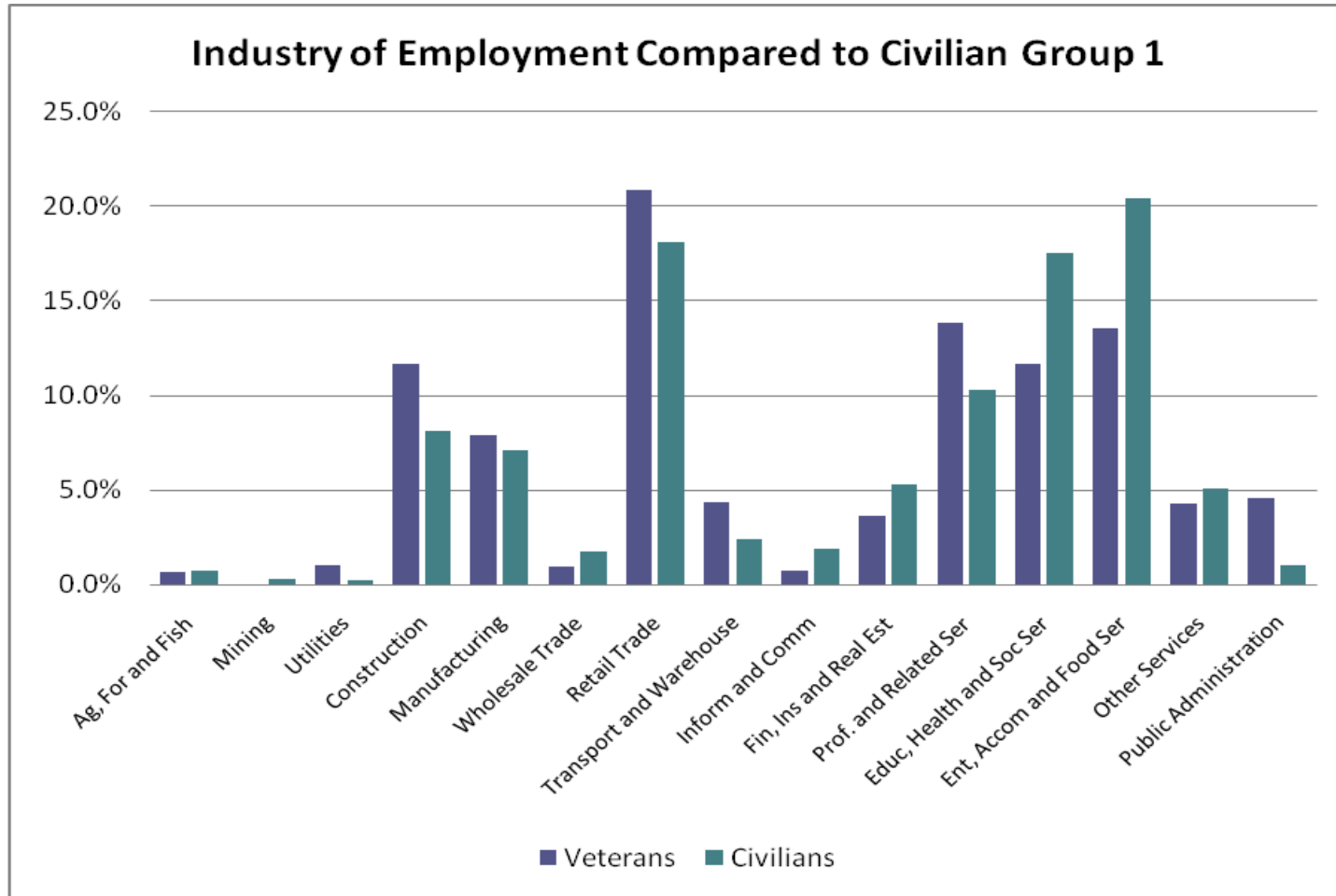


Figure 13.2: Industry of Employment Compared to Civilian Group 2

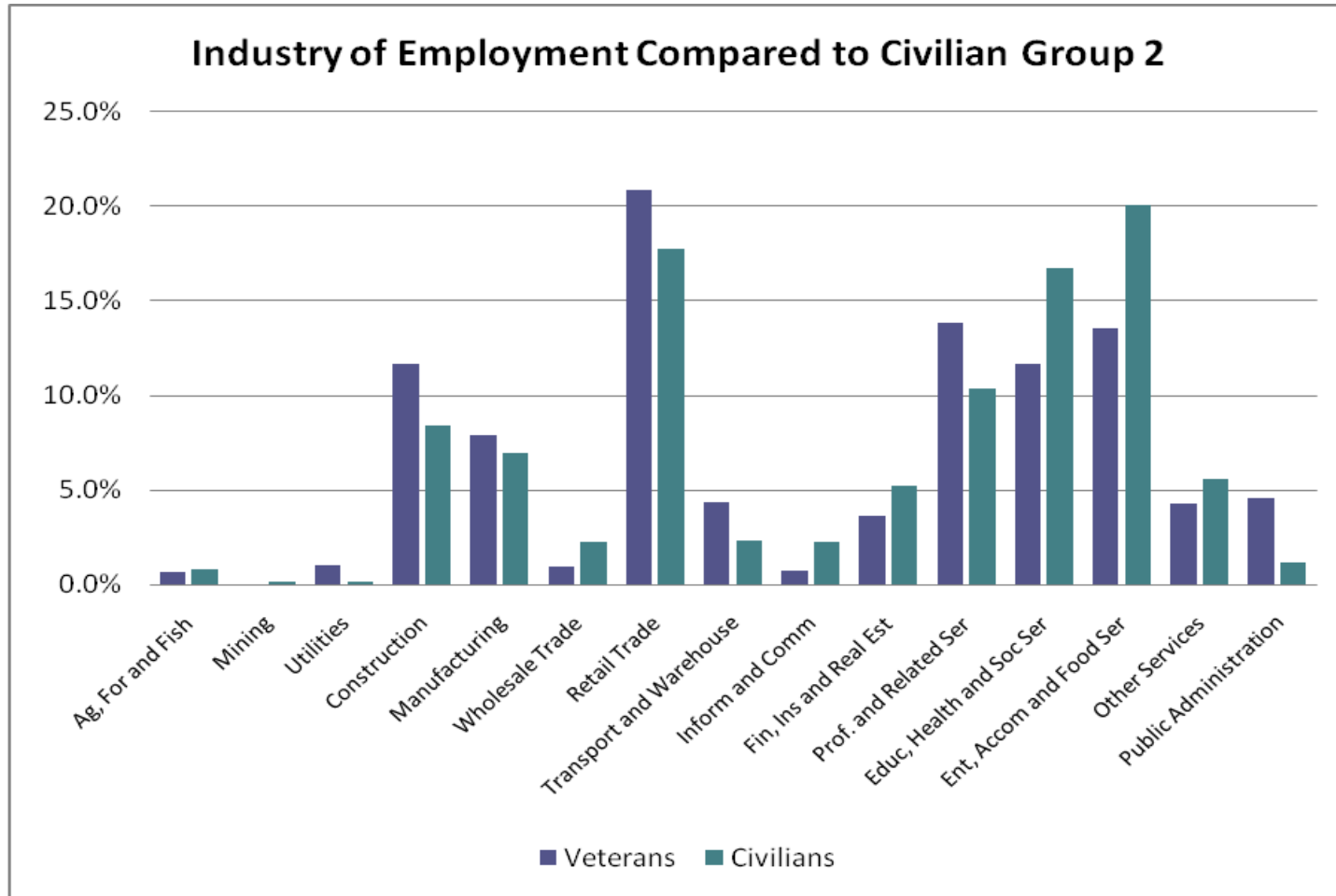
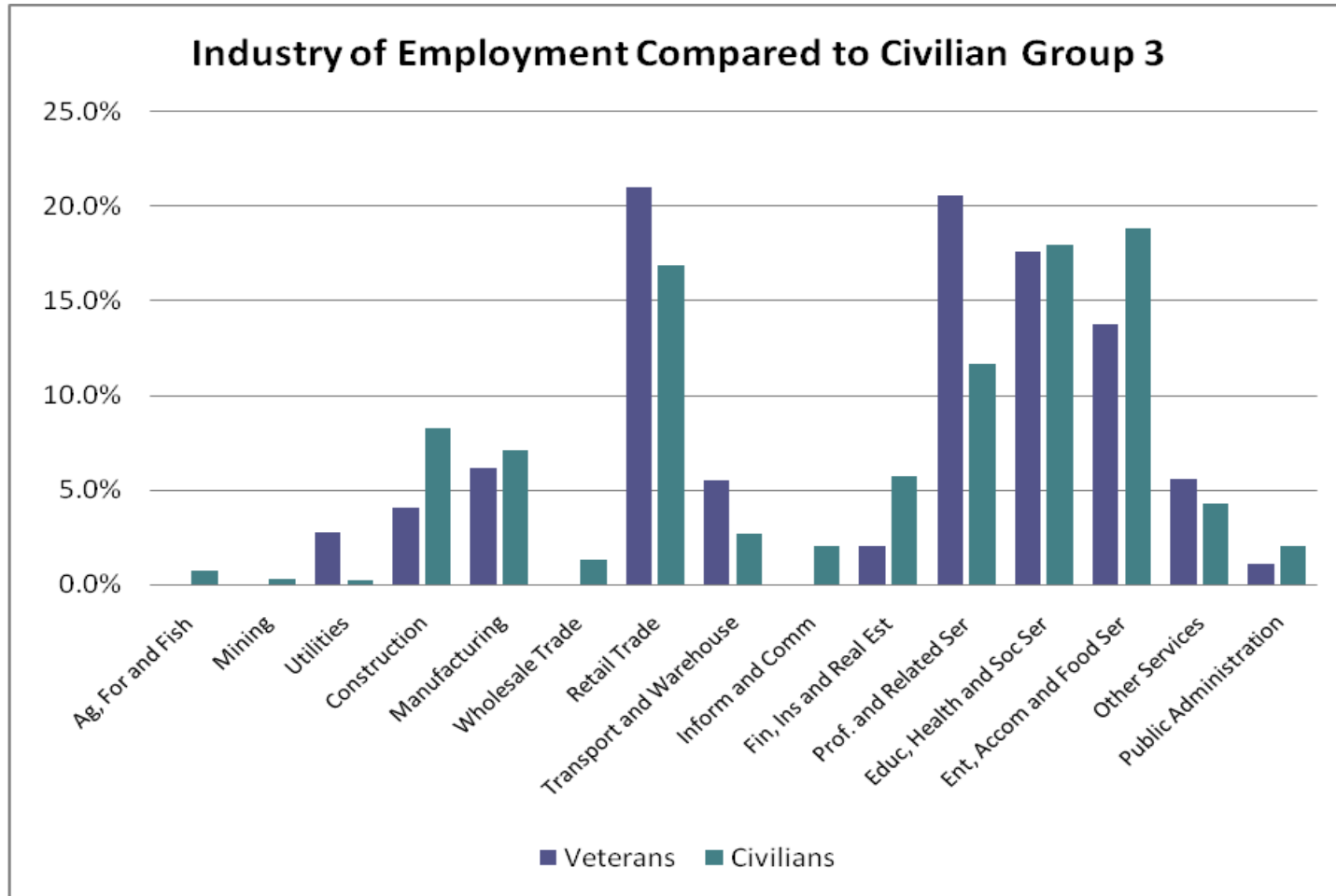


