

Employment Histories Report

Final Compilation Report

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Executive Summary

In response to questions asked by Congress related to Public Law 108-454, Section 211, the Department of Veterans Affairs (VA) and Abt Associates, Inc. conducted a study to better understand the employment histories and outcomes of recently separated servicemembers (RSS). Returning home from military service during a war is a complex and individually unique experience. The servicemember and servicemember's family have changed, there are many possible emergent and unknown needs, and the future career path is uncertain. Operations Enduring Freedom and Iraqi Freedom have heightened the interest and desire of the country, the Congress, and Federal agencies to ensure the successful transition of service men and women into civilian employment after their separation from military service. Moreover, these military operations have greatly increased the numbers of men and women serving in the U.S. armed services. In some cases, service personnel were excused from employment, education, or training opportunities to fulfill their active duty requirements. Transitioning back into employment, education, and/or training after completing military service can be challenging for some military personnel and may be different for different RSS cohorts and types. This transition, for all separated servicemembers, is a key issue for the VA and other federal agencies providing services to veterans. In order to improve and enhance employment opportunities for all veterans, it is vital for the VA and its partnerships to better understand and improve service impact.

This study used multi-methods to examine the questions related to employment outcomes and readiness of RSS. Quantitative and qualitative methods were used to obtain multiple data points and perspective; a strength of the overall study. National datasets were examined to provide a baseline of employment experiences and outcomes, and to highlight information gaps that needed to be filled by a new survey. We found that many RSS face more economic and employment issues compared to their peers. Based on the findings from the review of the national datasets and discussions with stakeholders, an Employment Histories Survey (EHS) was designed and conducted. The 2007 EHS addresses various economic and employment outcomes such as wages; responsibility on the job; assistance received; employment status, including self-employment and work in the public and private sector; and management roles. The survey targeted 1941 RSS (discharged within the last 1 to 3 years). Results from the 2007 EHS verify that separated servicemembers still face challenges related to employment and career readiness. Eighteen percent of RSS are currently unemployed¹ and of those employed since separation, 25.0% of RSS earn less than \$21,840 a year. RSS appear, however, to be taking steps to improve their employability by using various VA and Department of Labor (DOL) assistance programs such as the GI Bill (48.4%) and Transition Assistance Program (TAP) (28.7%). Unfortunately, we found that receiving the GI Bill was not a strong predictor of successful employment outcomes such as high earnings, responsibility in civilian work and placement in senior management.

Interviews with private sector hiring managers and talent acquisition specialists confirmed that RSS face certain barriers when transitioning into the workforce and provided recommendations on how to help alleviate the problems, through re-branding of the RSS, creation of networks, and general education and training. The Federal government and its partners need to consider this information and reevaluate how it serves the needs of separated servicemembers to better help them achieve career-readiness in today's competitive global market.

¹ For purposes of the 2007 Employment Histories Survey (EHS), unemployment refers to those individuals who are not working, looking for work and not working, not looking for work.

Introduction

The Department of Veterans Affairs (VA) provides services and benefits to qualified veterans in the form of medical care, disability compensation, vocational rehabilitation, education benefits, and others. Each of these can affect the well-being of veterans, and in combination they affect the economic outcomes in soldiers, sailors, marines and airmen transitioning from military service to civilian careers. The population of recently separated servicemembers who have joined the veteran ranks since the Persian Gulf War in 1990 is 4,419,718. These 4.4 million men and women represent a significant workforce that has returned to the U.S. job market with advanced skills and high-responsibility experiences. In returning to the civilian job market, all servicemembers make a major life transition from military readiness to career readiness; and for some, they also experience a restoration process because of injuries. VA is joined by many other entities that affect this transition, including the Department of Defense, the Department of Labor, and organizations in local governments and the private sector. To date, there are few descriptions of the career readiness and economic outcomes that are achieved among recently separated servicemembers. This report describes employment and economic findings from examinations of existing national data, interviews with private sector executives, and direct surveys with recently separated servicemembers. The report answers questions specified by Congress in Public Law 108-454, Section 211.

In response to Public Law 108-454, Section 211, the Department of Veterans Affairs (VA) organized an interagency workgroup that included representatives from the Department of Defense, the Department of Labor, and across VA. The workgroup met regularly between April 2005 and October 2005, and planned a research agenda in response to the directives by Congress. A contract was awarded to Abt Associates on September 30, 2005, called Employment Histories of Recently Separated Servicemembers.

Congress directed that the study shall (1) determine whether the employment obtained by recently separated servicemembers is commensurate with training and education of those servicemembers; (2) determine whether recently separated servicemembers received educational assistance or training and rehabilitation under programs administered by the Secretary of Veterans Affairs under Chapter 30 or 31 of Title 38, United States Code, or under Chapter 1606 of Title 10, United States Code; (3) determine whether transition assistance services provided to recently separated servicemembers assisted those servicemembers in obtaining civilian employment; (4) analyze trends in hiring of veterans by the private sector; and (5) identify recently separated servicemembers who have reached senior level management positions. Congress directed that the report shall provide specific recommendations to improve employment opportunities for recently separated servicemembers, including, if appropriate, recommendations for (6) the establishment of networks of contacts for employment of such veterans in the private sector; (7) outreach to private sector leaders on the merits and sound business practice of hiring such veterans; and (8) additional methods to facilitate communication between private sector employers and such veterans who are seeking employment. Congress defined employment history, with respect to a servicemember, as training, placement, retention, and advancement in employment of that servicemember. Congress defined recently separated servicemembers (RSS) as those servicemembers discharged or released from active duty in the Armed Forces of the United States since January 1, 1990.

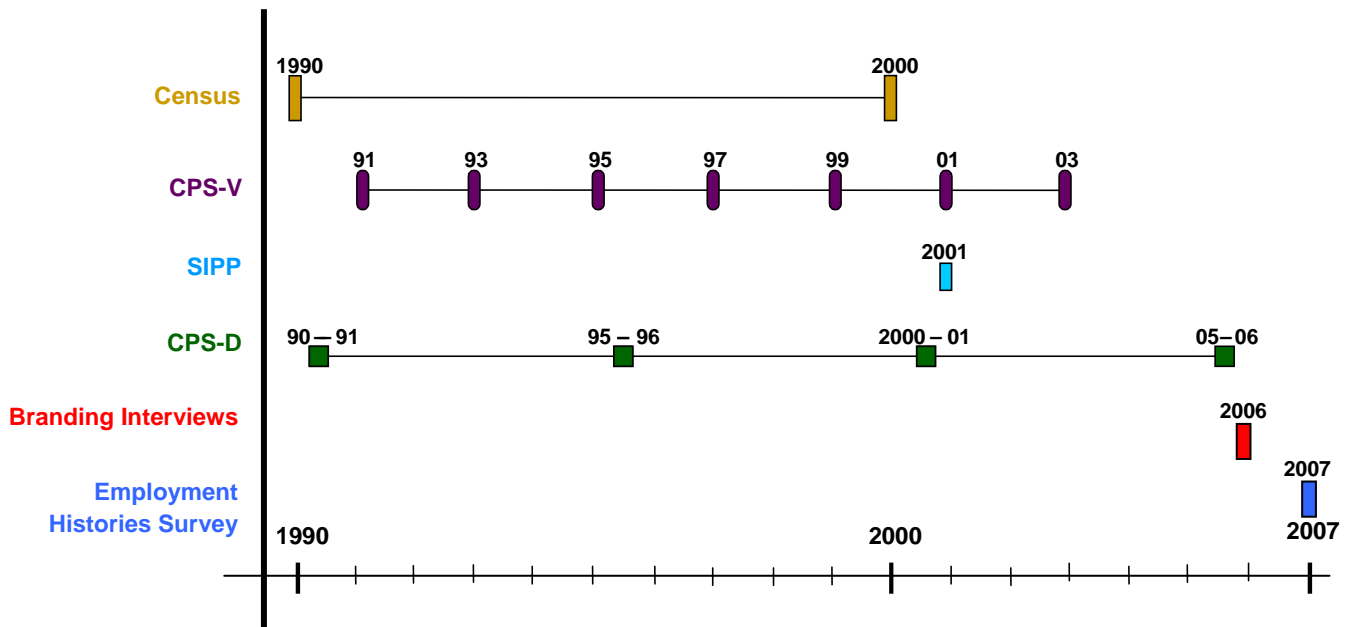
The Employment Histories of Recently Separated Servicemembers contract included four studies contributing to this report. The first study characterizes data that are necessary for understanding

employment histories in servicemembers, and the degree to which these data are available from national surveys. The resulting inventory provided VA and its research partners the opportunity to identify the information that would ideally support their respective missions. The second study is a synthesis of comparative analyses on four national data sets. The data sets include the Decennial Census, Current Population Survey - Demographic Supplement, Current Population Survey - Veteran Supplement, and the Survey of Income and Program Participation. RSS were compared to previous veteran cohorts and a sample of their peers, matched statistically according to demographic characteristics. The third study is a qualitative examination of private sector perspectives on the barriers to employment for RSS and recommendations on the strategies that can be used to overcome such barriers. Over 100 experts participated in the interviews, and included individuals from seven major corporations, six career networking organizations, two chambers of commerce, and two human resource firms. The fourth study is a survey of 1,941 RSS who have separated from active military service between December 2004 and January 2006. The sample was selected to represent the RSS with more recent employment histories. The direct survey provided in-depth descriptions of the conditions that may contribute to a range of economic outcomes among servicemembers as they transition into the civilian workforce.

Study Descriptions

This report includes information provided by the VA administrative records, the Synthesis Analysis Report on national datasets, the Branding Interviews Report on private sector perspectives, and the Employment Histories Survey conducted with RSS who entered the civilian job market between December 2004 and January 2006. The time periods covered by the samples of interviewees is illustrated in Exhibit 1, and described in greater detail below.

Exhibit 1. Time Periods of Data Collection



Synthesis Analysis

The Synthesis Analysis examined four national data sets, providing a baseline of employment experience and outcomes, and highlighting information gaps that need to be filled by the new survey. The selection of extant data sets for analysis was based on four criteria:

1. The sample must include both veterans who are identifiable by era or period of service and comparable non-veterans.
2. Information must be available on employment outcomes of interest.
3. The data must be nationally representative.
4. There must be enough recently discharged veterans to support reliable estimates.

Based on those criteria, four data sets were analyzed: Decennial Census, Current Population Survey - Demographic Supplement (CPS-D), Current Population Survey - Veteran Supplement (CPS-V), and the Survey of Income and Program Participation (SIPP). The selected samples were restricted to persons ages 18 to 65 years. For the purpose of simplifying dollar amounts across years, all dollar values have been converted to 2005 dollars using the Consumer Price Index for All Urban Consumers, as provided by the Bureau of Labor Statistics. Percentages are weighted to represent the population.

To provide comparative benchmarks for the RSS, the employment outcomes of their peers were used as a matched comparison group (MCG) by demographic characteristics. Individuals in the MCG were carefully matched to the RSS on the following characteristics: sex, race/ethnicity (Hispanic, non-Hispanic black, non-Hispanic white, non-Hispanic other); educational attainment (less than high school, high school, some college, 4-year degree, postgraduate), age (in various ranges), marital status (currently married, not currently married), and regions of residence.

Matches were one-to-one without replacement, using propensity scoring². A logistic regression was estimated in which the dependent variable is whether or not the individual is a veteran. The purpose is not to estimate behavioral relationships but rather for classification. The predicted value from the regression is called the propensity score. Individuals with similar propensity scores have similar combinations of characteristics in terms of likelihood of being a veteran. The differences between the actual veteran employment outcomes and the outcomes of the paired non-veteran therefore show how veterans fare in the labor market relative to other similar individuals.

The quality of the comparison depends on the closeness of the match. The Stata software package provides three routines that were used to create and test the matches. The procedure *pscore* calculates the propensity score and tests for balance or the quality of the matches. All matches were close, and in most cases with categorical variables, the matches were identical. Modest

² Paul R. Rosenbaum and Donald B. Rubin (1983) "The Central Role of the Propensity Score in Observational Studies for Causal Effects," *Biometrika* 70:41-55. Also, Rajeev H. Dehejia and Sadek Wahba (2002) "Propensity Score-Matching Methods for Nonexperimental Causal Studies," *The Review of Economics and Statistics*, 84(1):151-161.

changes in the specification can affect the balance, but the ultimate matches were so close that the changes in specification have almost no impact on the measured treatment effects.³

Branding Interviews

The Branding Interviews used a qualitative method to examine the procedures and processes private sector organizations use to implement networking and hiring programs. The purpose was to investigate specific activities to determine if they are feasible for improving the employment prospects of RSS. Private sector perspectives were gained through in-person interviews and group discussions (for profiles of the entities interviewed see Appendix A). Specifically, this task had three objectives:

1. *Research and draft recommendations on the feasibility of developing a veterans' peer-to-peer career network.* Six alumni and peer-to-peer consultations were conducted; three with college alumni organizations and three with other types of organizations that had applicable models of peer-to-peer networks. Internal structures and operational activities of each organization were examined to assess whether a veterans' peer-to-peer network could be similarly structured and operated.
2. *Conduct a series of high-level meetings with major employers in key industry sectors to understand how they make hiring decisions and how they can enhance the hiring of veterans.* Seven corporate field visits were conducted to meet with executives, talent acquisition management, and recruiters. In each company interviewees provided insight into trends in hiring veterans, as well as supplied additional information necessary to perform an assessment of corporate perceptions of the veteran "brand."
3. *Research and draft recommendations on the feasibility of undertaking a campaign to brand and market veterans as a competitive business asset.* Three branding and marketing meetings were held with leaders in the fields of advertising, public opinion, and public relations. These summits provided expert advice on how to research, review, and make recommendations regarding the feasibility of a national branding and marketing campaign.

Employment Histories Survey

Based on the findings from the Synthesis Analysis and discussions with stakeholders, an Employment Histories Survey (EHS) was designed and conducted. The purposes of the survey are to collect information that better explains employment outcomes in RSS, test the feasibility of collecting employment data from RSS using various modes of data collection (web, paper, and telephone), and test the feasibility of institutionalizing a prospective longitudinal veteran employment research program (see Appendix B for an overview of the methodology). The interviews were conducted between April 23, 2007 and August 22, 2007. The study population includes RSS who served as Active Duty, National Guard, and Reserves, and separated from military service between December 2004 and January 2006. The sample was obtained from the Defense Manpower Data Center.

³ The Stata routine *psmatch2* was used for the matching and *pstest* checked to make sure the selected matches were statistically the same. The closeness of the matches was tested for equality of means (t-test) and reduction in standardized bias at the individual covariate level. In addition, the group of covariates was tested using a likelihood ratio test for joint significance. Less than 5 percent of the matches had deviations at the individual covariate level that would impact the propensity score

Sample

For purposes of generalizing the findings, the survey data is weighted throughout the report to represent the RSS population. The sampling weights sum to the estimated or known eligible population size. Sampling weights are required to estimate population totals. Sampling weights also adjust for differential probabilities of selection and to adjust for differential unit nonresponse. Therefore, the sample respondents to a survey will have unequal weights. One must, therefore, use the sampling weights to draw inferences from the sample to the population. Ignoring the sampling weights can lead to biased estimates (see Appendix B for an explanation of how EHS weights were calculated).

The EHS sample is comprised of 1,941 individuals:

- All respondents are between the ages of 17 and 61, with 37.6% between ages 21 to 27.
- The majority is male (86.4%), with 13.6% female.
- The majority is White (79.6%), with 11.8% Black, 3.5% Asian/Pacific Islander, and 0.7% American Indian/Alaskan Native.
- The majority served in the Army (56.8%), followed by 16.9% Air Force, 12.9% Marine Corps, 11.0% Navy, and 2.5% Coast Guard.
- The recent military grade was primarily NCOs (53.1%), followed by 34.4% enlisted, 9.3% junior or warrant officers, and 2.9% senior officers.
- To date, 17.3% have a disability rating from VA and 28.0% have a disability rating from the Department of Defense.
- Full-time employment, as 35 hours or more, is held by 83.6% of the RSS.
- Searching for employment began before separation for 36.8% of the RSS.
- 51.2% of RSS used Internet tools and 39.0% used career networking methods in their search for a job.

Response to Research Questions

The following sections are responses to the research questions presented to VA by Congress in Public Law 108-454, Section 211. The research questions are as follows:

1. Is the employment obtained by recently separated servicemembers commensurate with training and education of those servicemembers?
2. Have recently separated servicemembers received educational assistance or training and rehabilitation from VA?
3. Have transition assistance services provided to recently separated servicemembers assisted them in obtaining civilian employment?
4. What are the trends in hiring veterans by the private sector?
5. Who are the recently separated servicemembers who have reached senior level management positions?
6. How might establishing networks of contacts improve private sector employment opportunities for recently separated servicemembers?
7. How might the promotion of the merits of recently separated servicemembers to business leaders improve private sector employment opportunities?
8. What methods of communication between private sector employers and recently separated servicemembers may improve employment opportunities?