Figure 13.3: Industry of Employment Compared to Civilian Group 3



APPENDIX: SUMMARY STATISTICS

Summary Statistics Comparison Group 2						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Employed						
Month 1	55.04%	0.499	198	57.33%	0.495	5,357
Month 6	76.77%	0.424	171	64.22%	0.479	4,759
Month 12	77.95%	0.416	136	60.71%	0.488	4,066
Month 18	79.22%	0.408	113	56.43%	0.496	3,396
Month 24	76.62%	0.426	94	55.23%	0.497	2,879
Unemployed						
Month 1	24.35%	0.430	200	13.46%	0.341	5,432
Month 6	8.79%	0.284	172	9.07%	0.287	4,843
Month 12	9.23%	0.291	136	9.61%	0.295	4,144
Month 18	8.18%	0.275	113	9.59%	0.294	3,450
Month 24	6.89%	0.255	94	10.53%	0.307	2,915
Out of the Labor Force						
Month 1	20.26%	0.403	200	28.63%	0.452	5,432
Month 6	14.36%	0.352	172	26.09%	0.439	4,843
Month 12	12.82%	0.336	136	28.93%	0.453	4,144
Month 18	12.60%	0.333	113	33.32%	0.471	3,450
Month 24	16.49%	0.373	94	33.75%	0.473	2,915
Food Stamp Usage						
Month 1	1.38%	0.117	200	3.84%	0.192	5,366
Month 6	2.77%	0.165	177	4.34%	0.204	4,869
Month 12	2.35%	0.152	141	4.67%	0.211	4,186
Month 18	4.60%	0.210	113	5.82%	0.234	3,504
Month 24	1.58%	0.125	96	6.02%	0.238	2,955
UI Usage						
Month 1	9.78%	0.298	200	2.04%	0.141	5,364
Month 6	7.27%	0.260	177	1.66%	0.128	4,868
Month 12	1.34%	0.115	141	1.47%	0.120	4,186
Month 18	1.25%	0.112	113	1.08%	0.103	3,504
Month 24	2.84%	0.167	96	1.14%	0.106	2,955
College Enrollment Status						
Enrolled in two year college year after exit	11.57%	0.321	117	7.75%	0.267	3,472
Enrolled in four year college year after exit	17.00%	0.377	117	24.57%	0.431	3,472
Enrolled in any college year after exit	28.56%	0.454	117	32.31%	0.468	3,472
Degree Attainment						
Associates Degree	2.82%	0.166	200	4.99%	0.218	5,432
Bachelors Degree	2.02%	0.141	200	13.33%	0.340	5,432
Graduate School	0.00%	0.000	200	0.43%	0.065	5,432

APPENDIX: SUMMARY STATISTICS

	Summary Statistics Comparison Group 2					
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Earnings						
Earnings year after exit	19,241	10,701	83	11,110	10,432	2,035
Training and Certification						
Received government training year after exit	2.11%	0.144	130	0.25%	0.050	3,982
Branch of Military						
Regular	79.40%	0.405	200	0.00%	0.000	5,432
Reserve	4.41%	0.206	200	0.00%	0.000	5,432
Guard	12.95%	0.337	200	0.00%	0.000	5,432
Demographic Characteristics						
Male	80.67%	0.396	200	49.26%	0.500	5,432
Urban	74.62%	0.436	194	71.62%	0.451	5,216
Black	17.20%	0.378	200	15.13%	0.358	5,432
Hispanic	15.32%	0.361	200	13.06%	0.337	5,432
Mixed Race	0.61%	0.078	200	1.27%	0.112	5,432
White	66.87%	0.472	200	70.53%	0.456	5,432
Age	23.070	1.387	200	22.458	1.496	5,432
Educational Characteristics						
AFQT Percentile	53.692	24.195	163	50.260	29.108	4,319
Mother's Years of Education	13.015	2.358	192	12.873	2.795	5,018
Wealth Characteristics						
Poverty Status (NAS Definition)	18.65%	0.391	166	23.94%	0.427	4,557
Household Size	4.435	1.340	200	4.450	1.445	5,432
Family Income (NAS Definition)	33,403	20,096	166	35,673	25,896	4,510

APPENDIX: SUMMARY STATISTICS

Summary Statistics Comparison Group 3						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Employed						
Month 1	69.71%	0.462	106	56.16%	0.496	3,050
Month 6	71.82%	0.452	105	52.30%	0.500	3,025
Month 12	85.56%	0.353	97	57.11%	0.495	2,819
Month 18	72.73%	0.449	61	60.40%	0.489	1,395
Month 24	100.00%	.	1	45.30%	0.505	37
Unemployed						
Month 1	12.64%	0.334	106	12.16%	0.327	3,106
Month 6	9.71%	0.297	105	10.48%	0.306	3,069
Month 12	1.83%	0.135	97	12.23%	0.328	2,854
Month 18	3.19%	0.177	61	5.00%	0.218	1,411
Month 24	0.00%	.	1	8.90%	0.289	38
Out of the Labor Force						
Month 1	17.64%	0.383	106	31.03%	0.463	3,106
Month 6	18.47%	0.390	105	36.64%	0.482	3,069
Month 12	12.61%	0.334	97	30.27%	0.459	2,854
Month 18	24.08%	0.431	61	34.27%	0.475	1,411
Month 24	0.00%	.	1	44.90%	0.504	38
Food Stamp Usage						
Month 1	2.08%	0.143	106	8.54%	0.279	3,109
Month 6	5.60%	0.231	106	10.33%	0.304	3,110
Month 12	4.18%	0.201	97	10.00%	0.300	2,871
Month 18	6.76%	0.253	77	9.64%	0.295	1,769
Month 24	0.00%	0.000	3	10.11%	0.305	47
UI Usage						
Month 1	2.84%	0.167	106	1.57%	0.124	3,109
Month 6	1.45%	0.120	106	1.88%	0.136	3,110
Month 12	0.51%	0.072	97	0.80%	0.089	2,871
Month 18	0.00%	0.000	77	0.85%	0.092	1,769
Month 24	0.00%	0.000	3	4.72%	0.214	47
College Enrollment Status						
Enrolled in two year college year after exit	10.61%	0.309	109	7.87%	0.269	798
Enrolled in four year college year after exit	16.48%	0.373	109	20.47%	0.404	798
Enrolled in any college year after exit	27.09%	0.446	109	28.34%	0.451	798
Degree Attainment						
Associates Degree	3.54%	0.186	121	4.04%	0.197	3,863
Bachelors Degree	1.49%	0.122	121	12.73%	0.333	3,863
Graduate School	0.00%	0.000	121	0.44%	0.066	3,863

APPENDIX: SUMMARY STATISTICS

	Summary Statistics Comparison Group 3					
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Earnings						
Earnings year after exit	21,357	12,513	27	12,875	10,612	463
Training and Certification						
Received government training year after exit	9.13%	0.291	44	0.05%	0.022	960
Branch of Military						
Regular	82.18%	0.384	121	0.00%	0.000	3,863
Reserve	6.51%	0.248	121	0.00%	0.000	3,863
Guard	10.30%	0.305	121	0.00%	0.000	3,863
Demographic Characteristics						
Male	79.43%	0.406	121	49.35%	0.500	3,863
Urban	69.16%	0.464	119	71.99%	0.449	3,707
Black	16.12%	0.369	121	15.41%	0.361	3,863
Hispanic	15.19%	0.360	121	12.74%	0.333	3,863
Mixed Race	1.04%	0.102	121	1.17%	0.108	3,863
White	67.66%	0.470	121	70.68%	0.455	3,863
Age	23.348	1.284	121	22.552	1.482	3,863
Educational Characteristics						
AFQT Percentile	52.464	22.405	102	49.645	29.337	3,010
Mother's Years of Education	12.758	2.385	117	12.830	2.772	3,538
Wealth Characteristics						
Poverty Status (NAS Definition)	16.34%	0.371	105	24.34%	0.429	3,188
Household Size	4.537	1.500	121	4.445	1.424	3,863
Family Income (NAS Definition)	34,472	19,073	105	35,554	26,049	3,151