Questions 1 through 5 pertain to the employment histories and economic outcomes of RSS, and questions 6 through 8 pertain to the request for recommendations on improving employment histories of RSS. The information for the responses is drawn from VA administration data, the synthesis analysis, branding interviews, and the Employment Histories Survey (EHS) as appropriate.

Throughout the report the asterisk indicates the statistical significance of the comparisons, that is, under the null hypothesis that the groups are the same, what is the percent chance that the particular result would have been observed. A single asterisk indicates significance at the 0.10 level (10% chance), a double asterisk indicates significance at the 0.05 level (5% chance), and a triple asterisk indicates significance at the 0.01 level (1% chance).

When odds ratios are presented, an odds ratio of 1 indicates that the condition or event under study is equally likely in both groups. An odds ratio greater than 1 indicates that the condition or event is more likely in the first group. And an odds ratio less than 1 indicates that the condition or event is less likely in the first group.

Question 1: Is the employment obtained by recently separated servicemembers commensurate with training and education of those servicemembers?

One method for measuring commensurate employment is to compare RSS to a matched comparison group (MCG) where their education and other demographic variables, such as sex and age, are statistically matched. This method indicates how different RSS are from their like-peers in terms of employment when their educational backgrounds are alike. When examining the national datasets, we identified significant differences between RSS and MCG in their unemployment rates and their wages and salaries⁴ when both groups consist of individuals with the same levels of education on a one-for-one basis.

Unemployment Rates

As illustrated by the CPS-V (1991 – 2003), unemployment is a problem for RSS within two years of separation. From 1991 to 2003, with matched education, the average unemployment rates for RSS (9.5%) in the CPS-V were significantly higher than the MCG (4.3%) during the two years following separation. Exhibit 2 illustrates the unemployment rates from the CPS-V for 1991 through 2003. The notable RSS unemployment rates, among those separated within less than two years, were highest in 1999 (13.6%), followed by 1991 (12.5%), 1993 (10.2%), 1997 (9.1%), and 1995 (7.8%). Although rates of unemployment within two years of separation drop for RSS in 2001 and 2003, unemployment continues to be high for segments of the population well into eight years after separation.

Exhibit 2. Unemployment Rates (Percent) of Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG) by Years since Separation and Interview Year.

Years Since Separation	1991	1993	1995	1997	1999	2001	2003	Average
RSS less than 2 years	12.5	10.2	7.8	9.1	13.6	4.6	4.8	9.5***
MCG less than 2 years	5.7	3.4	5.6	2.8	3.1	3.5	5.9	4.3
RSS 2 – 4 years		5.2	4.0	2.9	1.8	2.3	5.1	3.6
MCG 2 – 4 years		6.0	3.4	4.5	1.7	4.9	3.7	4.1
RSS 4 – 6 years			3.7	1.8	2.8	3.2	2.7	2.7
MCG 4 – 6 years			2.6	2.5	2.2	1.4	1.5	2.2
RSS 6 – 8 years				6.3	1.7	4.3	5.4	4.4*
MCG 6 – 8 years				1.0	3.9	2.8	2.6	2.5

Significance levels: *10%; **5%; ***1%.

Source: Current Population Survey Veterans Supplement, 1991-2003

⁴ Where wages and incomes are presented in categories by ranges, the dollar cutoffs for each quartile are for the year 2000. For example, the 25th percentile was \$14,000, 50th percentile was \$29,000, and the 75th percentile was \$47,000. Low income is defined as less than \$29,000.

Wages and Incomes

National datasets reveal that earned wages are comparatively lower for RSS, especially among those with college degrees; however, total incomes are more similar between RSS and their MCG.

Both the 2001 SIPP and the 2000 Census identify a significant difference in average annual incomes. The 2001 data identifies RSS making on average \$5,736 less than their MCG. The 2000 data identifies a deficit of \$3,019. In contrast, differences in total mean incomes, which may include any number of entitlement transfers such as disability compensation from the VA, are less between RSS and the MCG. In 2001, RSS bring in \$1,908 less than the MCG, while in 2000 the total mean income was slightly higher for RSS by \$434.

Wages and incomes were categorized according to low, middle, and high levels to illustrate significant differences within and across groups. Compared to their MCG, earned wages among RSS were significantly more likely to be in the middle wage category of \$29,000 to \$46,999 (see Exhibit 3), though the majority of RSS are in the low wage category of under \$29,000.

Exhibit 3. Annual Earned Wages by Percent of Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG), (N = 28,372 per Group).

Annual Wages	RSS	MCG	Difference
Under \$29,000	47.3	50.8	-3.5***
\$29,000 to \$46,999	30.2	25.3	4.9***
\$47,000 and Over	22.5	23.9	-1.4***

Significance levels: *10%; **5%; ***1%.

Source: Census 2000

The differences in total incomes between these groups are also significant; however RSS are more evenly distributed across the three categories (see Exhibit 4).

Exhibit 4. Annual Total Incomes by Percent of Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG), (N = 28,372 per Group).

Annual Incomes	RSS	MCG	Difference
Under \$29,000	39.3	44.6	-5.3***
\$29,000 to \$46,999	32.2	28.3	3.9***
\$47,000 and Over	28.5	27.1	1.4***

Significance levels: *10%; **5%; ***1%.

Source: Census 2000

The most notable differences in wages were among the college-educated RSS, as compared to their college-educated MCG (2000 Census). Among those with four-year degrees, the average earned wages were significantly less for RSS as compared to MCG, by \$9,526. The large difference in wages was also seen among those with post-graduate degrees, with RSS earning on average \$7,573 less than

their MCG. Exhibit 5 illustrates that college-educated RSS were more likely to be in the low wage category and less likely to be in high wage category, as compared to their college-educated MCG.

Exhibit 5. Annual Earned Wages for those with Four-Year Degrees by Percent of Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG), (N = 3,656 per Group).

Annual Wages	RSS	MCG	Difference
Under \$29,000	30.2	28.7	1.5
\$29,000 to \$46,999	29.2	25.6	3.6***
\$47,000 and Over	40.6	45.6	-5.0***

Significance levels: *10%; **5%; ***1%.

Source: Census 2000

Age is another factor that appears to have a role in the differences in average earned wages. The 2000 Census reveals that RSS between 46 and 55 years old had the most significant difference in average earnings as compared to their MCG, with an \$8,957 deficit. Annual wage deficits between RSS and their MCG were also identified among those ages 25 to 30 (\$2,751) and 36 to 45 (\$6,281).

An examination of the differences in incomes over time revealed that RSS were significantly more likely to be in low family incomes (under \$29,000) compared to their MCG for up to eight years after the time they separated from the military. The higher average percentages of RSS with low family incomes appear to be attributed to larger proportions in the years 1991 through 1999 (See Exhibit 6).

Exhibit 6. Percent of Low Family Income among Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG) by Years Since Separation and Interview Year.

Years Since Separation	1991	1993	1995	1997	1999	2001	2003	Average
RSS less than 2 years	70.7	76.6	69.1	71.1	62.2	50.9	49.3	66.4**
MCG less than 2 years	59.1	66.5	66.3	64.8	55.2	56.1	52.2	61.1
RSS 2 – 4 years		77.6	62.5	64.3	54.8	41.7	57.2	61.6
MCG 2 – 4 years		63.2	61.5	63.4	56.8	46.9	52.6	59.2
RSS 4 – 6 years			60.5	65.7	54.3	52.8	54.0	58.8**
MCG 4 – 6 years			60.9	53.5	51.4	47.2	52.1	53.9
RSS 6 – 8 years				60.9	58.7	43.7	41.1	52.8**
MCG 6 – 8 years				50.4	44.3	42.8	50.4	46.8

Significance levels: *10%; **5%; ***1%.

Source: Current Population Survey Veterans Supplement, 1991-2003

2007 Employment Histories Survey

The Employment Histories Survey (EHS) did not include a comparison group of like peers; however, it did allow for an examination of factors that contribute to the economic outcomes among RSS. Separate multivariate analyses describe the importance of factors that affect:

- Wages;
- Responsibility in civilian work; and
- Low income.

Factors Related to Wages

When controlling for age, gender, and race, higher wages were best explained by being a senior officer in the military, as compared to other ranks (see Exhibit 7). Likewise, having served as a non-commissioned officer is also a strong predictor of higher salaries, but less so than a senior officer. Two strong predictors of not receiving a high wage were living in a rural or remote community and having received the GI Bill. Nearly half the sample (48.4%) used the GI Bill. The relationship between using the GI Bill and low wages may be explained by the economic status of the servicemember who chooses to go to school and use this benefit. Because education was not a predictor of high wages for any degree, it is reasonable to conclude that employment, in terms of salary outcomes, is not commensurate with education. Education has a positive relationship with salary, but it is not significant when other factors are considered.

Exhibit 7. Model of Factors for Wages for Recently Separate Servicemembers (n = 1740), (Weighted Data).

Factors	Estimate	SE
Received Montgomery GI Bill	-8416.91***	2942.33
Bachelor Degree Before Separation	6389.46	4772.13
Graduate Degree Before Separation	8878.67	7735.82
Bachelor Degree After Separation	6817.35	6770.42
Graduate Degree After Separation	11013	9888.12
Disability Rated by VA or DOD	-912.02	1518.61
Served in Combat Theater	-2084.59	3192.16
Non-Commissioned Officer	8485.62**	3620.61
Junior or Warrant Officer	27118	6658.28
Senior Officer (greater than O4)	36312***	10861
Rural or Remote Community	-8828.56***	3402.08

Note: The logistic regression model statistically controls for age, gender, and race/ethnicity. Only respondents who worked since separation or discharge were asked the question about wage.

SE = Standard Error. Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

The summary of predictors for RSS with higher wages is:

- **Rank (excluding Junior or Warrant Officers) (+)**
- **Rural (-)**
- **GI Bill (-)**

Factors Related to Responsibility in Civilian Work

Another measure of how employment is commensurate with education or training is the level of responsibility that one has in his or her position and how it is like the responsibility he or she had in his or her previous position with the military. Exhibit 8 illustrates a multivariate analysis examining the responsibilities of RSS in their civilian jobs, which predicts the likelihood of RSS in the EHS sample to have about the same or more responsibility versus less responsibility in their civilian jobs relative to their military occupations.

Exhibit 8. Model of Factors for Responsibility in Civilian Job for Recently Separated Servicemembers (n = 975) with the Same or More Responsibility Compared to Recently Separated Servicemembers (n = 849) with Less Responsibility, (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	-0.4256	0.00839	0.653***
Bachelor Degree Before Separation	0.5335	0.0136	1.705***
Graduate Degree Before Separation	1.1054	0.0224	3.021***
Bachelor Degree After Separation	0.3213	0.0192	1.379***
Graduate Degree After Separation	0.8009	0.0302	2.099***
Disability Rated by VA or DOD	-0.2343	0.00431	0.791***
Served in Combat Theater	0.0799	0.00910	1.083***
Non-Commissioned Officer	-0.3982	0.0104	0.672***
Junior or Warrant Officer	-0.7201	0.0191	0.487***
Senior Officer (greater than O4)	-1.2841	0.0303	0.277***
Rural or Remote Community	-0.1196	0.00956	0.887***

Note: The logistic regression model statistically controls for age, gender, and race/ethnicity.

Only respondents who worked since separation or discharge were asked the question about responsibility on the job. SE = Standard Error; Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

The model for the change in responsibility indicates that when controlling for age, gender, and race, education is a strong predictor of responsibility staying the same or increasing in civilian jobs. RSS who completed a graduate degree before separation were 3 times more likely to have the same or more responsibility in their civilian jobs, and 2 times more likely if they completed the graduate degree after separation. A bachelor degree after separation also predicted an elevated likelihood of such responsibility in the civilian job. These predictors suggest that education relates to responsibility

in the civilian jobs among RSS, as it compares to the responsibility in the previous military jobs. For RSS, employment is commensurate with education in terms of responsibility.

A trend in the predictors that is worth noting is that RSS were less likely to have the same or increased responsibility in their civilian jobs when their rank in the military was higher. Senior officers were 70% less likely to have the same or more responsibility in their post-separation civilian jobs, and this statistical relationship followed in the order of junior or warrant officer, then non-commissioned officer. The GI Bill was also a predictor of less comparable responsibility in the civilian job as compared to the previous military job. These predictors follow the expected concept that those with high levels of responsibility, according to rank, will seek civilian positions that will seem comparably less like their previous job in terms of responsibility. Though serving in combat and having a disability rating were statistically associated with the outcome measure, the magnitude of their prediction of the outcome is low.

The summary of predictors for RSS having the same or more responsibility is:

- **Education Level (+)**
- **Rank (-)**
- **GI Bill (-)**

Factors Related to Low Income

To explain the findings in the Current Population Survey that RSS tend to have low family incomes (under \$29,000) for up to eight years after the time they separated, a multivariate analysis of low wage earners (less than \$29,000) from the 2007 EHS is provided in Exhibit 9. Total income was not measured as it is in the CPS, but low wages is a reasonable proxy for low income.

Exhibit 9. Model of Factors for Low Wages (Less than \$29,000) in Recently Separated Servicemembers (n = 631) as Compared to Higher Wages (\$29,000 or above) in Recently Separated Servicemembers (n = 1109), (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	0.4896	0.00948	1.632***
Bachelor Degree Before Separation	-0.4709	0.0168	0.624***
Graduate Degree Before Separation	-0.8389	0.0318	0.432***
Bachelor Degree After Separation	-0.6300	0.0219	0.533***
Graduate Degree After Separation	-1.3062	0.0460	0.271***
Disability Rated by VA or DOD	0.1574	0.00461	1.171***
Served in Combat Theater	-0.1859	0.0101	0.830***
Non-Commissioned Officer	-0.7675	0.0111	0.464***
Junior or Warrant Officer	-1.8011	0.0280	0.165***
Senior Officer (greater than O4)	-1.3178	0.0500	0.268***
Rural or Remote Community	0.4796	0.0105	1.615***

Note: The logistic regression model statistically controls for age, gender, and race/ethnicity. Only respondents who worked since separation or discharge were asked the question about salary. SE = Standard Error; Significance levels: *10%; **5%; ***1%.
Source: 2007 Employment Histories Survey

Exhibit 9 illustrates that receiving the GI Bill and living in a rural or remote community are moderately strong predictors of RSS having a low income (less than \$29,000) as compared to a higher income. Both factors indicated that RSS were about 60% more likely to be in low incomes. The predictors of not being in low income, which include college degrees and higher ranks, suggest that low income RSS tend to be enlisted personnel with less education. A slight elevation of likelihood for low income is seen for having a disability rating, and a slight decrease in likelihood is seen among RSS who have served in combat. It appears that to the extent that education prevents RSS from being in low income families, the education they receive either before or after separation is a benefit to their individual economics. This does not necessarily suggest that employment is commensurate to education.

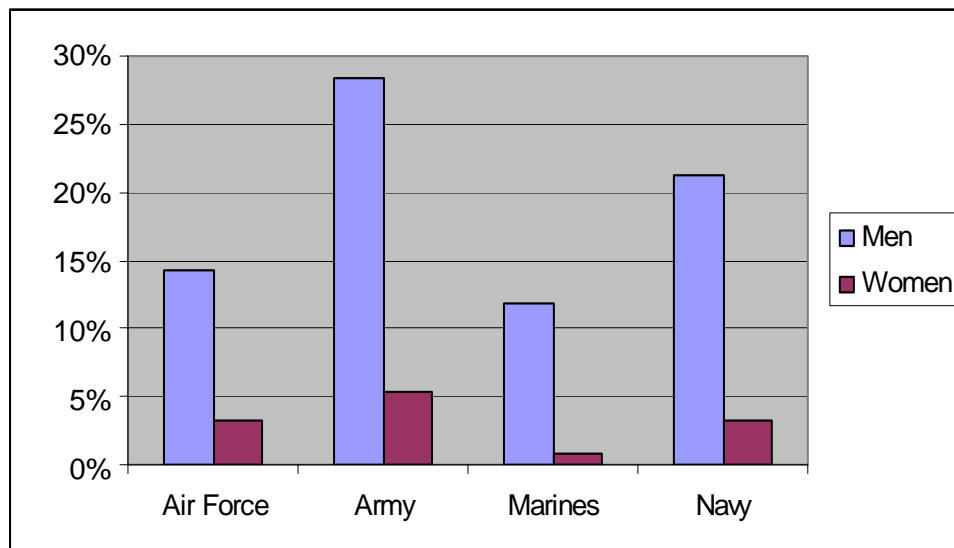
The summary of predictors for RSS being in low income is:

- **GI Bill (+)**
- **Rural (+)**
- **Rank (-)**
- **Education Level (-)**

Question 2: Have recently separated servicemembers received educational assistance or training and rehabilitation from VA?