APPENDIX: COMPARISON GROUP 1

	Comparison Group 1														
	Employed					Unemployed					Out of the Labor Force or Not				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
ever in the Military	0.284*	0.181*	0.141**	0.255*	0.200*	-0.063	-0.048***	-0.013	-0.067	0.002	-0.208*	-0.126*	-0.121**	-0.185*	-0.196**
	(0.048)	(0.041)	(0.062)	(0.066)	(0.075)	(0.049)	(0.026)	(0.033)	(0.054)	(0.039)	(0.043)	(0.037)	(0.053)	(0.052)	(0.075)
Controls included															
Age	0.329	-0.387	0.183	-0.203	-0.510	-0.609	0.100	-0.439	-0.450	0.789**	0.295	0.296	0.245	0.649	-0.207
	(0.508)	(0.582)	(0.580)	(0.556)	(0.762)	(0.443)	(0.206)	(0.331)	(0.444)	(0.386)	(0.463)	(0.533)	(0.445)	(0.489)	(0.770)
Age Squared	-0.008	0.009	-0.004	0.005	0.012	0.014	-0.002	0.010	0.009	-0.017**	-0.007	-0.007	-0.006	-0.014	0.003
	(0.011)	(0.013)	(0.013)	(0.012)	(0.017)	(0.010)	(0.004)	(0.007)	(0.009)	(0.008)	(0.010)	(0.012)	(0.010)	(0.011)	(0.017)
Black	-0.053	-0.128	0.037	0.051	-0.067	0.095	0.118**	-0.061	-0.091	0.017	-0.043	0.005	0.014	0.035	0.047
	(0.067)	(0.083)	(0.083)	(0.084)	(0.116)	(0.060)	(0.057)	(0.039)	(0.061)	(0.038)	(0.057)	(0.071)	(0.068)	(0.080)	(0.120)
Hispanic	0.034	0.019	0.078	0.098	0.056	-0.074	-0.008	-0.058	-0.155*	0.028	0.041	-0.012	-0.019	0.057	-0.082
	(0.065)	(0.070)	(0.069)	(0.067)	(0.076)	(0.045)	(0.042)	(0.043)	(0.043)	(0.056)	(0.064)	(0.056)	(0.071)	(0.063)	(0.064)
Male	0.019	0.087	0.041	0.014	-0.069	0.078***	-0.007	0.060**	0.055	0.048***	-0.088**	-0.077***	-0.103***	-0.068	0.016
	(0.057)	(0.053)	(0.054)	(0.066)	(0.074)	(0.047)	(0.038)	(0.024)	(0.044)	(0.027)	(0.044)	(0.046)	(0.060)	(0.063)	(0.071)
Urban	0.023	-0.052	-0.047	0.039	0.058	-0.094**	-0.019	0.013	-0.051	-0.071	0.073	0.073	0.033	0.009	0.012
	(0.060)	(0.075)	(0.058)	(0.082)	(0.080)	(0.042)	(0.037)	(0.039)	(0.061)	(0.058)	(0.049)	(0.059)	(0.042)	(0.079)	(0.057)
AFQT Score	0.000	0.010**	0.013*	0.008	0.006	0.003	-0.001	-0.005***	0.000	0.000	-0.004	-0.009**	-0.007***	-0.008	-0.006
	(0.004)	(0.005)	(0.005)	(0.006)	(0.008)	(0.004)	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.005)	(0.006)
AFQT Score Squared	-0.000	-0.000**	-0.000*	-0.000	-0.000	-0.000	0.000	0.000***	-0.000	-0.000	0.000***	0.000**	0.000***	0.000***	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Mother's Years of Education	0.007	-0.004	0.002	0.014	0.016	-0.013***	0.004	-0.003	-0.012	-0.014	0.006	0.001	0.002	-0.003	-0.002
	(0.012)	(0.016)	(0.010)	(0.015)	(0.016)	(0.007)	(0.011)	(0.008)	(0.009)	(0.011)	(0.011)	(0.012)	(0.008)	(0.012)	(0.014)
in Poverty according to NAS measure	-0.201**	0.002	-0.210	0.187	0.131	0.109	0.045	0.009	-0.192***	-0.042	0.076	-0.052	0.192***	0.009	-0.074
	(0.077)	(0.107)	(0.131)	(0.118)	(0.143)	(0.070)	(0.093)	(0.071)	(0.105)	(0.068)	(0.075)	(0.075)	(0.112)	(0.074)	(0.135)
Household Size	0.007	0.005	-0.006	-0.003	0.030	-0.011	0.009	0.014	0.026***	0.021	0.003	-0.014	-0.008	-0.022	-0.048*
	(0.016)	(0.021)	(0.018)	(0.019)	(0.022)	(0.013)	(0.015)	(0.015)	(0.015)	(0.013)	(0.015)	(0.016)	(0.014)	(0.014)	(0.017)
Family Income (NAS) / 1000	0.002	0.001	0.002	0.001	0.000	-0.001	-0.001	-0.003*	-0.002**	-0.001	-0.001	-0.000	0.001	0.002	0.001
	(0.001)	(0.002)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.002)
Constant	-3.419	4.519	-1.682	2.155	5.087	7.207	-1.049	5.021	5.866	-8.671***	-2.936	-2.578	-2.234	-6.985	3.771
	(5.689)	(6.678)	(6.533)	(6.330)	(8.631)	(4.955)	(2.380)	(3.718)	(5.303)	(4.537)	(5.167)	(6.060)	(5.024)	(5.565)	(8.929)
Number of observations	1,695	1,372	1,024	828	652	1,752	1,408	1,047	836	660	1,752	1,408	1,047	836	660
Adjusted R2	0.126	0.072	0.080	0.121	0.133	0.055	0.029	0.086	0.158	0.064	0.095	0.057	0.075	0.105	0.119

note: .01 - ***; .05 - **; .1 - *;

APPENDIX: COMPARISON GROUP 1

	Comparison Group 1 - By branch of service														
	Employed					Unemployed					Out of the Labor Force				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
Regular	0.214*** (0.054)	0.147*** (0.044)	0.071 (0.070)	0.210*** (0.074)	0.150* (0.082)	-0.026 (0.056)	-0.030 (0.029)	0.012 (0.039)	-0.060 (0.057)	0.007 (0.042)	-0.175*** (0.048)	-0.111*** (0.042)	-0.078 (0.061)	-0.147** (0.059)	-0.152* (0.078)
Reserve	0.679*** (0.049)	0.425*** (0.046)	0.340*** (0.053)	0.287* (0.166)	0.218 (0.179)	-0.302*** (0.053)	-0.138*** (0.032)	-0.108*** (0.038)	0.012 (0.155)	0.138 (0.205)	-0.358*** (0.047)	-0.281*** (0.047)	-0.226*** (0.049)	-0.296*** (0.059)	-0.347*** (0.102)
National Guard	0.535*** (0.102)	0.251** (0.107)	0.378*** (0.065)	0.489*** (0.062)	0.521*** (0.075)	-0.259*** (0.043)	-0.110*** (0.034)	-0.091*** (0.034)	-0.151** (0.066)	-0.120*** (0.044)	-0.262*** (0.093)	-0.136 (0.096)	-0.278*** (0.052)	-0.335*** (0.038)	-0.401*** (0.065)
Age	0.340 (0.523)	-0.363 (0.606)	0.134 (0.577)	-0.287 (0.536)	-0.615 (0.728)	-0.567 (0.441)	0.106 (0.212)	-0.442 (0.337)	-0.374 (0.457)	0.911** (0.429)	0.254 (0.472)	0.266 (0.549)	0.295 (0.445)	0.657 (0.486)	-0.227 (0.688)
Age Squared	-0.008 (0.012)	0.008 (0.013)	-0.003 (0.013)	0.007 (0.012)	0.015 (0.016)	0.013 (0.010)	-0.002 (0.005)	0.010 (0.008)	0.008 (0.010)	-0.020** (0.009)	-0.006 (0.010)	-0.006 (0.012)	-0.007 (0.010)	-0.014 (0.011)	0.004 (0.015)
Black	-0.052 (0.063)	-0.130 (0.080)	0.035 (0.077)	0.038 (0.078)	-0.070 (0.111)	0.096 (0.059)	0.118** (0.057)	-0.059 (0.038)	-0.087 (0.060)	0.024 (0.037)	-0.045 (0.057)	0.006 (0.070)	0.014 (0.065)	0.044 (0.075)	0.043 (0.117)
Hispanic	0.030 (0.064)	0.003 (0.072)	0.075 (0.069)	0.096 (0.065)	0.062 (0.073)	-0.053 (0.047)	-0.003 (0.042)	-0.056 (0.043)	-0.162*** (0.042)	0.012 (0.059)	0.030 (0.059)	-0.002 (0.057)	-0.018 (0.072)	0.067 (0.064)	-0.073 (0.061)
Male	0.025 (0.053)	0.084 (0.054)	0.045 (0.051)	0.021 (0.066)	-0.079 (0.069)	0.076* (0.045)	-0.006 (0.038)	0.059** (0.024)	0.051 (0.045)	-0.089** (0.025)	-0.075* (0.044)	-0.106* (0.046)	-0.072 (0.058)	0.024 (0.062)	0.024 (0.069)
Urban	0.008 (0.055)	-0.053 (0.075)	-0.060 (0.058)	0.029 (0.081)	0.051 (0.073)	-0.083** (0.040)	-0.018 (0.038)	0.017 (0.039)	-0.048 (0.061)	-0.070 (0.055)	0.077 (0.049)	0.073 (0.059)	0.041 (0.043)	0.017 (0.077)	0.018 (0.053)
AFQT Score	0.002 (0.004)	0.010** (0.004)	0.015*** (0.004)	0.010* (0.006)	0.007 (0.007)	0.002 (0.003)	-0.001 (0.002)	-0.006** (0.003)	-0.000 (0.002)	0.000 (0.003)	-0.009** (0.003)	-0.009** (0.004)	-0.009** (0.004)	-0.009** (0.005)	-0.007 (0.006)
AFQT Score Squared	-0.000 (0.000)	-0.000** (0.000)	-0.000*** (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000** (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000* (0.000)	0.000** (0.000)	0.000** (0.000)	0.000** (0.000)	0.000 (0.000)
Mother's Years of Education	0.007 (0.011)	-0.005 (0.015)	0.004 (0.010)	0.018 (0.015)	0.023 (0.015)	-0.011 (0.007)	0.004 (0.010)	-0.004 (0.008)	-0.014 (0.009)	-0.017 (0.011)	0.004 (0.010)	0.001 (0.012)	-0.000 (0.007)	-0.005 (0.012)	-0.007 (0.013)
in Poverty according to NAS measure	-0.196*** (0.074)	0.008 (0.106)	-0.215* (0.118)	0.176 (0.119)	0.098 (0.149)	0.110 (0.070)	0.043 (0.093)	0.009 (0.069)	-0.183* (0.106)	-0.015 (0.072)	0.070 (0.074)	-0.057 (0.074)	0.198* (0.106)	0.011 (0.074)	-0.066 (0.141)
Married	0.034 (0.053)	0.052 (0.051)	0.091 (0.065)	0.116* (0.061)	-0.056 (0.082)	-0.067 (0.052)	-0.005 (0.034)	-0.080** (0.039)	-0.082** (0.035)	-0.029 (0.036)	0.044 (0.045)	-0.044 (0.047)	-0.009 (0.051)	-0.033 (0.047)	0.088 (0.073)
Household Size	0.004 (0.017)	0.003 (0.021)	-0.008 (0.019)	-0.002 (0.020)	0.030 (0.023)	-0.007 (0.013)	0.010 (0.016)	0.015 (0.015)	0.025 (0.015)	0.019 (0.014)	0.001 (0.015)	-0.013 (0.016)	-0.007 (0.015)	-0.022 (0.015)	-0.047*** (0.017)
Family Income (NAS) / 1000	0.001 (0.002)	0.001 (0.002)	0.001 (0.001)	0.001 (0.002)	-0.000 (0.002)	-0.001 (0.001)	-0.001 (0.001)	-0.003*** (0.001)	-0.002** (0.001)	-0.000 (0.001)	-0.000 (0.001)	-0.000 (0.002)	0.002 (0.001)	0.002* (0.001)	0.001 (0.001)
Constant	-3.527 (5.871)	4.246 (6.946)	-1.304 (6.476)	2.932 (6.078)	6.107 (8.221)	6.682 (4.909)	-1.096 (2.436)	5.111 (3.781)	5.068 (5.434)	-10.027** (4.998)	-2.436 (5.274)	-2.261 (6.230)	-2.688 (5.007)	-6.962 (5.544)	4.145 (7.966)
Number of observations	1,660	1,372	1,024	827	651	1,719	1,407	1,046	835	659	1,719	1,407	1,046	835	659
Adjusted R2	0.157	0.079	0.111	0.139	0.160	0.075	0.034	0.096	0.163	0.080	0.086	0.058	0.089	0.118	0.136