The VA estimate for RSS, those who have separated from active duty service since January 1, 1990, is 4,419,718. The population of 4.4 million RSS is predominantly enlisted (90.5%). Male enlisted represent 77.5% of RSS and female enlisted represent 13.0% of RSS. Male officers represent 8.0% of RSS and female officers represent 1.5% of RSS. A total of 10% of RSS are in reserve components. The majority of RSS have served in the Army (33.7%), followed by Navy (24.4%), Air Force (17.5%), Marines (12.6%) and non-defense services⁵ (1.5%). Exhibit 10 illustrates the percent of men and women by their branch of military service in defense services.

Exhibit 10. Percent of Men and Women Recently Separated Servicemembers (RSS) by Branch of Military Service.



Source: VA Administrative Records

All servicemembers who are within six months of separation may use the VA vocational and educational counseling services (Chapter 36) that support the development of personal strategies for career and educational choices. Disabled RSS who qualify with the VA may enroll in a training or education program through the Vocational Rehabilitation and Employment Program (Chapter 31). The RSS who have enrolled in the Chapter 31 program are 310,208, or 7.0% of RSS. A total of 80,114 RSS have completed the program as either reaching their goal of suitable employment (76,794) or an independent living arrangement (3,320). This count is 25.8% of those who entered the program and 1.8% of the RSS population.

The vocational rehabilitation program is independent of the education benefits offered through VA, so RSS may use both benefits. As of August 2007, the RSS who have used education tuition benefits through the Montgomery GI Bill (Chapter 30) total 1,180,262. The reservists who have used the

⁵ Non-defense personnel include Coast Guard and Public Health personnel.

newly created Reserve Educational Assistance Program (Chapter 1607) total 23,747. The total RSS who have used their education benefit is 1,204,009, or 27.2%. Since 1990, over 1.5 million applications were made to the Montgomery GI Bill Selected Reserve education program (Chapter 1606) by reservists who were not activated for full time military service, except for training. These reservists can use the benefits while serving in a reserve unit; therefore, they are not separated servicemembers.

2007 Employment Histories Survey: VA and DOL Assistance

Receiving GI Bill benefits appears to be the most commonly used benefit among the 2007 EHS sample of RSS (see Exhibit 11). The percentage of RSS who report using the GI Bill in the survey (48.4%) is much larger than the percent of the total RSS population who have used this benefit since 1990 (27.0%). This may indicate that those who are separating from the military in recent years are more likely to use the benefit than RSS who separated earlier. The Transition Assistance Program can be used by RSS as they process out of the military, so the reported use (28.7%) is lower than expected. RSS reported in the 2007 EHS that 4.1% of them have used the VA vocational rehabilitation program, which is less than the percent who have used it among all RSS (7.0%). The lower use of this program may be due to the timing of entering the program when it requires the completion of an adjudicated disability compensation claim through the VA.

Exhibit 11. Percent of Recently Separated Servicemembers (RSS) Receiving Education or Training Assistance through VA or Department of Labor (DOL) Programs.

Assistance Received	Weighted Percent
Montgomery GI Bill - VA	48.4
Transition Assistance Program - DOL	28.7
Veteran Education Assistance Program - VA	6.1
Other Education/Training Assistance	4.7
Vocational Rehabilitation - VA	4.1
Disabled Transition Assistance Program - DOL	2.6
One-Stop State Training Programs - DOL	2.2
Disabled Veterans Outreach Program - DOL	0.5

Source: 2007 Employment Histories Survey

2007 Employment Histories Survey: Other Assistance

The 2007 survey of RSS identified other sources of assistance received for education and assistance among RSS. Exhibit 12 summarizes these benefits in order of those most often used. Loans, Federal Pell Grants, and employer assistance ranked among the top three sources.

Exhibit 12. Percent of Recently Separated Servicemembers (RSS) Receiving Education or Training Assistance through Other Programs.

Assistance Received	Weighted Percent
Loan to repay	5.2
Federal Pell Grant	4.9
Employer assistance	4.1
School funding or remission	2.8
State grant or scholarship	1.9
Work study program	1.1
Teaching or research assistantship	0.1

Source: 2007 Employment Histories Survey

Question 3: Have transition assistance services provided to recently separated servicemembers assisted them in obtaining civilian employment?

The Department of Labor offers RSS transition assistance through several information workshop or counseling programs (TAP, ACAP, or DTAP). Similarly, the VA offers many assistance programs, such as the GI Bill, VEAP, and Vocational Rehabilitation. According to the 2001 and 2003 CPS-V reporting of employment status, there appears to be no association between DOL programs and employment. Among RSS surveyed in earlier years (1989, 1991, 1993, 1995, 1997, 1999), the percent employed appeared less among those who used these programs (92.8%) than those who did not use them (94.1%).

Analysis of the 2001 SIPP data revealed that 7.0% of RSS use VA-sponsored training to find a new job. In contrast, 29.0% of RSS use VA-sponsored training to improve their skills in an existing job. Of the RSS who used these benefits within 12 months of the 2001 SIPP interview, 22.5% reported they were presently unemployed, which is significantly higher than the 13.0% unemployed among RSS who did not use these benefits. The unemployment differences may be explained by the limited opportunity for RSS to connect to hiring managers while participating in their educational or training programs sponsored by VA. Of the RSS who use VA-sponsored training benefits, the most commonly reported occupation⁶ is managerial or professional services (24.9%), followed by sales or office staffing (19.8%), production or transportation (13.5%), construction or maintenance (11.5%), and protection services (7.5%). With regard to protection services, the 2000 Census identified that RSS are significantly more likely than their MCG to work in this occupation, by 3.7 percentage points.

2007 Employment Histories Survey

The 2007 EHS results demonstrate differences in employment status among those receiving assistance. The significant differences were between full-time employed and unemployed for those who received the GI Bill and vocational rehabilitation (see Exhibit 13).

⁶ The occupations among RSS using VA sponsored training benefits are reported through the CPS-V, 1989-1999.

Exhibit 13. Assistance received from VA or Department of Labor (DOL) Among RSS by Employment Status, (Unweighted Data).

Assistance Received	Self-Employed	Unemployed	Full-Time	Part-Time
Montgomery GI Bill - VA	40.8	57.1	44.9	59.6
Transition Assistance Program - DOL	16.3	26.2	26.7	28.1
Veteran Education Assistance Program - VA	7.1	5.9	7.0	7.5
Vocational Rehabilitation - VA	3.1	8.0	3.5	5.5
Disabled Transition Assistance Program - DOL	2.0	3.4	2.5	0.7
One-Stop State Training Programs - DOL	3.1	3.4	2.0	1.4
Disabled Veterans Outreach Program - DOL	0.0	0.6	0.8	0.7

Source: 2007 Employment Histories Survey

Factors Related to Employment

The following multivariate analysis on employment hours predicts the likelihood of RSS in the 2007 survey working at least 20 hours a week compared to less than 20 hours a week (see Exhibit 14).

Exhibit 14. Model of Factors for Recently Separated Servicemembers Employed at Least 20 Hours a Week (n = 1763) Compared to Recently Separated Servicemembers (n = 160) Employed Less than 20 Hours a Week, (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	-0.6217	0.0154	0.537***
Disability Rated by VA or DOD	-0.4577	0.00624	0.633***
Served in Combat Theater	-0.0285	0.0160	0.972*
Non-Commissioned Officer	0.3446	0.0182	1.411***
Junior or Warrant Officer	0.7628	0.0415	2.144***
Senior Officer (greater then O4)	-0.2070	0.0519	0.813***
Rural or Remote Community	-0.3645	0.0162	0.695***

Note: The logistic regression model statistically controls for age, gender, race/ethnicity, and education before and after separation. SE = Standard Error; Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

Controlling for age, gender, race, and education, predictors of employment, that is at least 20 hours per week, were strongest for junior or warrant officers. These RSS were 2 times more likely than other RSS to be employed by this definition. The employment among RSS was elevated by 40% for those who are non-commissioned officers. The predictor of interest, GI Bill, as the leading transition assistance service, was not a positive predictor of employment. RSS having received the GI Bill were

almost half as likely to be employed at least 20 hours a week. A moderate decrease in being employed was predicted by having received a disability rating and living in a rural or remote community.

The summary of predictors for RSS being employed is:

- **Rank, but not senior officers (+)**
- **GI Bill (-)**
- **Disability (-)**
- **Rural (-)**

Factors Related to Self-Employment

Self-employment is another goal of many assistance programs. A multivariate model predicting self-employment among RSS in the 2007 EHS is presented in Exhibit 15. The model predicts the likelihood of an RSS being self-employed, as compared to all others. While several predictors are significant in the model, only living in a rural or remote community is a strong predictor of self-employment. Rural RSS were roughly 70% more likely to be self-employed. A decrease in the likelihood of being self-employed exists among RSS who were senior or non-commissioned officers or disabled.

Exhibit 15. Model of Factors for Self-Employed Recently Separated Servicemembers (n = 97) Compared to Non-Self-Employed Recently Separated Servicemembers (n = 1826), (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	-0.1936	0.0178	0.824***
Disability Rated by VA or DOD	-0.3181	0.0106	0.728***
Served in Combat Theater	0.0585	0.0196	1.060***
Non-Commissioned Officer	-0.2667	0.0226	0.766***
Junior or Warrant Officer	-0.0559	0.0386	0.946
Senior Officer (greater then O4)	-0.3428	0.0582	0.710***
Rural or Remote Community	0.5149	0.0181	1.674***

Note: The logistic regression model statistically controls for age, gender, race/ethnicity, and education before and after separation. SE = Standard Error; Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

The summary of predictors for RSS being self- employed is:

- **Rural (+)**
- **Rank, but not junior officers (-)**
- **Disability (-)**

Question 4: What are the trends in hiring veterans by the private sector?

Census 2000 data indicates that most RSS work in the private sector, either for a private company (61.9%) or as self-employed (4.1%); however, as compared to their MCG, they are significantly more likely to work in the government sector by 9.5 percentage points (see Exhibit 16). Census 2000 identified that RSS are significantly less likely than their MCG to work in a private company or be self-employed. Similar patterns of employment were identified in the 2001 SIPP. The SIPP also identifies those who work in non-profit organizations; RSS were significantly more likely than their MCG to work among these organizations by 1.1 percentage points.

Exhibit 16. Percent of Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG) in Sectors of Employment, (Weighted Data).

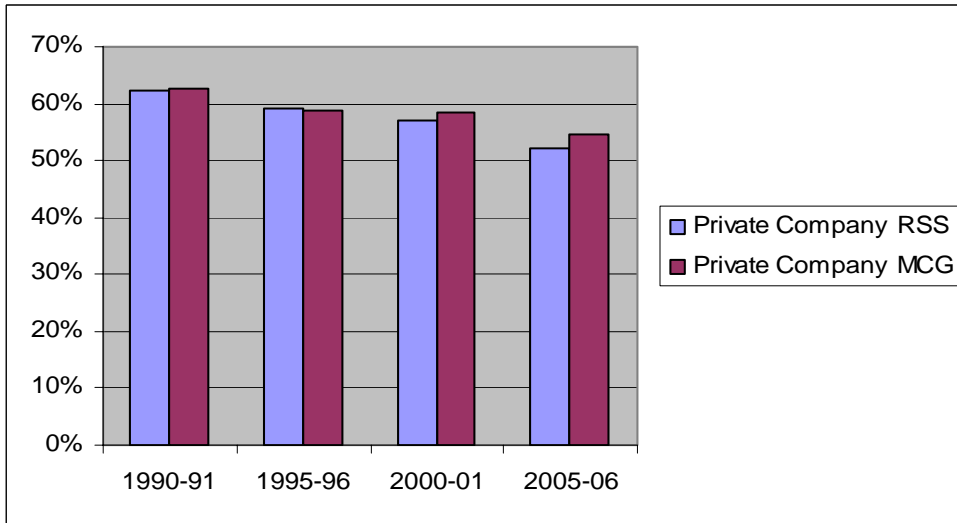
Sector	RSS	MCG	Difference
Private Company	61.9	65.2	-3.3***
Government	19.5	10.0	9.5***
Self-Employed	4.1	8.6	-4.5***

Significance levels: *10%; **5%; ***1%.

Source: Census 2000

In recent years, the Current Population Survey – Demographic Supplement (CPS-D) identifies a significant change in the pattern of RSS who are employed in the private sector, both in private companies and self-employed. Since 1990, the percent of RSS and their matched peers who are employed by a private company has rapidly dropped, with a statistically significant gap emerging between the RSS and MCG in recent years (see Exhibit 17). As of the most recent data in the CPS-D (2005-2006), only 52.0% of RSS are working for private companies, a large drop from the 62.4% of RSS who work in private companies in the 1990-1991 CPS-D. Percentages of RSS working in both private and public sectors have decreased over time.

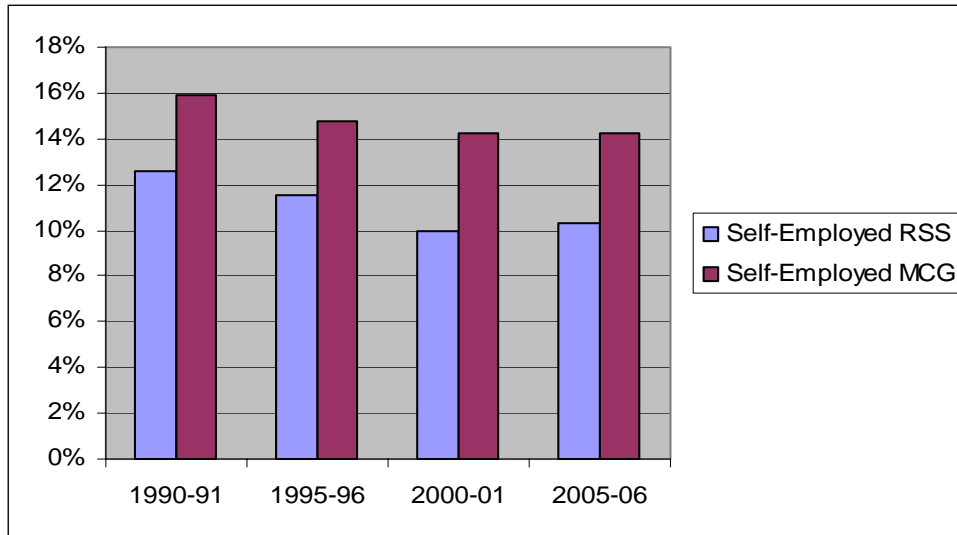
Exhibit 17. Employment Sector Trends for Employment in Private Companies among Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG).



Source: Current Population Survey – Demographic Supplement, 1990-2006

Exhibit 18 illustrates the pattern for self-employed workers, which has not changed much since 1990, but the gap between RSS and their matched peers has increased, with RSS being significantly less represented in this sector than the MCG in recent years, by 3.9 percentage points. The RSS working as self-employed has dropped from 12.6% in the 1990-1991 CPS-D to 10.3% in the 2005-2006 CPS-D.

Exhibit 18. Employment Sector Trends for Self-Employment among Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG).



Source: Current Population Survey – Demographic Supplement, 1990-2006

2007 Employment Histories Survey

The 2007 EHS identified that 55.7% of RSS work in the private sector, while 36.2% of RSS work in the public sector. Notable trends in these data include the tendency for those with college degrees and those who were officers in the military to work in the public sector.

Factors Related to Employment in Private Sector

Exhibit 19 presents the multivariate analysis predicting RSS working in the private sector compared with those working in the public sector. While all of the factors in the model have statistically significant relationships with the sector of work (in this case all predicting not working in the private sector), they are not all strong predictors. Controlling for age, gender, and race, RSS who completed a graduate degree before separation were roughly 60% less likely to work in the private sector.

Exhibit 19. Model of Factors for Recently Separated Servicemembers (n = 1069) Working in the Private Sector Compared with Recently Separated Servicemembers (n = 705) Working in the Public Sector, (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	-0.2587	0.00905	0.772***
Bachelor Degree Before Separation	-0.4623	0.0136	0.630***
Graduate Degree Before Separation	-0.9210	0.0227	0.398***
Bachelor Degree After Separation	-0.4170	0.0195	0.659***
Graduate Degree After Separation	-0.1280	0.0286	0.880***
Disability Rated by VA or DOD	-0.0431	0.00451	0.958***
Served in Combat Theater	-0.0550	0.00987	0.947***
Non-Commissioned Officer	-0.6252	0.0113	0.535***
Junior or Warrant Officer	-0.5287	0.0196	0.589***
Senior Officer (greater than O4)	-0.5367	0.0314	0.585***
Rural or Remote Community	-0.1160	0.0102	0.890***

Note: The logistic regression model statistically controls for age, gender, and race/ethnicity.

Public sector constitutes a government organization, including Armed Forces and self-employed. Private sector constitutes a private, for profit, company and a non-profit organization, including tax exempt and charitable organizations. Only respondents who worked since separation or discharge were asked the question about working sectors. SE = Standard Error; Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

The consistent finding for rank suggests that RSS who were enlisted personnel in the military (not NCOs) were likely to work in the private sector. A slight decrease in likelihood of working in the private sector is predicted by those RSS who have college degrees. The findings suggest that the private sector is not readily employing the RSS with management experience from the military or RSS with college education. Neither the receipt of a disability rating nor having served in combat differentiated sector of work.

The summary of predictors for RSS being employed in the private sector is:

- **Education (-)**
- **Rank (-)**

Question 5: Who are the recently separated servicemembers who have reached senior level management positions?

Achieving senior management status is an indication of both socio-economic status and the level at which employers utilize the management experience achieved among RSS during their military service. Senior level management is not measured directly in any of the national datasets included in this study. We created a proxy measure of senior management by selecting those occupations that are in management professions, such as legislators, and those classified as managers within specific trades and above the median income of their counterparts in the same classification.

Exhibit 20 illustrates that, according to the 2000 Census, significantly less RSS are in senior management positions (6.3%) than their MCG (8.5%). The 2001 SIPP data identify an even larger gap, with 13.0% of RSS and 16.6% of their MCG achieve senior management positions. The CPS-D identified lower percentages of RSS in senior management positions, with 4.2% in 1990-1991, 3.8% in 1995-1996, 5.0% in 2000-2001, and 4.9% in 2005-2006, and all were significantly lower percentages than their MCG in the respective years.

Exhibit 20. Senior Management Positions (Proxy Measure) Held by Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG), (Weighted Data).

Survey	RSS	MCG	Difference
2000 Census (N = 28,372)	6.3	8.5	-2.2***
2001 SIPP (N = 657)	13.0	16.6	-3.6***

Significance levels: *10%; **5%; ***1%.

Exhibit 21 illustrates the significant differences in achieving senior management positions between RSS and their MCG, among the sub-samples of those with college degrees. The relatively lower achievement among RSS who have completed their college education is an indication that the process of career readiness after separation is affected by conditions other than college education alone.

Exhibit 21. Senior Management Positions (Proxy Measure) Held by Recently Separated Servicemembers (RSS) and their Matched Comparison Group (MCG) among those with College Degrees, (Weighted Data).

Survey	RSS	MCG	Difference
2000 Census (N = 3,656)	10.9	17.0	-6.1***
2001 SIPP (N = 96)	12.1	23.6	-11.51 ^a

Note: ^a Small sample size precluded significance testing. Significance levels: *10%; **5%; ***1%.

2007 Employment Histories Survey

The RSS who participated in the 2007 EHS reported their supervision of employees and their management level as either senior management, middle management or supervisory. Of these RSS, 25.7% have employees that report to them, 8.5% identify themselves as middle managers, and 4.7% identify themselves as senior managers. The RSS with higher education tended to supervise more people and be in higher levels of management.

Factors Related to Senior Management

The following multivariate analysis on management roles predicts the likelihood of RSS in the EHS sample being in senior management positions, compared to middle management or other supervisor roles (see Exhibit 22).

Exhibit 22. Model of Factors for Recently Separated Servicemembers Working in Senior Management (n = 84) Compared to those Working in Middle Management and Supervisor Roles (n = 410), (Weighted Data).

Factors	Estimate	SE	Odds Ratio
Received Montgomery GI Bill	-0.4947	0.0229	0.61***
Bachelor Degree Before Separation	-0.2001	0.0323	0.82***
Graduate Degree Before Separation	1.2471	0.0425	3.48***
Bachelor Degree After Separation	-0.1401	0.0617	0.87**
Graduate Degree After Separation	0.0259	0.0658	1.03
Disability Rated by VA or DOD	-0.4300	0.0135	0.65***
Served in Combat Theater	-0.0796	0.0248	0.92***
Non-Commissioned Officer	0.6520	0.0319	1.92***
Junior or Warrant Officer	0.9974	0.0459	2.7***
Senior Officer (greater than O4)	1.6331	0.0577	5.12***
Rural or Remote Community	-0.3322	0.0296	0.72***

Note: The logistic regression model statistically controls for age, gender, and race/ethnicity.

Only respondents who indicated that they supervised people were asked the question related to management status. SE = Standard Error; Significance levels: *10%; **5%; ***1%.

Source: 2007 Employment Histories Survey

The model identifies that RSS in senior management positions, as compared to middle management or other supervisor roles, are 5 times more likely to have been senior officers and 3.5 times more likely to have completed a graduate degree before separation. Junior or warrant officers are over 2.5 times likely to be senior managers, and non-commissioned officers are almost 2 times more likely. The order of relevant factors that are significantly not associated with being a senior manager are using the GI Bill, having a disability rating, living in a rural or remote community, and completing a bachelor degree after separation. RSS who use the GI Bill or who had a disability rating were about 40% less likely to become senior managers.

The summary of predictors for RSS being senior managers is:

- **Rank (+)**
- **Education (+)**
- **GI Bill (-)**
- **Disability (-)**

Question 6: How might establishing networks of contacts improve private sector employment opportunities for recently separated servicemembers?

The scope of career networks ranges from independent individuals operating their own network of contacts to formal networking strategies operated by professional organizations on behalf of their members. A consistent method in these networks is the use of peer-to-peer contacts. The concept is based on the idea that those who one knows personally or those who share an affinity are more likely to assist in the connection to a hidden job. The qualitative interviews revealed a strong preference for the use of peer-to-peer networks, especially the use of multiple networks across affinities and interests.

Managers of affinity groups who promoted such networks emphasized the need of members to actively use the networks to secure job interviews in their targeted corporations. The activities include researching the corporations of interest, identifying who in the network is associated with the corporation, and tracking contact efforts in the pursuit of creating job interviews.

Interviewees identified resources that can help improve the effective use of networks, including:

- a searchable database of members,
- associated employment training and job fairs,
- active outreach to potential members by affinity, and
- aligned social and business communications to strengthen affinity among members.

Affinity is a critical component in that it is the emotional tie to the network. The belief is that a member of the network wants to work for or work with a like member.

There are limitations in networking as a means of accessing quality, hidden jobs (estimates were as high as 80% of positions are hidden):

- (1) First, networks do not necessarily make connections to hiring managers. Reaching into a corporation and connecting to the person who will advocate for the candidate is necessary for successful employment. Networking organizations encourage their members who are employed to market their network to the human resource office of their respective corporations.
- (2) Second, mentoring is a valuable aspect of career mobility that is not easy to facilitate through a network. Mentors tend to want to select the person they mentor, rather than be approached through a social networking system.
- (3) Third, low membership in a network affects the attractiveness to the network. Networking organizations make it their goal to recruit all of their potential members into the network as early as possible. In the case of alumni organizations, some will include all alums until they opt out of the organization.

- (4) Fourth, networks can become saturated with activities that are distractions away from career connections. The social aspect of a network can become the dominant function, which then discourages job seekers from using the network for professional goals.

2007 Employment Histories Survey

EHS data indicate that 39.0% of RSS reported that they used personal or professional contacts/networks to find a job. Exhibit 23 illustrates that the only source people reported using more than networks was the Internet (51.2%).

Exhibit 23. Sources of Employment Information by Percent of Recent Separated Servicemembers (RSS) Using Them.

Employment Sources	Weighted Percent
Internet job searches	51.2
Personal, professional contacts, or networks	39.0
Newspaper or help-wanted ads	36.7
Federal job listings	34.3
Job fairs	23.6
State employment agency	21.3
Private employment agency	16.6
College or university schools	15.1
Job services or veteran representatives	8.4
State rehabilitation agency	3.3
Small Business Administration	5.5

Source: 2007 Employment Histories Survey

No differences existed between race, gender and age among people who reported using networks to find a job. There were, however, differences among people who lived in various regions of the country, with individuals in the South and West reporting that they used networks more than RSS in other regions. People who fought in combat reported using networks more than people who were not in combat, and more disabled RSS reported using networks less than less disabled RSS.

Data from interviews suggests that a robust network function could enhance and promote the employability of RSS through connections with peers. Survey findings support this, indicating that social networks and the use of the Internet resonate with RSS. On-line networks may provide RSS with opportunities to which they otherwise would not be privy.

Question 7: How might the promotion of the merits of recently separated servicemembers to business leaders improve private sector employment opportunities?

Private sector interviewees in the qualitative study consistently communicated both positive and negative perceptions about RSS as potential job candidates. These perceptions were based on both personal experience with RSS and general opinions based on the “brand” of RSS. In order to promote the merits of RSS to business leaders, the brand will need to emphasize the positive attributes and correct misconceived negative attributes. These attributes are listed in Exhibit 24.

Exhibit 24. Positive and Negative Attributes of Recently Separated Servicemembers Provided by Private Sector Employment Experts.

Positive Attributes	Negative Attributes
Leadership	Inflexibility
Work ethic	Rigidity
Reliability	Behavior limited to taking orders
Discipline	Lack higher education
Maturity	Lack creativity
Team players	Lack specific business knowledge
Integrity	Lack business and financial skills
Problem solvers	Risk of PTSD
Project management skills	Risk of the effects of combat

Interviewees indicated that the most valuable positive attribute was integrity, especially in positions where the employee is responsible for finances. The consistent concerns with RSS as candidates are that (1) they cannot demonstrate business aptitude based on past experiences and (2) they are not ready to quickly contribute to the profit-making environment. As a result, RSS are not perceived as having the ability to contribute swiftly nor significantly to corporate profitability.

Successful promoting of RSS to business leaders will depend on how such promotion fits the process of RSS to achieve career readiness in terms of demonstrating aptitude and preparing for profit-oriented work. The current brand applied to the RSS workforce may be justified, in part, because servicemembers do perform their duties within tightly defined skills sets and are not working towards creating a profit. Redefining the brand will require attention to:

- (1) the positive attributes that convey valuable potential as an employee,
- (2) opportunities for business-oriented training through veterans’ education benefits, and

- (3) translation of operational thinking and execution from military missions to business objectives, for both the RSS and the message to employers.

The group of marketing experts agreed that a public relations and educational campaign would benefit the hiring prospects of RSS. They noted that the campaign would require some “product differentiation” because of the variety of candidates within the RSS workforce and the differences in talent acquisition strategies across industries. They also suggested the use of case examples of servicemembers who had demonstrated successful career transitions into the private sector.

2007 Employment Histories Survey

The 2007 EHS data indicate that the profile of RSS workers is varied when looking at grade separation, region and educational attainment⁷. It is important to consider the profile of the workforce when targeting market campaigns and determining how best to serve the population. Understanding the make-up of the population will better help policymakers and researchers create and implement policies surrounding employment of RSS.

Exhibit 25 provides a workforce description by occupation and grade of separation as an indication of management experience. Across all occupations, there is representation at most experience levels. In general, there are very few senior officers in labor occupations such as building and ground maintenance and construction. Of those senior officers, 18.9% are in management, 18.9% in healthcare practices, and 11.3% are in the legal field. No senior officers are in arts and entertainment, health care support, the food industry, buildings and ground maintenance, personal care services, office and administrative support, farming, construction or production. We see diverse management levels in major industries, such as architecture and engineering, business, computers, healthcare, management, and transportation.

Exhibit 25. Occupation by Grade Separation, (Weighted Percentages).

Occupation	Enlisted	NCO	Junior/Warrant Officer	Senior Officer
Architecture or Engineering	2.3	3.5	7.6	5.7
Arts, Media, Design, or Sports	2.3	1.0	1.0	0.0
Building Cleaning or Maintenance	1.4	2.1	1.0	0.0
Business or Financial	3.7	3.8	7.6	7.6
Community or Social Service	1.1	1.1	1.3	1.9
Computer	3.5	4.9	5.0	1.9
Construction or Extraction	8.9	6.2	5.0	0.0
Education, Training, or Library	1.1	3.4	6.3	7.6
Farming, Fishing, or Forestry	1.4	1.0	0.0	0.0

⁷ See Appendix C for a full description of the occupation codes.

Occupation	Enlisted	NCO	Junior/Warrant Officer	Senior Officer
Food Preparation and Service	5.6	2.0	0.0	0.0
Healthcare Practice or Technology	2.8	3.1	7.6	18.9
Healthcare Support	1.4	1.6	3.1	0.0
Installation, Maintenance, or Repair	10.8	14.1	1.9	1.9
Legal	0.0	0.5	3.8	11.3
Management	4.9	7.1	13.2	18.9
Office and Administrative	5.8	6.5	3.8	0.0
Personal Care or Services	1.9	1.0	1.3	0.0
Physical or Social Science	1.2	1.3	1.0	3.8
Production	5.8	4.5	1.0	0.0
Protective Services	14.0	14.4	13.8	3.8
Sales	8.6	5.1	2.5	1.9
Transportation or Moving	8.7	8.4	8.2	7.6

Source: 2007 Employment Histories Survey

It is interesting to note that protective services is continuously among the most popular occupations reported by all RSS with the exception of senior officers. Installation and maintenance repair was also a popular occupation held by enlisted and NCO RSS. Management positions and health care practices were popular among officers.

Question 8: What methods of communication between private sector employers and recently separated servicemembers may improve employment opportunities?

Enhancing communication between RSS and private sector employers will require attention to the best practices identified by the hiring managers. In the qualitative interviews, the general consensus among the executives was that there were no known mechanisms for finding qualified RSS. Furthermore, the expectation was that the best candidates would be vetted and channeled to the corporate hiring managers, and the candidates would be prepared for the interview process. This expectation was consistently expressed as the ideal method for connecting candidates to the hidden job market. An alternative method that was often mentioned was the use of on-line search engines, such as Monster.com or CareerBuilder.com. Some interviewees expressed a lack of confidence in these methods because they were options for those candidates who were unable to successfully connect to the hiring managers directly or through vetting channels.

Interviews with managers of networking organizations, such as alumni or affinity groups, revealed that both of the above practices (vetting channels and on-line services) are utilized. The organizations that were actively supporting talent acquisition for corporations would qualify the candidate's fit to the corporation, prepare the candidate for the corporation's expectations, and then connect the candidate directly to the hiring manager. Hiring managers expressed a desire for this method because it accelerated the speed at which they could find and place successful employees. Networking organizations also used on-line search engines, but many of these were proprietary systems that could only be used by their members and searched by hiring managers who paid for access to the candidate profiles. Organizations promoted the search engines to corporations through job fairs and directly to their network of hiring managers, some of whom were affiliated to the networking organization as alums.

The communication methods used by networking organizations varied by the scope of candidates that they represented. In general, a portfolio of candidates by areas of expertise and levels of management experience were conveyed to hiring managers. The portfolio may be as broad as an on-line search engine where these attributes could be identified through searches, or as narrow as a slate of individuals that fit a particular workforce strategy in a single corporation. The Chambers of Commerce executives expressed a need for a well-organized portfolio of the RSS workforce that they could distribute to their member companies.

Throughout the qualitative study, participants were asked about their experience using any of the state veteran representatives funded through the Department of Labor. The participants were unaware of these representatives.

2007 Employment Histories Survey

Of the sources RSS use to find employment information, survey data indicate that 51.2% of RSS utilize the Internet, more so than any other source. Among the sources asked about, this source was reported as being used the most. A closer look at who uses the Internet suggests that differences exist among users. We found that:

- More male RSS tend to use the Internet than female RSS;
- Younger RSS use the Internet more than older RSS;
- RSS in the South and West tend to use the Internet more than RSS in other regions;
- Individuals who served in combat appear to use the Internet more than RSS who did not serve in combat;
- Less disabled RSS use the Internet more than more disabled RSS;
- NCO and enlisted RSS appear to use the Internet more than officers.

No differences existed between racial/ethnic groups and the use of the Internet.

Conclusions

Career readiness after separation is a concern for many. Historically, servicemembers prepared for civilian careers by participating in workshops at the time of separation from active duty (e.g., Transition Assistance Program (TAP)). The effects of this and other forms of preparation have largely been unknown. In response to Public Law 108-454, we completed two studies that provide a baseline description of what servicemembers have experienced in the civilian workforce and may experience in the future. The studies examined the perspectives of hiring managers in private sector businesses and the employment histories of recently separated servicemembers. This report provides insights into questions specified by Public Law 108-454. The questions are as follows:

1. Is the employment obtained by recently separated servicemembers commensurate with training and education of those servicemembers?
2. Have recently separated servicemembers received educational assistance or training and rehabilitation from VA?
3. Have transition assistance services provided to recently separated servicemembers assisted them in obtaining civilian employment?
4. What are the trends in hiring veterans by the private sector?
5. Who are the recently separated servicemembers who have reached senior level management positions?
6. How might establishing networks of contacts improve private sector employment opportunities for recently separated servicemembers?
7. How might the promotion of the merits of recently separated servicemembers to business leaders improve private sector employment opportunities?
8. What methods of communication between private sector employers and recently separated servicemembers may improve employment opportunities?