Comparison Group 1

	Received Food Stamps					Received UI				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
Military	-0.014 (0.012)	-0.007 (0.021)	-0.028*** (0.016)	-0.007 (0.029)	-0.041** (0.015)	0.046*** (0.025)	0.033 (0.026)	-0.005 (0.017)	-0.009 (0.010)	0.033 (0.023)
Controls included										
Age	-0.007 (0.081)	-0.039 (0.152)	0.030 (0.135)	-0.060 (0.255)	0.522* (0.144)	-0.126 (0.179)	0.056 (0.218)	0.039 (0.171)	-0.070 (0.131)	0.139 (0.151)
Age Squared	0.000 (0.002)	0.001 (0.003)	-0.000 (0.003)	0.001 (0.006)	-0.011* (0.003)	0.003 (0.004)	-0.001 (0.005)	-0.001 (0.004)	0.002 (0.003)	-0.003 (0.003)
Black	0.010 (0.008)	0.019 (0.025)	0.019 (0.025)	0.032 (0.031)	0.047 (0.032)	0.020 (0.038)	0.061 (0.059)	-0.019 (0.013)	-0.017 (0.012)	-0.027 (0.024)
Hispanic	0.006 (0.020)	-0.017 (0.016)	0.009 (0.020)	0.028 (0.036)	0.037 (0.034)	0.006 (0.031)	0.016 (0.048)	-0.025*** (0.013)	0.003 (0.017)	-0.018 (0.016)
Male	-0.015 (0.017)	0.006 (0.030)	0.004 (0.014)	0.023 (0.018)	-0.047*** (0.024)	0.024 (0.023)	0.035** (0.014)	0.006 (0.018)	0.008 (0.007)	0.019 (0.016)
Urban	0.009 (0.009)	-0.044 (0.032)	-0.034 (0.030)	-0.031 (0.031)	0.004 (0.016)	-0.020 (0.026)	0.020 (0.030)	-0.014 (0.020)	0.001 (0.007)	-0.013 (0.021)
AFQT Score	-0.001 (0.001)	-0.001 (0.001)	-0.002*** (0.001)	-0.002 (0.002)	0.001 (0.002)	0.001 (0.002)	0.001 (0.002)	0.001 (0.001)	-0.000 (0.001)	-0.001*** (0.001)
AFQT Score Squared	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000 (0.000)
Mother's Years of Education	-0.003 (0.002)	-0.001 (0.005)	0.005 (0.006)	-0.008 (0.007)	0.002 (0.005)	-0.000 (0.004)	0.008 (0.008)	0.001 (0.003)	0.000 (0.001)	0.001 (0.003)
in Poverty according to NAS measure	0.053*** (0.028)	0.041 (0.045)	-0.009 (0.018)	0.018 (0.033)	-0.017 (0.036)	0.022 (0.039)	-0.040 (0.038)	0.081 (0.074)	0.031 (0.034)	0.025 (0.031)
Married	0.033*** (0.017)	0.068** (0.031)	0.042 (0.029)	0.013 (0.030)	0.011 (0.025)	0.031 (0.031)	0.006 (0.032)	0.012 (0.016)	-0.014*** (0.008)	-0.040** (0.019)
Household Size	0.000 (0.004)	-0.007 (0.006)	0.003 (0.006)	0.009 (0.006)	0.005 (0.005)	-0.005 (0.009)	0.012 (0.012)	0.005 (0.005)	0.004 (0.004)	-0.009 (0.006)
Family Income (NAS) / 1000	-0.000 (0.000)	-0.000 (0.001)	-0.001** (0.000)	-0.000 (0.000)	-0.001** (0.000)	-0.001** (0.001)	-0.002** (0.001)	-0.000 (0.000)	-0.000 (0.000)	0.002 (0.001)
Constant	0.211 (0.930)	0.622 (1.719)	-0.368 (1.544)	0.738 (2.879)	-5.896* (1.636)	1.426 (2.017)	-0.974 (2.431)	-0.475 (1.926)	0.735 (1.475)	-1.665 (1.746)
Number of observations	2,859	1,462	1,095	847	671	2,859	1,462	1,095	847	671
Adjusted R2	0.041	0.040	0.037	0.038	0.051	0.041	0.055	0.046	0.023	0.150

note: .01 - ***; .05 - **; .1 - *;

Comparison Group 1

Year after exit, enrolled in:

	Two year college	Four year college	Any college	Government Training
Military	0.035 (0.032)	0.107** (0.047)	0.142** (0.061)	0.016 (0.014)
Controls included				
Age	-0.723 (0.588)	-0.135 (0.493)	-0.858 (0.715)	0.100 (0.108)
Age Squared	0.016 (0.013)	0.003 (0.011)	0.019 (0.016)	-0.002 (0.002)
Black	0.033 (0.045)	-0.017 (0.056)	0.016 (0.068)	-0.002 (0.011)
Hispanic	0.081 (0.055)	-0.073 (0.050)	0.008 (0.071)	-0.010 (0.010)
Male	-0.042 (0.053)	0.122* (0.040)	0.080 (0.060)	0.003 (0.005)
Urban	-0.091*** (0.054)	0.025 (0.061)	-0.066 (0.074)	-0.020 (0.016)
AFQT Score	-0.000 (0.005)	-0.006 (0.004)	-0.006 (0.006)	0.001 (0.001)
AFQT Score Squared	-0.000 (0.000)	0.000** (0.000)	0.000 (0.000)	-0.000 (0.000)
Mother's Years of Education	0.008 (0.007)	0.023*** (0.012)	0.032** (0.014)	-0.001 (0.002)
Poverty according to NAS measure	0.131 (0.106)	-0.058 (0.061)	0.072 (0.116)	0.007 (0.011)
Married	-0.063 (0.039)	-0.100*** (0.052)	-0.163** (0.066)	-0.019 (0.015)
Household Size	-0.019** (0.009)	0.003 (0.017)	-0.016 (0.019)	-0.004 (0.003)
Family Income (NAS) / 1000	0.001 (0.001)	-0.002 (0.001)	-0.001 (0.002)	0.001 (0.001)
Constant	8.312 (6.776)	1.483 (5.537)	9.795 (8.216)	-1.146 (1.231)
Number of observations	601	601	601	730
Adjusted R2	0.073	0.175	0.135	0.165

note: .01 - ***; .05 - **; .1 - *;