National datasets were examined to provide a baseline of employment experience and outcomes, and to highlight information gaps that needed to be filled by the new survey. As a whole, the national datasets suggest that RSS have had difficulties in finding their first civilian job within the first two years after separation. As compared to their peers with the same educational attainment and demographic characteristics, RSS were more likely to earn lower wages, especially among the college-educated. Furthermore, RSS were more likely to be in low income families within the eight years following separation.

Based on the findings from the review of the national datasets and discussions with stakeholders, an Employment Histories Survey (EHS) was designed and conducted. The 2007 EHS analyses looks at various economic and employment outcomes such as wages; responsibility on the job; assistance received; employment status, including self-employment, and work in the public and private sector; and management roles to expand on the knowledge related to employment histories of RSS and to respond to the Public Law. While these indicators cannot predict career achievement, they can be indicators of career readiness, which may ultimately affect career employment and achievement.

Findings from the 2007 EHS, in many cases, mimic findings from the synthesis analysis while also providing more direct information related to the aforementioned questions asked by Congress related to various factors of employment (for additional data related to the 2007 EHS, refer to Appendix D).

Based on the findings, we see patterns in variables that help explain certain outcomes. Exhibit 26 presents specific employment and economic outcomes by various explanatory factors.

Exhibit 26. Employment and Economic Outcomes of Recently Separated Servicemembers by Explanatory Factors.

	Education Level	Rank	Rural	GI Bill	Disability
Wages		+	-	-	
		(not Jr. or Warrant Officer)			
Responsibility Civilian Job	+	-		-	
Low Income	-	-	+	+	
Employed 20 hrs/week		+	-	-	-
		(not Sr. Officer)			
Self-Employed		-	+		-
		(not Jr. Officer)			
Private Sector	-	-			
Senior Management	+	+		-	-

Note: +/- indicates the direction of the relationship.

Source: 2007 Employment Histories Survey

We found that RSS who separated with higher ranks tended to have higher wages, while those receiving the GI Bill and living in rural areas were less likely to have higher wages. Although education was not a significant factor in predicting wages, it was a strong predictor of responsibility staying the same or increasing in a civilian job relative to one’s military occupation. RSS who have obtained a graduate degree were more likely to have the same or more responsibility in their civilian job, suggesting that employment is commensurate with education in terms of responsibility. Again, the GI Bill was a strong outcome predictor, indicating that those receiving the GI Bill had less comparable responsibility in their civilian job compared to their military job. Living in rural communities and receiving the GI Bill were predictors of having a low income (less than \$29,000) while rank and education level were predictors of not having a low income. Furthermore, RSS receiving the GI Bill were almost half as likely to be employed at least 20 hours a week. While the GI Bill appears to be a predictor of not having a high wage, having less responsibility, having a low income, and working fewer hours, almost half of RSS (48.4%) receive the GI Bill, followed by the TAP (28.7%).

Similar to the 2000 Census data, we found that more RSS work in the private sector compared to the public sector. RSS who completed a graduate degree before separation were about 40% less likely to work in the public sector, suggesting that education may be related to the sector in which one works. Education is a strong predictor of management roles, with RSS in senior management positions compared to middle management or supervisory roles being 3.5 times more likely to have completed a graduate degree before separation. Rank was also a strong predictor of management with senior officers being 5 times more likely to be in senior management positions.

These findings suggest that challenges exist for RSS related to employment. The employment readiness of RSS seems to be lacking. Challenges appear to be greater for RSS receiving the GI Bill, living in more rural areas, being a lower rank, and having less education. These RSS appear to be less likely to obtain high wages, obtain jobs with the same or more responsibility, obtain management positions and work more than 20 hours a week. This could be explained by conditions such as being in school or in rural areas. The Synthesis Analysis showed differences among RSS compared to MCG on employment and economic outcomes and the results from the 2007 EHS indicate that difficulties may exist for certain RSS related to specific employment and economic outcomes. These concerns were reiterated during the branding interviews which focused on marketing and branding RSS.

The marketability of servicemembers is dependent on their training and how well it matches the interests of potential employers. Even those who continue their education and training with the intent of being more marketable may not be prepared to access desired careers. The human resource officers who said they have interviewed military veterans in the past reported that these candidates were not prepared to market themselves to the business environment—they did not seem to understand the culture and expectations; thus were not career ready.

After serving in the military for a few years, it is unlikely that servicemembers have developed the opportunities to access quality careers through networks and mentors. The Internet appeared to be the most common source RSS used for employment information. Interviews with private sector hiring managers and talent acquisition specialists revealed that a majority of the high-quality careers are hidden opportunities that require direct channels of access. Both groups revealed that they rely heavily on sources that can qualify the business value of candidates and then prepare them for successful interviews, much like what is provided by the alumni associations of military service academies. Although on-line affinity networks have become popular for the military (e.g., Military.com), these are not on par with the comprehensive network programs operated by top-tier alumni and talent acquisition organizations. Enhancing and promoting networks among servicemembers could foster communication and the sharing of information among servicemembers which could potentially result in greater visibility of servicemembers and expanded employment opportunities. In addition, these networks could be shared with prospective employers providing them with an easy mechanism for outreach to separated servicemembers. This is important given we learned that many companies are unaware of where to locate separated servicemembers.

As Operations Enduring Freedom and Iraqi Freedom heighten the interest and desire of the country, the Congress, and Federal agencies to ensure the successful transition of service men and women into civilian employment after their separation from military service, the Federal government may need to reevaluate how it serves the needs of returning servicemembers. The responsibilities of the Federal government or partnerships with the Federal government may have to change to ensure successful transition processes in all servicemembers. Transitioning back into civilian employment, education, and/or training after completing military service can be challenging for some military personnel and may be different for different veteran cohorts and types.

Recently, the military has worked on assisting servicemembers in completing and translating their skills to match equivalent civilian job descriptions; however, training for marketability may require much more preparation than having the ability to improve a resume. Employers are seeking candidates with business insight and leadership. While these qualities may exist in many servicemembers, they need to be calibrated or enhanced for sale to civilian business employers. We found that many employers are unaware of the skills separated servicemembers possess. For example, few understood that today's

military is highly technological, and that a large number of separated servicemembers have valuable technology and information technology skills. In order to help improve veterans' employment prospects, the federal government and other partnerships should consider contracting with a private sector marketing entity to design and execute a targeted marketing strategy – based upon proven consumer branding techniques – to help veterans overcome barriers to employment.

Preparation for career readiness may also require guidance and coaching from multiple sources that have knowledge about opportunities and are already working in companies that may appeal to the servicemember. Education and training programs, such as the GI Bill, may need to be redesigned to maximize the transfer value of military experiences and enable internships and contract work that connects servicemembers to career opportunities. The use of the Internet as a source of employment information may need to be further exploited as well as the creation of an on-line network. These steps may help improve the career readiness of RSS and ultimately the employment histories of RSS.

Appendix A

Branding Profiles

Appendix A

Throughout the course of seven corporate site visits and six peer-to-peer consultations, interviews were conducted with senior executives, talent acquisition managers, human resources directors, and recruiters at companies that combined employ over 500,000 people and generate more than \$250 billion in annual revenues. In addition, three branding and marketing summits were held with eight national leaders in the fields of advertising and public relations.

Corporate Site Visits

The seven companies chosen for the corporate site visits provide a representative snapshot of corporate America. Companies were selected to ensure a diverse representation of various sectors in the economy. Companies that were among the leaders in their respective sectors or fields were preferred. In addition, companies were chosen to represent a balance of companies; some had reputations for taking pro-active actions related to veterans' employment, while others did not have any particular reputation related to veterans' employment.

Exhibit 1. Corporate Site Visit Company Profiles

	Industry	Estimated Employees	Annual Revenues Billions	Number of Participants
A	Customer Service	Over 10,000	\$1 Billion	12
B	Insurance	Over 25,000	\$25 Billion	9
C	Banking	Over 25,000	\$5 Billion	10
D	Industrial Manufacturing	Over 250,000	\$150 Billion	16
E	Food and Beverage	Over 100,000	\$25 Billion	2
F	Entertainment	Over 10,000	\$10 Billion	5
G	Consumer Products	Over 25,000	\$10 Billion	2

Peer-to-Peer Consultations

The six organizations and institutions chosen represent a cross section of traditional college alumni organizations as well as other non-traditional peer-to-peer organizations. Organizations were primarily chosen due to their reputation as having the finest peer-to-peer networks among their institutional peers.

Exhibit 2. Peer-to-Peer Consultation Organization Profiles

	Industry	Estimated Alumni	Number of Participants
A	Online Community	Over 250,000	2
B	Public University	Over 100,000	1
C	Business School	Over 25,000	3
D	Minority Educational Foundation	Over 100	1
E	Law School	Over 25,000	2
F	Military Educational Institution	Over 50,000	1

Branding and Marketing Summits

The branding and marketing experts chosen to participate in the Branding and Marketing Summits were selected based upon their expertise in the areas of branding, marketing, advertising, and public relations. The group was also selected with a goal of providing a balanced group in terms of diversity.

Exhibit 3. Branding and Marketing Summit Participant Profiles

	Title	Industry	Years of Experience
A	Marketing Executive	Consumer Products and Financial Services	Over 25
B	Marketing Executive	Consumer Products	Over 20
C	Marketing Executive	Manufacturing	25
D	Marketing Research Specialist	Telecommunications	Over 20
E	Marketing Consultant	Information Technology	Over 25
F	Advertising and Marketing Consultant	Advertising	15
G	Senior Advertising Executive	Advertising	Over 20
H	Public Relations Consultant	Public Relations	Over 30

Appendix B
Employment Histories Survey Methodology Report

VA Employment Histories of Recently Separated Service Members

Methodology Report

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I. Introduction

The U.S. Department of Veterans Affairs (VA) is dedicated to providing patient care and federal benefits to veterans and their dependents. To further its goals, the VA sponsored the Employment Histories of Recently Separated Service Members Survey (EHS), the subject of this report. The report describes the first wave of a two-wave pilot longitudinal survey. The pilot will support the development of an institutional, prospective longitudinal veteran employment research program. The information gained through the survey will be used to guide appropriate and focused VA program development, and to establish a baseline for VA to measure the progress of employment outcomes.

Wave 1 of the EHS consists of 1,941 survey interviews conducted with recently separated service members by telephone, Web, and mail. The target population included service members from all branches of the military whose dates of separation span from December 2004 through January 2006. This includes both Reservists and National Guard members who have been activated, as well as regular Active Duty service members. The survey instrument focused on the employment experiences of these respondents since separation from active duty.

In this survey, the following research questions were addressed:

1. How does the employment of recently discharged veterans (RDVs) compare with their education and training?
2. What education assistance, job training, and rehabilitation services have RDVs received from Federal and state agency programs?
3. How have these services helped RDVs reenter the labor force?
4. To what extent have RDVs entered private versus public sector employment? What occupations have they entered?
5. To what extent have RDVs obtained senior-level management positions? What education, training, or career characteristics have contributed to this employment?

II. Sampling Design

The sample of veterans was stratified on the basis of:

- Active duty;
- National Guard/Reserves;

by date of discharge:

- December 2004 – November 2005; and
- December 2005 – January 2006.

The sample size for each of the four strata was 4,847 for a total sample size of 19,388. Within each stratum, the sample was further stratified by branch of the service, and a proportionate stratified design was used to allocate the sample to each of these secondary strata. The sample was then drawn from Defense Manpower Data Center (DMDC) records.

III. Questionnaire

Questionnaire Development

The EHS instrument was based primarily on questions borrowed from large government surveys including the Survey of Income and Program Participation (SIPP), the National Longitudinal Survey of Youth (NLSY), and the Current Population Survey (CPS). Borrowed questions were revised to fit the needs of the EHS, as needed. For example, questions were revised to have employment activities “since separation” be the focus of the question. Additional questionnaire items were also compiled or developed by Abt staff. Input from other agencies, such as DOD and DOL, was obtained during the review process.

Items were selected for inclusion in the questionnaire based on one or more of the following criteria:

- The variable directly addressed one or more research questions.
- The variable had possible explanatory value for analyses.
- The variable addressed an issue specific to the veteran cohort of interest.
- The variable provided the possibility of measurable change within a 12-month period.

Content

The EHS questionnaire was divided into eleven sections: Introduction and Screening; Recent Employment History; Occupation; Senior Management; Commensurate; Training, Education, and Employment Assistance; Education; Disability Status; Living Situation; Demographics; and Contact Information. (Copies of the questionnaire in all three modes appear in Attachment 1.)

Cognitive Testing

Prior to finalizing the questionnaire, cognitive testing was performed. The primary goal of the cognitive testing was to learn how respondents perform the tasks necessary to complete the EHS questionnaire, and to determine what difficulties respondents might encounter, the likely cause of those problems and, to the extent possible, what might be some possible solutions. Nine cognitive interviews were conducted from July through October, 2006. Five interviews were conducted in-person in the Abt Cognitive Testing Laboratory (CTL) in the Bethesda, Maryland office. The other four interviews were also conducted in-person, but off-site in Huntsville, Alabama, which has a large military community.

Respondents were given an introduction to the study and to the tasks associated with cognitive interviewing (e.g., “thinking aloud”). They were instructed to tell the interviewer what they were thinking as they answered questions. They were also occasionally asked specific, scripted probes for select questions identified by expert review as more likely than others to be ambiguous or difficult-to-answer. Other times the interviewer asked generic probes (i.e., “What were you thinking?”) if the respondent seemed to have difficulty answering. Results of these interviews were used to guide questionnaire revisions, and the instrument was subsequently finalized.

CATI and Web Programming

The EHS was conducted by three modes: computer-assisted telephone interviewing (CATI), Web, and paper. Both the CATI and Web modes required programming of the instrument for interviewer-administered and self-administered data collection, respectively. The paper version of the questionnaire was also designed for self-administration and closely resembled the other modes.

The CATI data collection software presents the questionnaire on computer screens to each interviewer. The program guides the interviewer through the questionnaire, automatically routing the interviewer to appropriate questions based on answers to previous questions. Interviewers enter survey responses directly into the computer; the CATI program determines whether the selected response is within an allowable range, checks it for consistency against other data collected during the interview, and saves the responses in a survey data file.

The Web survey was programmed using the same specifications as the CATI program and using software developed by the same company. The inclusion of a Web-based questionnaire allowed respondents to complete the survey in a self-administered mode at a time most convenient to the respondent.

The programmed EHS instruments made full use of the CATI/Web system's ability to check whether a response was within a legitimate range and to follow skip patterns. Once initial programming was completed, the instrument underwent rigorous testing to ensure correct functioning of both the CATI and web systems. In addition, the data entry system for paper mail completes was based on the CATI/Web programming specifications to ensure that quality control checks would be conducted as data entry occurred.

IV. Interviewer Training

The initial EHS data collection staff were recruited during April 2007; the first training sessions were conducted at the end of April. To offset interviewer attrition, interviewer recruitment and training continued throughout the field period, as needed. Interviewer training was conducted in Abt Associates' telephone center in Hadley, Massachusetts.

All interviewers went through an extensive training session covering the following topics: Study Background and Objectives; Data Collection; Telephone Number Tracking; Questionnaire Overview and Question by Question descriptions; Telephone Disposition Codes; Telephone Interviewing Procedures; Interviewing Skills and Techniques; Special Considerations for Working with Veterans; Important Project Information; and Frequently Asked Questions.

In addition, all project staff, including interviewers, were required to successfully complete online VA data security and privacy trainings.

V. Data Collection

A pretest of 50 telephone interviews was conducted April 23-May 3, 2007 using a sample of 562 cases. Findings from the pretest were used to refine the questionnaire content prior to beginning the main study. After revisions identified during the pretest were made to the EHS instrument, main study data collection began.

An additional 3,302 cases were released for data collection (the number originally estimated to be required in order to ultimately complete the target number of interviews). First, an advance mailing consisting of two letters (Attachment 2) was mailed on May 16, 2007 to the selected recently separated service members for whom there were addresses (n=3,241). One letter, printed on VA letterhead and signed by a VA official, described the purpose of the study, introduced Abt Associates, and provided a link to a VA web site that would confirm the legitimacy of the study. The second letter, printed on Abt letterhead, notified recipients of their rights as a respondent, and provided them with a Web address and password for the Web survey and a toll-free number they could call to complete the survey by telephone, if preferred. This mailing also included two \$1 bills and a promise of \$20 more upon completion of the survey.