APPENDIX: COMPARISON GROUP 2

	Comparison Group 2														
	Employed					Unemployed					Out of the Labor Force				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
Military	-0.091***	0.010	0.090	0.102***	0.149**	0.106**	0.022	-0.012	0.001	-0.043	-0.014	-0.030	-0.074	-0.100**	-0.098**
	(0.048)	(0.040)	(0.064)	(0.056)	(0.061)	(0.044)	(0.025)	(0.035)	(0.032)	(0.043)	(0.039)	(0.036)	(0.049)	(0.045)	(0.045)
Controls included															
Age	0.230	-0.181	0.283	-0.037	-0.286	-0.418	0.182	-0.316	-0.229	0.627***	0.197	-0.001	0.010	0.257	-0.236
	(0.516)	(0.485)	(0.557)	(0.441)	(0.642)	(0.420)	(0.187)	(0.305)	(0.321)	(0.344)	(0.419)	(0.471)	(0.479)	(0.359)	(0.574)
Age Squared	-0.005	0.005	-0.006	0.001	0.007	0.009	-0.004	0.007	0.005	-0.014***	-0.004	-0.000	-0.001	-0.006	0.005
	(0.011)	(0.011)	(0.012)	(0.010)	(0.014)	(0.009)	(0.004)	(0.007)	(0.007)	(0.007)	(0.009)	(0.010)	(0.010)	(0.008)	(0.013)
Black	-0.055	-0.114	-0.022	-0.070	-0.173	0.072	0.108***	-0.058	-0.006	-0.030	-0.019	-0.000	0.075	0.074	0.208***
	(0.065)	(0.082)	(0.100)	(0.088)	(0.114)	(0.055)	(0.057)	(0.043)	(0.052)	(0.051)	(0.057)	(0.067)	(0.082)	(0.078)	(0.115)
Hispanic	0.089	0.054	0.125***	0.096	0.059	-0.097**	-0.032	-0.065	-0.099**	-0.011	0.008	-0.020	-0.059	-0.001	-0.040
	(0.060)	(0.057)	(0.073)	(0.066)	(0.080)	(0.037)	(0.026)	(0.055)	(0.041)	(0.058)	(0.058)	(0.049)	(0.064)	(0.052)	(0.056)
Male	0.003	0.055	0.025	0.006	-0.049	0.060	-0.001	0.040***	0.038***	0.067**	-0.057	-0.050	-0.065	-0.045	-0.025
	(0.049)	(0.053)	(0.058)	(0.048)	(0.060)	(0.044)	(0.032)	(0.022)	(0.022)	(0.030)	(0.039)	(0.046)	(0.055)	(0.047)	(0.057)
Urban	0.024	-0.037	-0.085	-0.026	-0.071	-0.111*	-0.017	0.045	0.007	0.003	0.082**	0.051	0.038	0.018	0.066
	(0.051)	(0.063)	(0.062)	(0.068)	(0.083)	(0.042)	(0.035)	(0.042)	(0.050)	(0.072)	(0.041)	(0.052)	(0.043)	(0.056)	(0.052)
AFQT Score	0.000	0.010**	0.008***	0.006	0.003	0.003	-0.000	-0.002	0.001	0.002	-0.004	-0.009**	-0.006	-0.007	-0.005
	(0.004)	(0.004)	(0.004)	(0.008)	(0.009)	(0.004)	(0.002)	(0.003)	(0.003)	(0.004)	(0.003)	(0.004)	(0.004)	(0.005)	(0.007)
AFQT Score Squared	-0.000	-0.000**	-0.000***	-0.000	-0.000	-0.000	0.000	0.000	-0.000	-0.000	0.000	0.000*	0.000	0.000	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Mother's Years of Education	0.001	0.001	0.001	0.013	0.020	-0.012**	0.000	0.000	-0.005	-0.014	0.011	-0.001	-0.001	-0.008	-0.005
	(0.010)	(0.011)	(0.009)	(0.012)	(0.015)	(0.005)	(0.005)	(0.007)	(0.006)	(0.012)	(0.010)	(0.010)	(0.006)	(0.009)	(0.011)
in Poverty according to NAS measure	-0.173**	-0.051	-0.140	0.040	0.042	0.096	0.035	-0.044	-0.072	-0.096	0.072	0.012	0.180	0.033	0.060
	(0.081)	(0.090)	(0.118)	(0.104)	(0.116)	(0.066)	(0.065)	(0.066)	(0.077)	(0.066)	(0.075)	(0.073)	(0.117)	(0.064)	(0.101)
Married is Missing	0.051	0.024	0.112***	0.154**	-0.026	-0.044	0.010	-0.088*	-0.111*	-0.090***	-0.008	-0.034	-0.023	-0.043	0.118
	(0.054)	(0.053)	(0.058)	(0.060)	(0.096)	(0.048)	(0.031)	(0.030)	(0.035)	(0.050)	(0.044)	(0.045)	(0.047)	(0.041)	(0.080)
Household Size	-0.004	0.012	-0.013	-0.018	0.019	-0.011	0.011	0.025	0.046**	0.020	0.013	-0.023	-0.012	-0.028**	-0.036**
	(0.018)	(0.019)	(0.020)	(0.021)	(0.022)	(0.014)	(0.010)	(0.018)	(0.018)	(0.014)	(0.015)	(0.017)	(0.013)	(0.011)	(0.016)
Family Income (NAS) / 1000	0.002	-0.000	0.001	-0.002	-0.002	-0.002**	-0.000	-0.003*	-0.001	-0.001	-0.000	0.001	0.002	0.003**	0.003***
	(0.002)	(0.002)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.002)
Constant	-1.945	2.241	-2.691	1.043	3.163	5.086	-2.024	3.413	2.499	-6.768***	-2.202	0.781	0.529	-2.443	3.400
	(5.815)	(5.530)	(6.366)	(4.958)	(7.170)	(4.754)	(2.153)	(3.415)	(3.626)	(3.996)	(4.702)	(5.354)	(5.511)	(3.998)	(6.439)
Number of observations	1,837	1,466	1,057	834	664	1,871	1,493	1,075	843	674	1,871	1,493	1,075	843	674
Adjusted R2	0.069	0.039	0.060	0.068	0.070	0.100	0.027	0.082	0.100	0.078	0.035	0.036	0.064	0.088	0.101

note: .01 - ***; .05 - **; .1 - *;

APPENDIX: COMPARISON GROUP 2

Comparison Group 2 - Branch of Service

	Employed					Unemployed					Out of the Labor Force				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
Regular	-0.168*** (0.052)	-0.030 (0.046)	0.019 (0.073)	0.055 (0.060)	0.102 (0.064)	0.142*** (0.050)	0.037 (0.029)	0.012 (0.042)	0.007 (0.034)	-0.036 (0.044)	0.026 (0.043)	-0.006 (0.041)	-0.027 (0.056)	-0.060 (0.051)	-0.059 (0.050)
Reserve	0.289*** (0.045)	0.218*** (0.043)	0.303*** (0.048)	0.148 (0.206)	0.110 (0.218)	-0.097** (0.046)	-0.044 (0.027)	-0.120*** (0.042)	0.060 (0.192)	0.064 (0.213)	-0.189*** (0.049)	-0.173*** (0.042)	-0.181*** (0.040)	-0.204*** (0.053)	-0.164*** (0.046)
National Guard	0.160 (0.107)	0.070 (0.107)	0.316*** (0.070)	0.310*** (0.055)	0.448*** (0.054)	-0.084** (0.038)	-0.036 (0.028)	-0.079** (0.035)	-0.064* (0.036)	-0.150*** (0.048)	-0.074 (0.091)	-0.032 (0.099)	-0.231*** (0.055)	-0.243*** (0.036)	-0.293*** (0.046)
Age	0.322 (0.533)	-0.141 (0.518)	0.225 (0.563)	-0.108 (0.457)	-0.381 (0.620)	-0.405 (0.425)	0.196 (0.191)	-0.326 (0.313)	-0.178 (0.358)	0.715* (0.373)	0.115 (0.429)	-0.046 (0.495)	0.078 (0.491)	0.277 (0.368)	-0.236 (0.533)
Age Squared	-0.007 (0.012)	0.004 (0.011)	-0.005 (0.012)	0.002 (0.010)	0.009 (0.014)	0.009 (0.009)	-0.004 (0.004)	0.008 (0.007)	0.004 (0.008)	-0.016** (0.008)	-0.003 (0.009)	0.000 (0.011)	-0.002 (0.011)	-0.006 (0.008)	0.004 (0.012)
Black	-0.047 (0.061)	-0.106 (0.077)	-0.020 (0.093)	-0.081 (0.083)	-0.182* (0.105)	0.074 (0.053)	0.112* (0.059)	-0.057 (0.041)	-0.005 (0.053)	-0.022 (0.049)	-0.028 (0.057)	-0.008 (0.068)	0.072 (0.078)	0.083 (0.072)	0.208* (0.111)
Hispanic	0.099* (0.053)	0.038 (0.057)	0.118 (0.072)	0.090 (0.065)	0.065 (0.079)	-0.085** (0.038)	-0.028 (0.026)	-0.060 (0.054)	-0.103** (0.042)	-0.022 (0.060)	-0.009 (0.050)	-0.009 (0.050)	-0.057 (0.064)	0.009 (0.052)	-0.037 (0.056)
Male	0.001 (0.046)	0.039 (0.052)	0.026 (0.054)	0.011 (0.047)	-0.056 (0.057)	0.055 (0.043)	-0.003 (0.033)	0.039* (0.022)	0.036 (0.022)	0.069** (0.028)	-0.053 (0.037)	-0.034 (0.047)	-0.065 (0.052)	-0.047 (0.046)	-0.020 (0.055)
Urban	0.005 (0.050)	-0.037 (0.064)	-0.099 (0.063)	-0.039 (0.070)	-0.079 (0.077)	-0.100** (0.041)	-0.015 (0.035)	0.049 (0.042)	0.008 (0.051)	0.004 (0.070)	0.091** (0.043)	0.050 (0.052)	0.048 (0.044)	0.031 (0.057)	0.073 (0.051)
AFQT Score	0.002 (0.004)	0.011*** (0.004)	0.011*** (0.004)	0.008 (0.007)	0.004 (0.009)	0.002 (0.003)	-0.001 (0.002)	-0.003 (0.003)	0.000 (0.003)	0.002 (0.004)	-0.005 (0.003)	-0.010*** (0.004)	-0.008* (0.004)	-0.008* (0.005)	-0.006 (0.006)
AFQT Score Squared	-0.000 (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000*** (0.000)	0.000** (0.000)	0.000** (0.000)	0.000 (0.000)
Mother's Years of Education	0.002 (0.009)	-0.000 (0.011)	0.002 (0.009)	0.015 (0.011)	0.026* (0.015)	-0.011** (0.005)	0.000 (0.005)	-0.000 (0.007)	-0.005 (0.006)	-0.016 (0.012)	0.009 (0.009)	-0.000 (0.010)	-0.002 (0.010)	-0.010 (0.006)	-0.009 (0.009)
in Poverty according to NAS measure	-0.176** (0.078)	-0.048 (0.088)	-0.139 (0.106)	0.035 (0.104)	0.007 (0.119)	0.099 (0.065)	0.033 (0.065)	-0.045 (0.065)	-0.062 (0.076)	-0.073 (0.065)	0.070 (0.074)	0.008 (0.073)	0.180 (0.111)	0.028 (0.066)	0.074 (0.104)
Married	0.070 (0.053)	0.031 (0.053)	0.122** (0.059)	0.148** (0.059)	-0.045 (0.098)	-0.063 (0.048)	0.008 (0.031)	-0.093*** (0.030)	-0.106*** (0.035)	-0.079 (0.052)	-0.008 (0.045)	-0.038 (0.045)	-0.028 (0.048)	-0.042 (0.042)	0.125 (0.078)
Household Size	-0.008 (0.018)	0.010 (0.019)	-0.014 (0.020)	-0.018 (0.021)	0.021 (0.022)	-0.007 (0.014)	0.012 (0.010)	0.026 (0.018)	0.045** (0.019)	0.018 (0.014)	0.013 (0.016)	-0.022 (0.017)	-0.011 (0.014)	-0.026** (0.012)	-0.037** (0.015)
Family Income (NAS) / 1000	0.001 (0.002)	-0.000 (0.002)	0.001 (0.001)	-0.002 (0.002)	-0.003 (0.002)	-0.001 (0.001)	-0.000 (0.001)	-0.003*** (0.001)	-0.001 (0.002)	-0.001 (0.001)	0.000 (0.001)	0.001 (0.002)	0.002 (0.001)	0.003** (0.001)	0.003** (0.002)
Constant	-3.033 (6.016)	1.761 (5.907)	-2.214 (6.429)	1.685 (5.107)	4.087 (6.899)	4.918 (4.794)	-2.160 (2.186)	3.580 (3.515)	1.954 (3.999)	-7.750* (4.288)	-1.219 (4.821)	1.302 (5.629)	-0.121 (5.621)	-2.541 (4.107)	3.542 (5.969)
Number of observations	1,790	1,458	1,056	832	662	1,823	1,485	1,070	839	671	1,823	1,485	1,070	839	671
Adjusted R2	0.107	0.047	0.094	0.086	0.096	0.121	0.033	0.091	0.103	0.086	0.034	0.040	0.082	0.101	0.119

APPENDIX: COMPARISON GROUP 2

	Comparison Group 2									
	Received Food Stamps					Received UI				
	Month 1	Month 6	Month 12	Month 18	Month 24	Month 1	Month 6	Month 12	Month 18	Month 24
Military	-0.013 (0.013)	0.002 (0.020)	-0.014 (0.014)	0.007 (0.025)	-0.018*** (0.009)	0.067* (0.025)	0.044*** (0.023)	-0.020 (0.022)	-0.004 (0.010)	0.028 (0.022)
Controls included										
Age	-0.089 (0.099)	-0.087 (0.154)	-0.094 (0.116)	-0.287 (0.242)	0.195** (0.091)	-0.195 (0.183)	0.045 (0.214)	0.039 (0.166)	-0.012 (0.112)	0.117 (0.182)
Age Squared	0.002 (0.002)	0.002 (0.003)	0.002 (0.003)	0.006 (0.005)	-0.004** (0.002)	0.004 (0.004)	-0.001 (0.005)	-0.001 (0.004)	0.000 (0.002)	-0.002 (0.004)
Black	0.006 (0.007)	0.031 (0.024)	0.043 (0.030)	0.054 (0.039)	0.063*** (0.036)	0.046 (0.041)	0.069 (0.059)	-0.021 (0.016)	-0.010 (0.009)	-0.046 (0.031)
Hispanic	0.008 (0.024)	-0.010 (0.017)	-0.002 (0.013)	0.002 (0.024)	0.008 (0.013)	-0.005 (0.024)	-0.037 (0.027)	-0.026 (0.020)	0.012 (0.019)	-0.025 (0.019)
Male	-0.022 (0.016)	-0.003 (0.028)	0.007 (0.012)	0.010 (0.015)	-0.033*** (0.018)	0.015 (0.023)	0.035** (0.014)	-0.003 (0.021)	0.012 (0.007)	0.027 (0.017)
Urban	0.009 (0.009)	-0.033 (0.031)	-0.030 (0.028)	-0.028 (0.032)	0.014*** (0.008)	-0.011 (0.025)	0.027 (0.028)	-0.008 (0.022)	0.008 (0.007)	-0.019 (0.025)
AFQT Score	-0.000 (0.001)	0.000 (0.001)	-0.002** (0.001)	-0.002 (0.001)	-0.001 (0.001)	0.000 (0.002)	0.001 (0.002)	0.001 (0.001)	0.000 (0.000)	-0.001 (0.001)
AFQT Score Squared	0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)
Mother's Years of Education	-0.001 (0.001)	-0.001 (0.005)	0.002 (0.006)	-0.011** (0.005)	-0.003 (0.002)	-0.002 (0.004)	0.005 (0.006)	0.006 (0.004)	-0.001 (0.001)	0.002 (0.003)
in Poverty according to NAS measure	0.036 (0.027)	0.055 (0.044)	0.007 (0.016)	0.004 (0.020)	0.021 (0.031)	0.010 (0.037)	-0.074** (0.034)	0.066 (0.073)	0.050 (0.037)	0.019 (0.032)
Married	0.016 (0.017)	0.068** (0.031)	0.040 (0.025)	-0.004 (0.023)	0.007 (0.013)	0.014 (0.028)	-0.018 (0.024)	0.024 (0.021)	-0.003 (0.009)	-0.045** (0.019)
Household Size	-0.002 (0.004)	-0.005 (0.007)	0.004 (0.008)	0.010 (0.008)	0.000 (0.002)	-0.002 (0.009)	0.024*** (0.013)	0.003 (0.006)	0.006 (0.004)	-0.013** (0.007)
Family Income (NAS) / 1000	-0.000 (0.000)	0.000 (0.001)	-0.000*** (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.001 (0.001)	-0.002** (0.001)	-0.001** (0.000)	-0.000 (0.000)	0.002 (0.001)
Constant	1.113 (1.108)	1.113 (1.750)	1.061 (1.328)	3.341 (2.775)	-2.091** (1.024)	2.197 (2.065)	-0.879 (2.387)	-0.539 (1.829)	0.052 (1.262)	-1.415 (2.138)
Number of observations	2,700	1,554	1,114	861	683	2,700	1,554	1,114	861	683
Adjusted R2	0.020	0.041	0.042	0.042	0.048	0.050	0.095	0.041	0.042	0.181

note: .01 - ***, .05 - **, .1 - *;

APPENDIX: COMPARISON GROUP 2

Comparison Group 2

	Year after exit, enrolled in:			
	Two year college	Four year college	Any college	Government Training
Military	0.008 (0.035)	-0.025 (0.047)	-0.017 (0.060)	0.016 (0.013)
Controls included				
Age	-0.691 (0.684)	-0.155 (0.543)	-0.846 (0.806)	0.132 (0.113)
Age Squared	0.015 (0.015)	0.003 (0.012)	0.018 (0.017)	-0.003 (0.002)
Black	0.053 (0.076)	0.036 (0.079)	0.089 (0.077)	-0.008 (0.007)
Hispanic	0.074 (0.058)	-0.070 (0.064)	0.004 (0.082)	-0.008 (0.008)
Male	0.003 (0.052)	0.075 (0.054)	0.078 (0.067)	0.001 (0.005)
Urban	-0.065 (0.050)	0.024 (0.062)	-0.041 (0.064)	-0.025 (0.020)
AFQT Score	0.003 (0.005)	-0.003 (0.005)	-0.001 (0.007)	0.001 (0.001)
AFQT Score Squared	-0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)
Mother's Years of Education	0.005 (0.007)	0.033** (0.013)	0.038** (0.015)	-0.001 (0.001)
in Poverty according to NAS measure	0.143*** (0.078)	-0.024 (0.072)	0.119 (0.108)	0.007 (0.010)
Married	-0.071** (0.035)	-0.109** (0.053)	-0.180** (0.069)	-0.020 (0.016)
Household Size	-0.030** (0.013)	0.008 (0.021)	-0.022 (0.025)	-0.004 (0.004)
Family Income (NAS) / 1000	0.003* (0.001)	-0.000 (0.001)	0.003*** (0.002)	0.001 (0.001)
Constant	8.093 (7.969)	1.462 (6.118)	9.555 (9.317)	-1.509 (1.291)
Number of observations	844	844	844	1,003
Adjusted R2	0.099	0.131	0.133	0.211

note: .01 - ***; .05 - **; .1 - *;