The Web Survey was launched on May 17, 2007. At this time, telephone interviewers were also on staff to accept call-ins resulting from the advance mailing containing both the Web link and a toll-free number.

Approximately three weeks later, on June 8, 2007, a second mailing was sent to 3,118 veterans who had not yet completed the survey. This mailing included a reminder letter from the VA and from Abt, as well as a paper questionnaire booklet and a postage-paid envelope for respondents who preferred to complete the survey by mail.

For those still not having responded to the requests for participation via Web or mail, active telephone interviewing began June 26, 2007.

Additionally, on July 3, 2007, a final reminder letter was sent on Abt letterhead to 1,936 veterans who still had not completed the survey. This letter contained the Web link and toll-free number.

As data collection progressed, it became clear that the initial sample of 3,241 recently separated sample members would be insufficient to obtain the targeted 1,940 completes because of lower than anticipated eligibility and locating rates. Therefore, an additional 13,008 cases were released on July 27, 2007. Approximately 1,000 of these cases were sent a mailing on July 31, 2007, with the Web link and toll-free number, while the remaining cases were released for telephone data collection only.

At the end of data collection a total of 1,941 interviews were completed. Exhibit 1 details the total number of interviews completed by mode. The average EHS telephone interview length was 13 minutes and 51 seconds.

Exhibit 1. Completed Detailed Interviews Overall and by Mode	
Mode	Number of Interviews
Total	1,941
CATI/phone	1500
Web	328
Paper	113

Toll-Free Telephone Number

A toll-free telephone number was provided in the advance letter, in answering machine messages, and by interviewers at the request of respondents. Potential respondents could use this number to ask questions about the study or to complete an interview.

Informed Consent

In the survey introduction, respondents were informed about the voluntary nature of the survey and confidentiality of data collected. In addition, the informed consent script provided information about the content of the survey and the expected duration.

Sample Management

For calls made to potential respondents, the CATI call scheduler determined the appropriate sequence of days of the week and hours of the day for attempted contacts, based on analyses of optimal calling patterns in previous studies. This system ensured that contacts covered all combinations of days of the week and times of day, as needed.

Response Rates

Two key response rates were calculated for the EHS (Exhibit 2). The unweighted interview completion rate, the percentage of completed interviews among eligible respondents, was 95.3%. The unweighted eligibility/locating rate, which measures the percent of sampled cases currently located and found eligible was 24.1%. Finally, using the information from these rates and applying the sampling weights, one overall weighted response rate was produced. This overall response rate was 22.2%. Weighted response rates were also calculated for each of the four primary strata.

Exhibit 2. Data Collection Weighted Response Rates	
Key Indicator	Rate
Eligibility/Locating Rate	24.1
Interview Completion Rate	95.3
Overall Response Rate	22.2
Reserves Response Rate, separated Dec '04 – Nov '05	23.2
Reserves Response Rate, separated Dec '05 – Jan '06	25.5
Active Duty Response Rate, separated Dec '04 – Nov '05	19.7
Active Duty Response Rate, separated Dec '05 – Jan '06	23.8

The final disposition of the EHS sample is shown in Exhibit 3.

Exhibit 3. Final Disposition of the EHS Sample	
Final Disposition	Number of Selected Service Members
Eligible, released, completed interview	1,941
Eligible, released, interview not completed	96
Ineligible, not released, military address	487
Ineligible, released, date of separation	415
Ineligible, released, still in military	1,261
Ineligible, deceased	52
Unknown eligibility, not released, insufficient contact information	55
Unknown eligibility, released, insufficient information to determine eligibility (e.g., no contact made or missing date of separation)	13,146
Total Number of Selected Cases	17,453

Efforts to Maximize Response Rates

Approaches used to maximize response rates included:

- An advance mailing to selected recently separated service members to establish the legitimacy of the study and increase rapport prior to the first contact.
- A toll-free telephone number to allow respondents to contact Abt staff, encouraging potential respondents to obtain information about the study, immediately establish study eligibility, or voice any concerns.
- A sample management plan that ensured that the correct number of cases were in the field at any given time, and provided daily review of the status of appointment and refusal cases to ensure timely recontact.
- An interviewer training program in refusal aversion to reduce the number of unresolved cases and refusals from eligible respondents.

VI. Quality Control

To ensure high-quality data, project staff continually monitored sample selection and case release processes, interview administration, data consistency, and the estimation process. A brief overview of the various quality control measures that were in place for the EHS follows.

Sample Monitoring

The prepared sample of recently separated service members was checked to ensure that it met the sample design specifications. The sample was monitored on a daily basis to ensure that the pace of data collection was consistent across the data collection period, and to prevent the release of excess cases. Daily analyses of the dynamics of the sample were produced to assist in timely sample management decision-making.

Mail-out Quality Control

EHS mailings were produced by an outside vendor. Abt staff traveled to the vendor before each mailing in order to perform a quality assurance check on the mailings. This involved checking to make sure that the name on the two letters matched each other as well as the name on the outside of the envelope.

Data Collection Quality Control

The CATI and Web systems, as well as the paper data entry system, were programmed to help ensure complete and accurate data collection, using automated data checking techniques, such as response-value range checks and consistency edits, during the interview process. These features enabled interviewers to obtain needed clarifications while still on the telephone with the respondent. In addition, data and frequencies were regularly reviewed in all three modes by project staff.

Quality Control of Telephone Interviewing

Telephone center supervisors were available to interviewing staff at all times to resolve any questions or concerns about a case. Supervisors regularly observed the data collection process to informally monitor interviewers. In addition, supervisory staff used remote telephone and computer monitoring technology

to evaluate whether the interviewers were performing according to project specifications. They focused on whether introductory materials were properly read, item wording and sequence of the questionnaire were followed correctly, respondent questions were answered properly, and any vague responses were properly probed. Computer monitoring also allowed supervisors to ascertain whether answers were entered accurately into the CATI system.

Supervisory staff monitored EHS calls. Selection of interviewers for monitoring was automated using an algorithm that ensured that newly trained interviewers were monitored more often than experienced interviewers. Experienced interviewers were prioritized for monitoring based upon the length of time since their last monitoring session and recent monitoring scores. Each interviewer was typically monitored at least once a week, but some interviewers were monitored more often.

Quality Control in the Data File Production Process

A review of all programming and edits by project staff served as a quality control check of the cleaned data. This quality control review identified any out-of-range values and incorrect skip logic. Calculation of recoded variables was cross-checked. Any observed discrepancies were flagged and reported to the programmer. Variable labels and statements were also checked to be sure that they were consistent with the data documentation provided.

VII. Weighting Procedures

The sample design consists of 20 sampling strata (variable name = WEIGHTING_STRATUM). Each of the four primary strata (variable name = PRIMARY_STRATUM) were divided into five secondary strata based on branch of service (variable name = SERVICE_BRANCH):

1. Active duty, December 2004 – November 2005 date of discharge by five branches of the service,
2. Active duty, December 2005 – January 2006 date of discharge by five branches of the service,
3. National Guard/Reserves, December 2004 – November 2005 date of discharge by five branches of the service, and
4. National Guard/Reserves, December 2005 – January 2006 date of discharge by five branches of the service.

For each of the 20 sampling strata a base sampling weight was calculated. The base sampling weight (BSW) for a stratum equals the population counts of individuals in the stratum divided by the sample size of individuals in the released sample replicates.

The final disposition assigned to each sample individual was used to categorize the sample into four categories:

1. Eligible, interview completed (EC),
2. Eligible, interview not completed (ENC),
3. Ineligible (I), and
4. Unknown eligibility status (U).

For each sampling stratum the base sampling weight was used to calculate a weighted stratum response rate using the response rate (variable name = RR) formula:

$$RR = \frac{EC}{EC + ENC + U \left(\frac{EC + ENC}{EC + ENC + I} \right)}$$

The weighted response rates for the 20 sampling strata are shown in Exhibit 4. The overall weighted response rate is 22.176%. The response rates by sampling stratum do not vary that much about the overall response rate with the exception of strata 12, 32, and 42, which have response rates around 10% and stratum 25, which has a response rate around 30%. Other than these four strata, there is not much evidence of differential nonresponse across the strata used in the sample design.

Exhibit 4. Stratum Response Rates			
Stratum Number	Primary Stratum	Service Branch	Response Rate (expressed as a proportion)
11	Active duty, December 2004 – November 2005	A	0.23315
12	Active duty, December 2004 – November 2005	C	0.10638
13	Active duty, December 2004 – November 2005	F	0.24244
14	Active duty, December 2004 – November 2005	M	0.20141
15	Active duty, December 2004 – November 2005	N	0.26304
21	Active duty, December 2005 – January 2006	A	0.24365
22	Active duty, December 2005 – January 2006	C	0.22857
23	Active duty, December 2005 – January 2006	F	0.27871
24	Active duty, December 2005 – January 2006	M	0.26553
25	Active duty, December 2005 – January 2006	N	0.30556
31	National Guard/Reserves, December 2004 – November 2005	A	0.17177
32	National Guard/Reserves, December 2004 – November 2005	C	0.12357
33	National Guard/Reserves, December 2004 – November 2005	F	0.24984
34	National Guard/Reserves, December 2004 – November 2005	M	0.16937
35	National Guard/Reserves, December 2004 – November 2005	N	0.20495

Exhibit 4. Stratum Response Rates			
Stratum Number	Primary Stratum	Service Branch	Response Rate (expressed as a proportion)
41	National Guard/Reserves, December 2005 – January 2006	A	0.20162
42	National Guard/Reserves, December 2005 – January 2006	C	0.11667
43	National Guard/Reserves, December 2005 – January 2006	F	0.26796
44	National Guard/Reserves, December 2005 – January 2006	M	0.23664
45	National Guard/Reserves, December 2005 – January 2006	N	0.26163

For a given stratum the nonresponse-adjusted sampling weight (variable name = NRA_WT) equals the base sampling weight for that stratum divided by the response rate for that stratum.

The sum of the nonresponse-adjusted sampling weights for the 1,941 completed interviews equals an estimated eligible population size of 304,625 individuals.

VIII. Data Files

A SAS (v9.01) data file, including data from all three modes, is the final data file product. The file, containing complete documentation, includes SAS programs to create the format library, a detailed list of all variables with descriptions and attributes for each variable, a Data User’s Guide, and a codebook. For confidentiality purposes, all names and telephone numbers have been removed from the data file.

Coding

All open-ended responses were reviewed to determine if they could be back-coded to one of the pre-existing response categories. If a particular response could not be back-coded, and appeared frequently among the open-ended responses, then a new response category was created for coding purposes. Coding for the “Occupation” variable was based on the U.S. Department of Labor’s Standard Occupational Classification (SOC) System. Back-coding for the “Race” variable was based on U.S. Census guidelines.

Data Cleaning

The EHS was assigned a lead programmer responsible for cleaning data at the end of the data collection period. The data file for each mode was first cleaned individually before the three files were merged into one final dataset. Using the questionnaire specifications as a base, the lead programmer followed detailed cleaning specifications and produced a series of cleaning programs. These programs were created to:

1. Check for duplicate cases.
2. Verify the valid number of completed cases in the data file.
3. Check that all data elements for a completed case were present.
4. Apply backcodes of verbatim responses.

5. Check that values were within specified ranges and that skip patterns were followed.

After all edits were made, a frequency report was reviewed for completeness. Once the programmer produced an initial cleaned data file, the rigorous quality control process described in Section VI was conducted.

Creating New Variables

New variables were created post-data collection for analysis purposes. A “Region” variable was created from the “State” variable, based on U.S. Census regions. Additionally, a “Race Array” variable was created where each possible combination of race category selections is its own option (see Attachment 3 for further explanation).

Attachment I

Employment Histories of Recently Separated Service Members

FINAL PHONE QUESTIONNAIRE

2007

INTRODUCTORY SECTION

<INTRO1>

Hello. My name is [INTERVIEWER NAME] and I am calling on behalf of the Department of Veterans Affairs from Abt Associates Inc. May I please speak with [NAME]?

- 1: CONTINUE
- 2: GATEKEEPER REFUSAL
- 3: REFUSAL
- 4: RESPONDENT NOT KNOWN
- 5: LANGUAGE BARRIER
- 6: HUDI
- 7: RESPONDENT NO LONGER LIVES IN HOUSEHOLD
- 8: NONWORKING NUMBER
- 9: RESPONDENT IS NOT AVAILABLE
- 23: NOT AVAILABLE DURING STUDY PERIOD
- 33: RESPONDENT RE-ENLISTED/RE-ACTIVATED/RE_DEPLOYED
- 34: RESPONDENT WAS NEVER SEPARATED OR DISCHARGED
- 35: RESPONDENT WAS NEVER ACTIVATED
- 36: RESPONDENT IS STILL IN THE MILITARY (UNSPECIFIED)
- 92: GENERAL CALLBACK
- 93: SPECIFIC CALLBACK
- 96: R WILL CALL US
- 97: FINAL OTHER

IF INTRO = 33,34,35, or 36, TERMINATE AND CODE AS INELIGIBLE

IF INTRO = 2, 3, 6, TERMINATE AND CODE AS A REFUSAL

IF INTRO = 4, SKIP TO TERM1

IF INTRO = 7 AND CONTACT1 NOT IN (1,2), SKIP TO CONTACT1

IF INTRO = 7 AND CONTACT1 IN (1,2), SKIP TO CONTACT5

ELSE IF INTRO = 7 AND CONTACT5 IN (1,2), TERMINATE AND CODE AS USER32—UNABLE TO LOCATE

IF INTRO = 92, 93, 96, SET CALLBACK

IF INTRO = 5, TERMINATE AND CODE AS 1=SPANISH, 2=NON-SPANISH, 98-DON'T KNOW WHICH LANGUAGE

IF INTRO = 23, TERMINATE AND CODE AS USER14

IF INTRO = 97, TERMINATE AND CODE AS USER97

IF INTRO = 8, CODE AS FINAL DISCONNECT AND SKIP TO DIRASST1

IF INTRO = 9, SKIP TO CALLBACK

IF INTRO = 1, SKIP TO INTRO2

ANSWERING MACHINE MESSAGES SHOULD BE LEFT 3RD, 6TH, AND 9TH (NOT 3RD, 9TH, AND 12TH).

IF RESPONDENT WANTS ADVANCE MAILING RE-SENT, NEED ADDRESS CONFIRMATION SCREEN SAME AS L2.

<TERM1>

Thank you for your time. [CATI: TERMINATE]

<CALLBACK>

When is a good time to call [RESPONDENT'S NAME] back?

RECORD TIME: _____ [12 characters]

RECORD DAY: _____ [12 characters]

Thank you very much and have a good day.

PATH FOR INTRO=7 (1st time) , I.E., RESPONDENT NO LONGER LIVES IN 1ST HOUSEHOLD

<CONTACT1>

Is there another telephone number where I might reach [NAME]?

- YES..... 1
- NO..... 2
- REFUSED..... 7
- DON'T KNOW..... 8

[CATI: IF CONTACT1 = 1, SKIP TO CONTACT3, ELSE GO ON TO <CONTACT2>]

<CONTACT2>

If you speak with [NAME], would you please tell [him/her] that I called and that [he/she] should call us, toll-free, at 1-877-386-6318 regarding this important VA study?

- YES..... 1
- NO..... 2
- REFUSED..... 7
- DON'T KNOW..... 8

[CATI: SKIP TO TERM1A]

<CONTACT3>

What is that telephone number?

INTERVIEWER: RECORD ALL INFORMATION PROVIDED

_____ [250 CHARACTERS]

<TERM1A>

Thank you for your time.

[CATI: IF CONTACT1 = 1, CONTINUE TO CONTACT4. ELSE, GO TO DIRASST1.]

<CONTACT4>

INTERVIEWER: DIAL NEW NUMBER OBTAINED [CATI: INSERT NUMBER FROM CONTACT3]

- SOMEONE ANSWERS 1 [RETURN TO INTRO1]
- NO ANSWER..... 2 [TERMINATE]

PATH FOR INTRO=7 (2nd time), I.E., RESPONDENT NO LONGER LIVES IN 2ND HOUSEHOLD

<CONTACT5>

Is there another telephone number where I might reach [NAME]?

- YES..... 1
- NO..... 2
- REFUSED..... 7
- DON'T KNOW..... 8

[CATI: IF CONTACT5 = 1, SKIP TO CONTACT7, ELSE GO ON TO <CONTACT6>]

<CONTACT6>

If you speak with [NAME], would you please tell [him/her] that I called and that [he/she] should call us, toll-free, at 1-877-386-6318 regarding this important VA study?

- YES..... 1
- NO..... 2
- REFUSED..... 7
- DON'T KNOW..... 8

[CATI: SKIP TO TERM1B]

<CONTACT7>

What is that telephone number?

INTERVIEWER: RECORD ALL INFORMATION PROVIDED

_____ [250 CHARACTERS]

<TERM1B>

Thank you for your time.

[CATI: IF CONTACT5 = 1, CONTINUE TO CONTACT8. ELSE, GO TO DIRASST1.]

<CONTACT8>

INTERVIEWER: DIAL NEW NUMBER OBTAINED [CATI: INSERT NUMBER FROM CONTACT7]

- SOMEONE ANSWERS 1 [RETURN TO INTRO1]
- NO ANSWER..... 2 [TERMINATE]

PATH FOR CONTACT1 or 5 = 2, I.E., DIRECTORY ASSISTANCE REQUIRED

<DIRASST1>

INTERVIEWER: DIAL DIRECTORY ASSISTANCE FOR THE CORRECT AREA CODE AND ASK FOR A LISTING FOR THE SAMPLED VETERAN

LISTING OBTAINED..... 1
NO LISTING 2 [TERMINATE]
NUMBER NONPUBLISHED, BUT ADDRESS CONFIRMED3 [TERMINATE]
NUMBER NONPUBLISHED AND ADDRESS NOT CONFIRMED4 [TERMINATE]

<DIRASST2>

INTERVIEWER: WHAT IS THE DIRECTORY LISTED TELEPHONE NUMBER?

_____ [250 CHARACTERS]

<DIRASST3>

INTERVIEWER: DIAL NEW NUMBER OBTAINED [CATI: INSERT NUMBER FROM DIRASST2]

SOMEONE ANSWERS 1 [RETURN TO INTRO1]
NO ANSWER 2 [TERMINATE]

IF RESPONDENT IS AVAILABLE:

<INTRO2>

Hello. My name is [INTERVIEWER NAME] and I am calling on behalf of the Department of Veterans Affairs from Abt Associates Inc. We are conducting a study to help the VA better understand the experiences of recently separated service members in the job market. This includes all service members recently separated from active duty, even those still serving part-time in the National Guard or Reserves. Once we confirm your date of separation and after you have completed the survey, we will send you twenty dollars to thank you for your participation.

[<INTRO2A>You may have received a letter in the mail, which describes our study and came with a gift of \$2.

<INTRO1A> Did you receive a letter from the Department of Veterans Affairs and Abt Associates about this study?

YES 1
NO 2
REFUSED 7
DON'T KNOW8]

[FILL: ONLY ASK INTRO2A IF REPLICATE = 3-19, 100-116, 197-213, OR 294-310]

<CONSENT>

Your name was randomly selected from a list of recently separated service members and your cooperation is important to the success of this study. All answers will be kept strictly confidential to the extent provided by law and will be used only for this research. Participation in this study is voluntary and you may choose not to answer any question or end the interview at any time. On average, the interview takes about 15 minutes. If you choose not to participate, your VA benefits and services will not be affected in any way. For quality assurance purposes, my supervisor may monitor this call.

Screener

<Screener2> Before starting, we would like to make sure we have the correct person. My records indicate that your date of separation was [ENTITLEMENT_END_DATEYRMONTH]. Is that correct? [INTERVIEWER NOTE: IF RESPONDENTS REPORTS NEVER HAVING BEEN DISCHARGED OR SEPARATED, PROBE: "ARE YOU CURRENTLY ACTIVE DUTY?" IF YES, CODE 33 AT INTRO. IF NO, CONTINUE.]

- YES (SKIP TO Q1) 1
- NO..... 2
- REFUSED..... 7
- DON'T KNOW..... 8

<Screener2a> What was your most recent date of separation?

- <Screener2a_Discharge_MM> __ (month) [2 DIGIT NUMERIC 1-12, 77, 88]
- REFUSED..... 77
 - DON'T KNOW..... 88

- < Screener2a_Discharge_YY>__ (year) [4 DIGIT NUMERIC 1900-2007, 7777, 8888]
- REFUSED..... 7777
 - DON'T KNOW..... 8888

IF <Screener2a_Discharge_MM> AND <Screener2a_Discharge_YY> BOTH ANSWERED, CHECK TO SEE IF WITHIN 4 MONTHS OF SEPARATION OR IF BETWEEN 12/04 – 1/06. IF SO, CONTINUE TO Q1 AND USE THEDATE PROVIDED TO FILL [DISCHARGE DATE] IN REST OF SURVEY. IF NOT, SKIP TO <TERMINATE>.

IF EITHER < Screener2a_Discharge_MM> AND/OR < Screener2a_Discharge_YY> = 7 or 8, , ASK <Screener2b>:

<Screener2b> Was your most recent date of separation between the dates of December 2004 and January 2006?

- YES (CONTINUE TO Q1)..... 1
- NO (SKIP TO <TERMINATE>)..... 2
- REFUSED (SKIP TO <TERMINATE>)..... 7
- DON'T KNOW (SKIP TO <TERMINATE>)..... 8

<TERMINATE> Thank you, but at this time we will not be able to include you in our study. Those are all the questions I have. Thank you for your time.

RECENT EMPLOYMENT HISTORY

1. First, I have some questions about your recent employment. Are you...
 - Currently employed and not looking for a different job (SKIP TO Q5) 1
 - Currently employed, but looking for a different job (SKIP TO Q5) 2
 - Not working but looking for work, or 3
 - Not working and not looking for work 4
 - REFUSED 7
 - DON'T KNOW 8

2. The next few questions are about your employment since separation from active duty. At any time since your date of separation, that is between [ENTITLEMENT_END_DATEYRMONTH] and today, did you have at least one paid job, either full or part time?
 - YES (SKIP TO Q5)..... 1
 - NO 2
 - REFUSED 7
 - DON'T KNOW 8

3. Since separation, have you done any work at all for money?
 - YES (SKIP TO Q5)..... 1
 - NO 2
 - REFUSED 7
 - DON'T KNOW 8

4. What is the main reason you did not work at a job between [ENTITLEMENT_END_DATEYRMONTH] and today? [IF Q1=1 OR 2, USE "IS," "ARE," "DO." ELSE USE "WAS," "WERE," "DID."]

INTERVIEWER: READ ANSWER CATEGORIES OUT LOUD – STOP READING LIST ONCE RESPONDENT PROVIDES ANSWER

- Temporarily unable to work because of an injury (SKIP TO Q7) 1
- Temporarily unable to work because of an illness (SKIP TO Q7)..... 2
- Unable to work because of chronic health condition or disability (SKIP TO Q7)..... 3
- Retired (SKIP TO Q7)..... 4
- Pregnancy/childbirth (SKIP TO Q7)..... 5
- Taking care of children/other persons (SKIP TO Q7)..... 6
- Going to school (SKIP TO Q7)..... 7
- Unable to find work (SKIP TO Q7) 8
- On layoff (temporary or indefinite) (**SKIP TO Q10**) 9
- Not interested in working at a job (SKIP TO Q7)..... 10
- Or something else? (SKIP TO Q7)..... 11
- REFUSED (SKIP TO Q7)..... 97
- DON'T KNOW (SKIP TO Q7)..... 98

5. Is/Was that for an employer or are/were you self-employed or do/did you have some other arrangement? [IF Q1=1 OR 2, USE “IS,” “ARE,” “DO.” ELSE USE “WAS,” “WERE,” “DID.”]
 INTERVIEWER: Other arrangements include odd jobs, on-call work, day labor, one-time jobs, and informal arrangements like babysitting, lawn mowing, or leaf raking for neighbors.

IF THE RESPONDENT HAS MORE THAN ONE JOB SAY: Please answer for your main job. By ‘main job’ we mean the one at which you usually work the most hours.)

EMPLOYER	1
SELF-EMPLOYED.....	2
SOME OTHER ARRANGEMENT	3
REFUSED	7
DON’T KNOW	8

6. How many hours per week do/did you USUALLY work at your job? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID.”]

IF THE RESPONDENT HAS MORE THAN ONE JOB SAY: Please answer for your main job. By ‘main job’ we mean the one at which you usually work the most hours.

ENTER HOURS _____ [3 CHARACTER NUMERIC 0-168, 777, 888]	
REFUSED	777
DON’T KNOW	888

**[CATI:
 IF Q1=3 or 4 AND Q2=1 OR Q3=1: GO TO Q7.
 IF Q1=1 or 2: SKIP TO Q9.**

7. What best describes your situation now?

INTERVIEWER: READ ANSWER CATEGORIES OUT LOUD – STOP READING LIST ONCE RESPONDENT PROVIDES ANSWER

ON LAYOFF FROM A JOB (SKIP TO Q10).....	1
WAITING FOR A NEW JOB TO BEGIN	2
RETIRED	3
TAKING CARE OF HOME AND FAMILY (INCLUDING PREGNANCY).....	4
IN SCHOOL.....	5
NOT ABLE TO WORK BECAUSE OF ILLNESS OR DISABILITY	6
OR SOMETHING ELSE?.....	7
REFUSED	97
DON’T KNOW	98

8. [ONLY ASK IF Q2=1 OR Q3=1]: What is the main reason you stopped working at your most recent civilian job?

INTERVIEWER: READ ANSWER CATEGORIES OUT LOUD – STOP READING LIST ONCE RESPONDENT PROVIDES ANSWER

- | | |
|--|----|
| ON LAYOFF (SKIP TO Q10)..... | 1 |
| RETIREMENT OR OLD AGE..... | 2 |
| CHILDCARE PROBLEMS..... | 3 |
| OTHER FAMILY/PERSONAL OBLIGATIONS..... | 4 |
| OWN ILLNESS/DISABILITY..... | 5 |
| OWN INJURY..... | 6 |
| SCHOOL/TRAINING..... | 7 |
| DISCHARGED/FIRED..... | 8 |
| EMPLOYER BANKRUPT..... | 9 |
| EMPLOYER SOLD BUSINESS..... | 10 |
| JOB WAS TEMPORARY AND ENDED..... | 11 |
| QUIT TO TAKE ANOTHER JOB..... | 12 |
| SLACK WORK OR BUSINESS CONDITIONS..... | 13 |
| UNSATISFACTORY WORK ARRANGEMENTS (HOURS, PAY, ETC.)...14 | |
| QUIT FOR SOME OTHER REASON..... | 15 |
| REFUSED..... | 97 |
| DON'T KNOW..... | 98 |
9. Did you spend any time on layoff from a job since [ENTITLEMENT_END_DATEYRMONTH]?
- | | |
|--------------------------------|---|
| YES..... | 1 |
| NO (SKIP TO Q11a)..... | 2 |
| REFUSED (SKIP TO Q11a..... | 7 |
| DON'T KNOW (SKIP TO Q11a)..... | 8 |
10. When you were laid off, did your employer give you a date to return to work?
- | | |
|-----------------|---|
| YES..... | 1 |
| NO..... | 2 |
| REFUSED..... | 7 |
| DON'T KNOW..... | 8 |
- 11a. Did you spend any time looking for work prior to separation from active duty, while still in the military?
- | | |
|-----------------|---|
| YES..... | 1 |
| NO..... | 2 |
| REFUSED..... | 7 |
| DON'T KNOW..... | 8 |
- 11b. Did you spend any time looking for work since separation from active duty?
- | | |
|-----------------|---|
| YES..... | 1 |
| NO..... | 2 |
| REFUSED..... | 7 |
| DON'T KNOW..... | 8 |

**[CATI: IF YES TO EITHER Q11a OR Q11b ASK Q12.
ELSE, SKIP TO Q14.]**

12. Which of the following sources of employment information have you used to look for a job? Please tell me yes or no as I read each one. (MARK ALL THAT APPLY)

Small Business Administration from the Office of Veterans	
Business Development	1
State rehabilitation agency	2
State employment agency.....	3
Private employment agency	4
Internet job searches	5
Newspaper/help-wanted advertisements	6
Job fairs	7
College/university or school.....	8
Personal/professional contacts/networking	9
Federal job listings	10
Job Service/UI/VET Reps	11
REFUSED	97
DON'T KNOW	98

13. During the last 30 days, that is since [DATE 30 days ago], on how many days did you spend any time looking for work?

ENTER DAYS _____ [2 CHARACTER NUMERIC 0-30, 77, 88]	
REFUSED	77
DON'T KNOW	88

OCCUPATION

14. **[CATI: IF Q1=3 or 4 AND Q2=2 OR Q3=2: SKIP TO Q22.]**The next questions refer to your [current/most recent civilian] job. [Is/was] your employer... [IF Q1=1 OR 2, USE “CURRENT” and “IS.” ELSE USE “MOST RECENT CIVILIAN” AND “WAS.”]
- A Government organization, including Armed Forces 1
 - A Private, For Profit, Company..... 2
 - A Non-Profit Organization, including tax exempt and charitable organizations 3
 - Self-employed 4
 - REFUSED 7
 - DON'T KNOW 8

15. What kind of work [do/did] you perform, that is, what [is/was] your occupation? [IF Q1=1 OR 2, USE “DO” and “IS.” ELSE USE “DID” AND “WAS.”]

INTERVIEWER READ IF NECESSARY: For example, a bookkeeper, plumber, or press operator

[TEXT BOX THAT CAN HOLD 200 CHARACTERS]

[CATI: CODES BELOW ARE FOR POSTPROCESSING PURPOSES ONLY]

MANAGEMENT OCCUPATIONS	1
BUSINESS AND FINANCIAL OCCUPATIONS	2
COMPUTER OCCUPATIONS	3
ARCHITECTURE AND ENGINEERING	4
LIFE AND SOCIAL SCIENCE.....	5
COMMUNITY AND SOCIAL SERVICE	6
LEGAL.....	7
EDUCATION, TRAINING AND LIBRARY	8
ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA	9
HEALTHCARE PRACTITIONER AND TECHNICAL	10
HEALTH CARE SUPPORT	11
PROTECTIVE SERVICES.....	12
FOOD PREPARATION AND SERVICING RELATED.....	13
BUILDING AND GROUNDS CLEANING AND MAINTENANCE	14
PERSONAL CARE AND SERVICES	15
SALES AND RELATED OCCUPATIONS	16
OFFICE AND ADMINISTRATIVE SUPPORT	17
FARMING, FISHING AND FORESTRY	18
CONSTRUCTION AND EXTRACTION	19
INSTALLATION, MAINTENANCE AND REPAIR.....	20
PRODUCTION	21
TRANSPORTATION AND MATERIAL MOVING.....	22
OTHER – SPECIFY	23
REFUSED	97
DON'T KNOW (GO TO Q16. ALL ELSE GO TO Q17a).....	98

16. [IF Q15=98]: What [are/were] your usual activities or responsibilities? [IF Q1=1 OR 2, USE “ARE.” ELSE USE “WERE.”]

INTERVIEWER READ IF NECESSARY: For example, keeping account books, repairing pipes, or operating a printing press

17a. What [is/was] your [current] salary or wage rate? [IF Q1=1 OR 2, USE “IS” AND “CURRENT.” ELSE USE “WAS” ONLY.]

[INTERVIEWER: Round to the nearest whole dollar – do not use decimals]

ENTER \$ AMOUNT: _____[9 CHARACTER NUMERIC]
 REFUSED (SKIP TO 17b)..... 777777777
 DON’T KNOW (SKIP TO 17b)..... 888888888

17a_1. Unit:

Per hour 1
 Per week..... 2
 Biweekly 3
 Per month..... 4
 Per year 5
 REFUSED..... 7
 DON’T KNOW..... 8

17b. In addition to your wage or salary, [do/did] you earn tips, bonuses, or commissions? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID.”]

YES 1
 NO (SKIP TO Q18)..... 2
 REFUSED (SKIP TO Q18)..... 7
 DON’T KNOW (SKIP TO Q18)..... 8

17c. How much additional income [do/did] you get from tips, bonuses, and commissions? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID.”]

[INTERVIEWER: Round to the nearest whole dollar – do not use decimals]

ENTER \$ AMOUNT: _____[9 CHARACTER NUMERIC]
 REFUSED (SKIP TO Q18)..... 777777777
 DON’T KNOW (SKIP TO Q18)..... 888888888

17c_1. Unit:

Per hour 1
 Per week..... 2
 Biweekly 3
 Per month..... 4
 Per year 5
 OTHER SPECIFY 95
 REFUSED..... 97
 DON’T KNOW..... 98

18. [Do/Did] any employees report to you? [IF Q1=1 OR 2, USE "DO." ELSE USE "DID."]