APPENDIX: COMPARISON GROUP 3

	Comparison Group 3											
	Employed				Unemployed				Out of the Labor Force			
	Month 1	Month 6	Month 12	Month 18	Month 1	Month 6	Month 12	Month 18	Month 1	Month 6	Month 12	Month 18
Ever in the Military	-0.000 (0.069)	0.094 (0.065)	0.099** (0.043)	0.046 (0.088)	0.054 (0.046)	-0.002 (0.038)	-0.036 (0.024)	-0.050 (0.048)	-0.053 (0.054)	-0.091* (0.049)	-0.061 (0.040)	0.002 (0.086)
Controls included												
Age	0.673 (0.774)	1.539* (0.880)	-0.385 (0.499)	-0.393 (1.298)	-0.323 (0.399)	-0.264 (0.395)	0.291* (0.164)	-0.137 (0.472)	-0.357 (0.680)	-1.278* (0.691)	0.087 (0.478)	0.427 (1.219)
Age Squared	-0.014 (0.017)	-0.033* (0.019)	0.008 (0.011)	0.009 (0.028)	0.007 (0.009)	0.006 (0.009)	-0.007* (0.004)	0.002 (0.010)	0.008 (0.015)	0.027* (0.015)	-0.002 (0.011)	-0.009 (0.027)
Black	0.020 (0.085)	0.020 (0.081)	-0.021 (0.066)	0.122 (0.110)	-0.015 (0.066)	0.013 (0.060)	0.002 (0.041)	0.083 (0.053)	-0.007 (0.076)	-0.032 (0.069)	0.019 (0.061)	-0.204** (0.081)
Hispanic	0.052 (0.060)	0.117* (0.070)	0.072 (0.059)	0.042 (0.134)	0.015 (0.059)	-0.008 (0.050)	-0.030 (0.029)	0.046 (0.079)	-0.067 (0.051)	-0.108* (0.060)	-0.046 (0.056)	-0.080 (0.103)
Male	0.131* (0.073)	0.197*** (0.076)	0.148** (0.067)	0.102 (0.113)	0.013 (0.051)	0.032 (0.032)	0.026 (0.018)	0.069 (0.049)	-0.143** (0.063)	-0.228*** (0.068)	-0.174*** (0.064)	-0.175 (0.109)
Urban	0.058 (0.070)	0.060 (0.076)	-0.071 (0.048)	-0.093 (0.119)	-0.067 (0.065)	-0.014 (0.059)	0.023 (0.036)	-0.042 (0.045)	0.009 (0.047)	-0.046 (0.062)	0.049 (0.032)	0.134 (0.099)
AFQT Score	0.019*** (0.006)	0.009* (0.005)	0.014*** (0.005)	0.002 (0.011)	-0.006 (0.005)	0.000 (0.002)	-0.001 (0.001)	0.003 (0.003)	-0.013** (0.006)	-0.010** (0.004)	-0.014*** (0.005)	-0.006 (0.009)
AFQT Score Squared	-0.000*** (0.000)	-0.000* (0.000)	-0.000** (0.000)	-0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	0.000** (0.000)	0.000** (0.000)	0.000*** (0.000)	0.000 (0.000)
Mother's Years of Education	-0.001 (0.015)	0.011 (0.012)	0.011 (0.011)	0.019 (0.028)	-0.007 (0.013)	-0.011 (0.010)	-0.000 (0.007)	0.005 (0.007)	0.008 (0.014)	-0.000 (0.010)	-0.010 (0.010)	-0.021 (0.027)
Mother's Years of Education in Poverty according to NAS measure	-0.020 (0.104)	0.022 (0.110)	-0.064 (0.080)	0.252 (0.156)	-0.006 (0.084)	-0.043 (0.067)	0.040 (0.044)	-0.059 (0.103)	0.024 (0.089)	0.021 (0.092)	0.027 (0.072)	-0.194* (0.109)
Household Size	0.024 (0.070)	0.092 (0.074)	0.088** (0.039)	-0.069 (0.126)	-0.043 (0.050)	-0.068 (0.043)	-0.043 (0.029)	0.080 (0.064)	0.019 (0.055)	-0.023 (0.063)	-0.043 (0.035)	-0.001 (0.104)
Family Income (NAS) / 1000	0.030 (0.027)	0.002 (0.025)	0.040** (0.017)	0.024 (0.038)	-0.006 (0.020)	0.030 (0.019)	-0.011 (0.011)	-0.009 (0.013)	-0.024 (0.020)	-0.031* (0.018)	-0.030* (0.016)	-0.017 (0.034)
Constant	0.001 (0.002)	0.000 (0.002)	-0.002 (0.002)	0.004* (0.002)	-0.002* (0.001)	-0.001 (0.001)	-0.000 (0.000)	-0.002 (0.001)	0.001 (0.002)	0.000 (0.002)	0.002 (0.002)	-0.003 (0.002)
Constant	-7.962 (8.838)	-18.027* (10.089)	4.436 (5.591)	4.084 (14.744)	4.254 (4.575)	3.128 (4.443)	-2.967* (1.798)	2.025 (5.464)	4.789 (7.808)	15.933** (7.913)	-0.400 (5.387)	-4.003 (13.726)
Number of observations	751	745	643	219	757	748	648	223	757	748	648	223
Adjusted R2	0.099	0.103	0.196	0.021	0.043	0.028	0.045	0.077	0.126	0.153	0.230	0.052

note: 0.01 - ***; 0.05 - **; 0.1 - *;

APPENDIX: COMPARISON GROUP 3

Comparison Group 3

	Received Food Stamps				Received UI			
	Month 1	Month 6	Month 12	Month 18	Month 1	Month 6	Month 12	Month 18
Ever in the Military	-0.013 (0.018)	-0.001 (0.032)	-0.023 (0.025)	-0.051 (0.039)	0.010 (0.013)	-0.012 (0.014)	0.003 (0.008)	-0.002 (0.002)
Controls included								
Age	0.241 (0.236)	0.102 (0.264)	-0.019 (0.251)	-0.662 (0.637)	-0.058 (0.170)	-0.160 (0.171)	0.153 (0.132)	-0.005 (0.027)
Age Squared	-0.005 (0.005)	-0.002 (0.006)	0.000 (0.005)	0.015 (0.014)	0.001 (0.004)	0.003 (0.004)	-0.003 (0.003)	0.000 (0.001)
Black	0.074** (0.031)	0.090* (0.053)	0.113* (0.058)	0.004 (0.079)	0.039 (0.051)	0.054 (0.045)	0.020 (0.021)	0.001 (0.002)
Hispanic	-0.010 (0.015)	0.032 (0.031)	0.054 (0.040)	0.022 (0.064)	-0.003 (0.016)	-0.008 (0.015)	-0.016 (0.013)	-0.002 (0.002)
Male	-0.030 (0.022)	-0.011 (0.033)	0.010 (0.037)	-0.061 (0.078)	0.023 (0.014)	0.013 (0.009)	-0.022 (0.015)	-0.000 (0.003)
Urban	-0.027 (0.024)	-0.087* (0.048)	-0.034 (0.043)	-0.022 (0.064)	0.002 (0.022)	-0.006 (0.021)	0.009 (0.010)	-0.003 (0.003)
AFQT Score	-0.001 (0.002)	-0.001 (0.002)	-0.001 (0.002)	-0.002 (0.004)	-0.003 (0.003)	0.001 (0.001)	-0.000 (0.001)	-0.000 (0.000)
AFQT Score Squared	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	0.000 (0.000)	0.000 (0.000)
Mother's Years of Education	-0.005 (0.003)	0.008 (0.009)	0.005 (0.010)	0.002 (0.015)	0.008 (0.011)	-0.005 (0.004)	-0.001 (0.001)	0.001 (0.001)
Mother's Years of Education	0.050 (0.037)	0.047 (0.048)	0.129** (0.055)	0.128* (0.076)	-0.029* (0.016)	-0.041** (0.018)	0.047 (0.036)	0.001 (0.003)
in Poverty according to NAS measure	0.010 (0.024)	0.068* (0.040)	0.077** (0.037)	0.087 (0.069)	0.005 (0.019)	0.016 (0.018)	-0.010 (0.007)	-0.001 (0.001)
Household Size	0.006 (0.005)	-0.004 (0.011)	-0.012 (0.013)	-0.031** (0.016)	0.000 (0.005)	0.001 (0.004)	0.004 (0.003)	-0.001 (0.001)
Family Income (NAS) / 1000	-0.001 (0.000)	-0.001 (0.001)	-0.000 (0.000)	-0.001 (0.001)	-0.001 (0.001)	-0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)
Constant	-2.561 (2.743)	-1.149 (3.042)	0.228 (2.855)	7.611 (7.290)	0.547 (1.927)	1.905 (1.936)	-1.746 (1.522)	0.077 (0.322)
Number of observations	757	758	649	327	757	758	649	327
Adjusted R2	0.050	0.051	0.083	0.089	0.056	0.018	0.041	-0.042

note: 0.01 - ***; 0.05 - **; 0.1 - *;

Comparison Group 3

Year after exit, enrolled in:

	Two year college	Four year college	Any college	Received government training
Ever in the Military	-0.073 (0.087)	0.042 (0.060)	-0.031 (0.097)	0.060* (0.036)
Controls included				
Age	-0.526 (0.967)	-0.165 (0.591)	-0.690 (1.072)	0.142 (0.233)
Age Squared	0.011 (0.021)	0.003 (0.013)	0.015 (0.023)	-0.003 (0.005)
Black	0.213** (0.088)	-0.063 (0.079)	0.150* (0.081)	-0.048 (0.035)
Hispanic	0.072 (0.080)	-0.090 (0.077)	-0.018 (0.106)	0.006 (0.049)
Male	0.042 (0.068)	0.128** (0.063)	0.170** (0.080)	0.004 (0.050)
Urban	-0.068 (0.093)	0.083 (0.079)	0.015 (0.085)	-0.072** (0.029)
AFQT Score	0.011** (0.005)	-0.006 (0.007)	0.005 (0.009)	0.004 (0.003)
AFQT Score Squared	-0.000** (0.000)	0.000 (0.000)	-0.000 (0.000)	-0.000** (0.000)
Mother's Years of Education	-0.021* (0.013)	0.018 (0.015)	-0.003 (0.020)	0.001 (0.006)
Mother's Years of Education	0.161* (0.090)	0.079 (0.108)	0.240* (0.137)	-0.046 (0.042)
in Poverty according to NAS measure	-0.146** (0.069)	-0.018 (0.066)	-0.164* (0.097)	-0.068** (0.032)
Household Size	-0.050* (0.028)	-0.014 (0.025)	-0.064** (0.033)	-0.014 (0.009)
Family Income (NAS) / 1000	0.005** (0.002)	0.001 (0.003)	0.006** (0.003)	0.002* (0.001)
Constant	6.347 (11.003)	1.782 (6.577)	8.129 (12.270)	-1.814 (2.661)
Number of observations	272	272	272	77
Adjusted R2	0.168	0.132	0.211	0.623

note: 0.01 - ***; 0.05 - **, 0.1 - *;

APPENDIX: EARNINGS REGRESSIONS

Earnings Year after Exit From Military

	Comparison Group	
	One	Two
Ever in the Military	443.300 (1,501.809)	3,650.788*** (1,355.596)
Controls included		
Age	25,710.369 (19,432.461)	4,480.907 (16,754.587)
Age Squared	-561.970 (426.868)	-77.699 (368.929)
Black	37.765 (3,250.256)	2,375.381 (2,090.243)
Hispanic	-727.492 (1,916.573)	2,838.961* (1,595.972)
Male	4,809.390*** (1,833.609)	3,466.293** (1,531.344)
Urban	-512.533 (2,249.837)	-1,722.512 (1,944.350)
AFQT Score	173.889 (209.968)	-13.369 (166.092)
AFQT Score Squared	-1.337 (1.840)	0.407 (1.525)
Mother's Years of Education	-681.549* (403.431)	-547.734** (236.181)
Mother's Years of Education in Poverty according to NAS measu	-975.296 (3,071.884)	-429.260 (2,558.478)
Household Size	7,671.689*** (2,109.423)	9,505.300*** (1,774.088)
Family Income (NAS) / 1000	-802.090 (785.797)	-260.016 (536.163)
Constant	74.609 (50.338)	20.816 (50.536)
	-276,736.728 (221,549.334)	-46,242.761 (190,559.262)
Number of observations	278	390
Adjusted R2	0.149	0.245

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 1						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Size						
Firm has 1,000 employees or less	90.3%	0.297	160	92.6%	0.261	4,083
Establishment Size	242	1390	108	680	7006	2,554
Establishment Size 0-49	59.1%	0.494	108	64.2%	0.480	2,553
Establishment Size 50-249	23.6%	0.427	108	23.8%	0.426	2,553
Establishment Size 250-499	8.7%	0.283	108	4.5%	0.207	2,553
Establishment Size 500+	8.7%	0.282	108	7.6%	0.265	2,553
Benefits Available						
Medical insurance	45.6%	0.500	123	39.7%	0.489	2,930
Life insurance	31.5%	0.466	123	24.8%	0.432	2,930
Dental insurance	38.7%	0.489	123	32.7%	0.469	2,930
Paid maternity leave	14.1%	0.349	123	13.9%	0.346	2,930
Unpaid maternity leave	9.4%	0.293	123	11.0%	0.313	2,930
Retirement plan	32.8%	0.472	123	22.8%	0.420	2,930
Flexible schedule	31.6%	0.467	123	31.0%	0.463	2,930
Tuition reimbursement	16.8%	0.376	123	13.8%	0.345	2,930
Child care	2.9%	0.169	123	2.8%	0.164	2,930
Stock ownership	12.0%	0.326	123	9.8%	0.297	2,930
Industry						
Agriculture, Forestry and Fisheries	0.7%	0.082	183	0.7%	0.085	4,516
Mining	0.0%	0.000	183	0.3%	0.052	4,516
Utilities	1.0%	0.101	183	0.2%	0.043	4,516
Construction	11.6%	0.322	183	8.1%	0.272	4,516
Manufacturing	7.9%	0.270	183	7.1%	0.257	4,516
Wholesale Trade	0.9%	0.096	183	1.8%	0.131	4,516

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 1						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Retail Trade	20.8%	0.407	183	18.1%	0.385	4,516
Transportation and Warehousing	4.3%	0.204	183	2.4%	0.153	4,516
Information and Communication	0.7%	0.084	183	1.9%	0.136	4,516
Finance, Insurance and Real Estate	3.6%	0.187	183	5.3%	0.223	4,516
Professional and Related Services	13.8%	0.346	183	10.3%	0.304	4,516
Education, Health and Social Services	11.6%	0.321	183	17.5%	0.380	4,516
Entertainment, Accommodations and Food Services	13.5%	0.343	183	20.4%	0.403	4,516
Other Services	4.2%	0.202	183	5.1%	0.219	4,516
Public Administration	4.5%	0.208	183	1.0%	0.100	4,516
Moves						
Moved year after exit	28.1%	0.451	120	22.8%	0.419	2,329

Notes: For veterans the figures refer to the longest held civilian job since separation from the military. All variables except establishment size are dummy variables equal to one if the description in the first column holds.

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 2						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Size						
Firm has 1,000 employees or less	90.9%	0.289	170	94.4%	0.231	5,436
Establishment Size	242	1390	108	749	7508	2,444
Establishment Size 0-49	59.1%	0.494	108	64.7%	0.478	2,442
Establishment Size 50-249	23.6%	0.427	108	23.5%	0.424	2,442
Establishment Size 250-499	8.7%	0.283	108	4.2%	0.201	2,442
Establishment Size 500+	8.7%	0.282	108	7.6%	0.265	2,442
Benefits Available						
Medical insurance	45.6%	0.500	123	40.7%	0.491	2,825
Life insurance	31.5%	0.466	123	24.9%	0.432	2,825
Dental insurance	38.7%	0.489	123	33.3%	0.471	2,825
Paid maternity leave	14.1%	0.349	123	14.0%	0.347	2,825
Unpaid maternity leave	9.4%	0.293	123	10.7%	0.309	2,825
Retirement plan	32.8%	0.472	123	23.6%	0.425	2,825
Flexible schedule	31.6%	0.467	123	31.3%	0.464	2,825
Tuition reimbursement	16.8%	0.376	123	14.0%	0.347	2,825
Child care	2.9%	0.169	123	3.1%	0.175	2,825
Stock ownership	12.0%	0.326	123	9.7%	0.296	2,825
Industry						
Agriculture, Forestry and Fisheries	0.7%	0.082	183	0.8%	0.089	4,303
Mining	0.0%	0.000	183	0.2%	0.041	4,303
Utilities	1.0%	0.101	183	0.2%	0.039	4,303
Construction	11.6%	0.322	183	8.3%	0.277	4,303
Manufacturing	7.9%	0.270	183	6.9%	0.254	4,303

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 2						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Wholesale Trade	0.9%	0.096	183	2.2%	0.148	4,303
Retail Trade	20.8%	0.407	183	17.7%	0.382	4,303
Transportation and Warehousing	4.3%	0.204	183	2.3%	0.150	4,303
Information and Communication	0.7%	0.084	183	2.2%	0.148	4,303
Finance, Insurance and Real Estate	3.6%	0.187	183	5.2%	0.222	4,303
Professional and Related Services	13.8%	0.346	183	10.3%	0.304	4,303
Education, Health and Social Services	11.6%	0.321	183	16.7%	0.373	4,303
Entertainment, Accommodations and Food Services	13.5%	0.343	183	20.0%	0.400	4,303
Other Services	4.2%	0.202	183	5.6%	0.229	4,303
Public Administration	4.5%	0.208	183	1.2%	0.108	4,303
Moves						
Moved year after exit	28.1%	0.451	120	25.4%	0.435	3,629

Notes: For veterans the figures refer to the longest held civilian job since separation from the military. All variables except establishment size are dummy variables equal to one if the description in the first column holds.

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 3						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Size						
Firm has 1,000 employees or less	97.1%	0.169	97	96.6%	0.182	2,989
Establishment Size	118	239	28	418	4533	943
Establishment Size 0-49	63.5%	0.490	28	62.8%	0.484	942
Establishment Size 50-249	25.7%	0.445	28	23.0%	0.421	942
Establishment Size 250-499	0.0%	0.000	28	6.2%	0.242	942
Establishment Size 500+	10.8%	0.316	28	7.9%	0.270	942
Benefits Available						
Medical insurance	43.3%	0.504	30	41.9%	0.494	1,114
Life insurance	31.7%	0.473	30	26.3%	0.441	1,114
Dental insurance	38.5%	0.495	30	34.7%	0.476	1,114
Paid maternity leave	26.9%	0.451	30	14.6%	0.353	1,114
Unpaid maternity leave	16.5%	0.378	30	11.9%	0.324	1,114
Retirement plan	37.1%	0.491	30	24.3%	0.429	1,114
Flexible schedule	35.8%	0.488	30	31.3%	0.464	1,114
Tuition reimbursement	15.0%	0.363	30	14.5%	0.352	1,114
Child care	0.0%	0.000	30	3.4%	0.182	1,114
Stock ownership	25.3%	0.442	30	9.3%	0.291	1,114
Industry						
Agriculture, Forestry and Fisheries	0.0%	0.000	48	0.7%	0.085	1,850
Mining	0.0%	0.000	48	0.3%	0.052	1,850
Utilities	2.8%	0.166	48	0.2%	0.046	1,850
Construction	4.1%	0.200	48	8.3%	0.275	1,850
Manufacturing	6.2%	0.243	48	7.1%	0.257	1,850
Wholesale Trade	0.0%	0.000	48	1.3%	0.115	1,850

APPENDIX: JOB CHARACTERISTICS

Characteristics of Longest Held Jobs and Moves Since Exit: Group 3						
	Veterans			Civilians		
	Mean	SD	N	Mean	SD	N
Retail Trade	21.0%	0.411	48	16.9%	0.374	1,850
Transportation and Warehousing	5.5%	0.231	48	2.7%	0.161	1,850
Information and Communication	0.0%	0.000	48	2.0%	0.141	1,850
Finance, Insurance and Real Estate	2.0%	0.142	48	5.7%	0.232	1,850
Professional and Related Services	20.5%	0.408	48	11.7%	0.321	1,850
Education, Health and Social Services	17.6%	0.384	48	17.9%	0.383	1,850
Entertainment, Accommodations and Food Services	13.7%	0.348	48	18.8%	0.391	1,850
Other Services	5.6%	0.232	48	4.3%	0.203	1,850
Public Administration	1.1%	0.104	48	2.0%	0.141	1,850
Moves						
Moved year after exit	27.7%	0.453	38	25.5%	0.436	798

Notes: For veterans the figures refer to the longest held civilian job since separation from the military. All variables except establishment size are dummy variables equal to one if the description in the first column holds.