- YES 1
- NO (SKIP TO Q21)..... 2
- REFUSED (SKIP TO Q21)..... 7
- DON'T KNOW (SKIP TO Q21)..... 8

(INTERVIEWER: CODE YES IF RESPONDENT SUPERVISES, MANAGES, OR OVERSEES OTHER EMPLOYEES).

19. Would you describe your position as ...

- Senior management, 1
- Middle management, or (SKIP TO Q21) 2
- Supervisory (SKIP TO Q21) 3
- REFUSED (SKIP TO Q21)..... 7
- DON'T KNOW (SKIP TO Q21)..... 8

20. What is/was your job title?

OPEN ENDED: _____ [50 TEXT CHARACTERS]:

COMMENSURATE

21. These next questions ask about past work experience, both civilian and military, and how it relates to your current or most recent employment. Were you employed when you [were called up for active duty/joined the military]? [IF REGULAR BRANCH (VARIABLE FROM SAMPLE) USE "JOINED THE MILITARY." IF GUARD/RESERVES USE "WERE

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

[CATI:

IF Q21 = 1: GO TO Q22.

IF Q21 = 2 AND (Q1=1 or 2 OR Q2=1 OR Q3=1): SKIP TO Q28.

if Q21 = 2 AND ELSE: SKIP TO Q35.]

22. When you returned from active duty, did you attempt to return to your previous job?

- YES 1
- NO (SKIP TO Q27)..... 2
- REFUSED (SKIP TO Q27)..... 7
- DON'T KNOW (SKIP TO Q27)..... 8

23. When you returned from active duty, did your employer offer you the same job?

- YES 1
- NO (SKIP TO Q25)..... 2
- REFUSED (SKIP TO Q25)..... 7
- DON'T KNOW (SKIP TO Q25)..... 8

24. Did you accept it?

- YES (SKIP TO Q28)..... 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

25. Did your employer offer you a different job?

- YES 1
- NO (SKIP TO Q27)..... 2
- REFUSED (SKIP TO Q27)..... 7
- DON'T KNOW (SKIP TO Q27)..... 8

26. Did you accept it?

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

**[CATI:
 IF Q1=3 or 4 AND Q2=2 AND Q3=2: SKIP TO Q35.
 IF Q1 = 7,8 AND Q2 = 7,8 AND Q3 = 7,8, SKIP TO Q35.]**

27. [Is your current/Was your most recent civilian] job similar to the one you had before entering the service? [IF Q1=1 OR 2: USE “IS YOUR CURRENT. ELSE USE “WAS YOUR MOST RECENT CIVILIAN.”]

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

28. [Does your current/Did your most recent civilian] job generally match the occupations you were trained for while you were in the military? [IF Q1=1 OR 2: USE “DOES YOUR CURRENT. ELSE USE “DID YOUR MOST RECENT CIVILIAN.”]

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

29. How much [do/did] the training, skills or experiences you gained in the military apply to [your current/most recent civilian] job? Would you say... [IF Q1=1 OR 2: USE “DO” and “YOUR CURRENT.” ELSE USE “DID” AND “YOUR MOST RECENT CIVILIAN.”]

- A lot 1
- Some 2
- A little 3
- Not at all 4
- REFUSED 7
- DON'T KNOW 8

30. Compared to your military occupation, would you say that in [your current/your most recent civilian] job you [have/had] more responsibility, less responsibility, or about the same amount of responsibility? [IF Q1=1 OR 2: USE “YOUR CURRENT” AND “HAVE.” ELSE USE “YOUR MOST RECENT CIVILIAN” AND “HAD”]

- MORE RESPONSIBILITY (MORE IN CIVILIAN) 1
- LESS RESPONSIBILITY (MORE IN MILITARY) 2
- ABOUT THE SAME 3
- REFUSED 7
- DON'T KNOW 8

31. On a scale of 0-10, where zero is 'no physical risk at all' and 10 is 'extreme physical risk,' what was the highest level of physical risk in your military occupation?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77, 88]
REFUSED 77
DON'T KNOW 88

32. On a scale of 0-10, where zero is 'no physical risk at all' and 10 is 'extreme physical risk,' what is the highest level of physical risk in [your most recent civilian job/your current job]?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77, 88]
REFUSED 77
DON'T KNOW 88

33. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what was the highest level of mental stress in your military occupation?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77, 88]
REFUSED 77
DON'T KNOW 88

34. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what is the highest level of mental stress in [your most recent civilian job/your current job]?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 1-10, 77, 88]
REFUSED 77
DON'T KNOW 88

TRAINING, EDUCATION, AND EMPLOYMENT ASSISTANCE

35. These next questions are about any training, education or employment assistance you may have received. By “assistance” we mean money or information you have obtained from an outside source that helped you receive education, training or employment.

Have you applied for any education or training assistance through the VA?

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

36. [There are some types of assistance that you may not have considered.] What kind of education or training assistance did you receive from the VA or Department of Labor? As I read each one, please tell me whether or not you have used it. [USE FILL IF Q35=2, 7, or 8]

- | | Yes | No | DK | REF |
|---|------------|-----------|-----------|------------|
| 36A. Transition Assistance Program (TAP) | 1 | 2 | 8 | 7 |
| 36B. Disabled Transition Assistance Program (DTAP) | 1 | 2 | 8 | 7 |
| 36C. Montgomery GI Bill..... | 1 | 2 | 8 | 7 |
| 36D. Veterans’ Survivors and Dependents Education Assistance | 1 | 2 | 8 | 7 |
| 36E. VA Vocational Rehabilitation..... | 1 | 2 | 8 | 7 |
| 36F. Veteran Education Assistance Program (VEAP) | 1 | 2 | 8 | 7 |
| 36G. State Training Programs – One Stops | 1 | 2 | 8 | 7 |
| 36H. Disabled Veterans Outreach Program (DVOP) | 1 | 2 | 8 | 7 |
| 36I. Other Veterans' Administration Educational or Training Assistance Programs | 1 | 2 | 8 | 7 |

37. Other than the VA assistance we just talked about, have you received any other education or training assistance since discharge or separation?

- YES 1
- NO (SKIP TO Q39)..... 2
- REFUSED (SKIP TO Q39)..... 7
- DON'T KNOW 8

38. What kind of education or training assistance did you receive? As I read each one, please tell me whether or not you have used it.

	Yes	No	DK	REF
38A. Federal PELL Grant	1	2	8	7
38B. College (or Federal) Work Study Program	1	2	8	7
38C. Any other Federal grant or program; for example, SEOG, Health or Nursing Grant, ROTC, NSF Grant	1	2	8	7
38D. A loan that has to be repaid, for example, Stafford, Perkins, or SLS	1	2	8	7
38E. A grant, scholarship, or tuition remission from the school Attended	1	2	8	7
38F. A teaching or research assistantship from the school attended	1	2	8	7
38G. A grant or scholarship from the state, such as SSIGP, Douglas Scholarships	1	2	8	7
38H. A grant or scholarship from some other source, such as a foundation, corporation, or community group, National Merit Scholarship, etc.	1	2	8	7
38I. Assistance provided by your employer	1	2	8	7
38J. Aid from some other source, excluding all direct aid from parents, including trusts or college savings funds	1	2	8	7
38K. Other Education or Training Assistance	1	2	8	7

EDUCATION

39. Next I will ask some questions about your educational background. Did you graduate from high school, get a GED, or neither?

HS GRAD	1
GED.....	2
NEITHER (SKIP TO Q44)	3
REFUSED	7
DON'T KNOW	8

40. Did you attend college?

YES	1
NO (SKIP TO Q44).....	2
REFUSED (SKIP TO Q44).....	7
DON'T KNOW	8

41. Did you receive a college degree?

YES	1
NO (SKIP TO Q44).....	2
REFUSED (SKIP TO Q44).....	7
DON'T KNOW (SKIP TO Q44).....	8

42. What college degrees have you received? Please list them all. (MARK ALL THAT APPLY)

ASSOCIATE'S/AA	1
BACHELOR'S/BA/BS	2
MASTER'S/MA/MS/MBA	3
DOCTORATE/PHD.....	4
LLB, JD (LAW DEGREES)	5
MD, DDS, DVM, DO (MEDICAL DEGREES).....	6
HONORARY DEGREE.....	7
REFUSED	97
DON'T KNOW	98

42a. [IF Q42=1]: What year did you receive your Associate's degree?

[IF NECESSARY: YOUR MOST RECENT]

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]

a) REFUSED.....	7777
DON'T KNOW	8888

- 42b. [IF Q42=2]: What year did you receive your Bachelor's degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 42c. [IF Q42=3]: What year did you receive your Master's degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 42d. [IF Q42=4]: What year did you receive your Doctorate degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 42e. [IF Q42=5]: What year did you receive your Law degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 42f. [IF Q42=6]: What year did you receive your Medical degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 42g. [IF Q42=7]: What year did you receive your Honorary degree?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888

43. In what field(s) of study did you receive that/those degree(s)?

[TEXT BOX THAT CAN HOLD 200 CHARACTERS]

[CATI: CODES BELOW ARE FOR POSTPROCESSING PURPOSES ONLY]

AGRICULTURE/NATURAL RESOURCE.....	1
ANTHROPOLOGY.....	2
ARCHAEOLOGY.....	3
ARCHITECTURE/ENVIRONMENTAL DESIGN.....	4
AREA STUDIES.....	5
BIOLOGICAL SCIENCES.....	6
BUSINESS MANAGEMENT.....	7
COMMUNICATIONS.....	8
COMPUTER/INFORMATION SCIENCE.....	9
CRIMINOLOGY.....	10
ECONOMICS.....	11
EDUCATION.....	12
ENGINEERING.....	13
ENGLISH.....	14
ETHNIC STUDIES.....	15
FINE AND APPLIED ARTS.....	16
FOREIGN LANGUAGES.....	17
HISTORY.....	18
HOME ECONOMICS.....	19
INTERDISCIPLINARY STUDIES.....	20
MATHEMATICS.....	21
NURSING.....	22
OTHER HEALTH PROFESSIONS.....	23
PHILOSOPHY.....	24
PHYSICAL SCIENCES.....	25
POLITICAL SCIENCE AND GOVERNMENT.....	26
DENTAL.....	27
LAW.....	28
MED.....	29
VET.....	30
PSYCHOLOGY.....	31
SOCIOLOGY.....	32
THEOLOGY/RELIGIOUS STUDIES.....	33
ACCOUNTING.....	34
ADMINISTRATIVE/CLERICAL.....	35
ATHLETICS.....	37
BANKING/FINANCE.....	38
BIOTECH/SCIENCE.....	39
CULINARY ARTS/FOOD SERVICE.....	40
CUSTOMER SERVICE.....	41
DESIGN.....	42
ENVIRONMENTAL.....	44
HOSPITALITY/HOTEL.....	45
HUMAN RESOURCES.....	46
INFORMATION TECHNOLOGY.....	47
INSURANCE.....	48
LEGAL ADMIN.....	49

MARKETING	50
MEDIA/JOURNALISM/NEWSPAPER	51
MILITARY	52
NONPROFIT SOCIAL SERVICES	53
PHARMACEUTICAL	54
PROFESSIONAL SERVICES	55
PUBLIC SAFETY/LAW ENFORCEMENT	56
REAL ESTATE	57
RESEARCH	58
SALES/RETAIL	59
SOCIAL/COMMUNITY WORK	60
TELECOMMUNICATIONS	61
OTHER.....	95
REFUSED	97
DON'T KNOW	98

44.	Did you receive any [other] degree or certificate through a vocational school, a training school, or an apprenticeship program? [IF Q42 HAD 2 OR MORE BOXES CHECKED, USE "OTHER."]	
	YES	1
	NO (SKIP TO Q48).....	2
	REFUSED (SKIP TO Q48).....	7
	DON'T KNOW (SKIP TO Q48).....	8

45.	What type of degree or certificate was that? Please list them all. (MARK ALL THAT APPLY)	
	DEGREE	1
	CERTIFICATE	2
	LICENSE	3
	DIPLOMA (NOT HIGH SCHOOL).....	4
	OTHER (SPECIFY).....	5
	REFUSED (SKIP TO Q46).....	7
	DON'T KNOW (SKIP TO Q46).....	8

45a.	[IF Q45=1]: What year did you receive your degree?	
	[IF NECESSARY: YOUR MOST RECENT]	
	ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]	
	REFUSED	7777
	DON'T KNOW	8888

45b.	[IF Q45=2]: What year did you receive your certificate?	
	[IF NECESSARY: YOUR MOST RECENT]	
	ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]	
	REFUSED	7777
	DON'T KNOW	8888

45c.	[IF Q45=3]: What year did you receive your license?	
	[IF NECESSARY: YOUR MOST RECENT]	
	ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]	
	REFUSED	7777
	DON'T KNOW	8888

- 45d. [IF Q45=4]: What year did you receive your diploma?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
- 45e. [IF Q45=5]: What year did you receive your other degree or certificate?
 [IF NECESSARY: YOUR MOST RECENT]
 ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777, 8888]
 REFUSED 7777
 DON'T KNOW 8888
46. In what fields [was that/were those]? Please list them all.
 [TEXT BOX THAT CAN HOLD 200 CHARACTERS]
 REFUSED 7
 DON'T KNOW 8
47. From what type of institution or organization was that? Please list them all. (MARK ALL THAT APPLY)
 [TEXT BOX THAT CAN HOLD 200 CHARACTERS]
- [CATI: CODES BELOW ARE FOR POSTPROCESSING PURPOSES ONLY]
- | | |
|--|----|
| VOCATIONAL/TRADE SCHOOL | 1 |
| COMMUNITY/JUNIOR COLLEGE | 2 |
| BUSINESS/ SECRETARIAL SCHOOL | 3 |
| ARMED FORCES | 4 |
| HIGH SCHOOL | 5 |
| COSMETOLOGY/ BEAUTY/ BARBER SCHOOL | 6 |
| HOSPITAL/ HEALTH CARE FACILITY OR SCHOOL | 7 |
| POLICE/ FIREFIGHTER TRAINING PROGRAM | 8 |
| JOB TRAINING THROUGH GOV'T, EXCEPT CODE 08 | 9 |
| TRAINING BY PRIVATE EMPLOYER..... | 10 |
| RELIGIOUS INSTITUTION, BIBLE COLLEGE | 11 |
| OTHER FIELD (SPECIFY)..... | 95 |
| NO OTHER MENTIONS | 96 |
| REFUSED | 97 |
| DON'T KNOW | 98 |

Disability Status

48. The next questions are about your possible disability status. Has the Department of Defense determined that you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service?

- YES 1
- NO (SKIP TO Q49)..... 2
- REFUSED (SKIP TO Q49)..... 7
- DON'T KNOW (SKIP TO Q49)..... 8

48a. What is your current DOD service-connected disability rating?

- 0 PERCENT 1
- 10 PERCENT 2
- 20 PERCENT 3
- 30 PERCENT 4
- 40 PERCENT 5
- 50 PERCENT 6
- 60 PERCENT 7
- 70 PERCENT 8
- 80 PERCENT 9
- 90 PERCENT 10
- 100 PERCENT 11
- REFUSED 97
- DON'T KNOW 98

INTERVIEWER: IF RESPONDENT GIVES AN ANSWER ENDING IN "5" SAY: "I can put [closest below] or [closest above]. Which would be closest to the correct answer?"

49. Have you ever applied for VA disability benefits?

- YES 1
- NO (SKIP TO Q50)..... 2
- REFUSED (SKIP TO Q50)..... 7
- DON'T KNOW (SKIP TO Q50)..... 8

49a. What is the status of your most recent claim application? Is it...

- Approved,..... 1
- Waiting for a decision from a VA regional office, (SKIP TO Q50) .. 2
- Waiting for a decision about an appeal, or 3
- Denied? (SKIP TO Q50) 4
- REFUSED (SKIP TO Q50)..... 7
- DON'T KNOW (SKIP TO Q50)..... 8

49b. What is your current VA service-connected disability rating?

0 PERCENT	1
10 PERCENT	2
20 PERCENT	3
30 PERCENT	4
40 PERCENT	5
50 PERCENT	6
60 PERCENT	7
70 PERCENT	8
80 PERCENT	9
90 PERCENT	10
100 PERCENT	11
REFUSED	97
DON'T KNOW	98

[ONLY IF 48=2, 7, OR 8 AND Q49=2, 7,8 or Q49a=2, 4, 7, OR 8]:

50. Do you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service?

YES	1
NO (SKIP TO Q54).....	2
REFUSED (SKIP TO Q54).....	7
DON'T KNOW (SKIP TO Q54).....	8

[IF 48=1 OR 49=1 OR 50=1]:

51. Did your service-connected disability ever prevent you from getting or holding a job in the past?

YES	1
NO	2
REFUSED	7
DON'T KNOW	8

52. [IF (48=1 OR 49=1 OR 50=1) AND Q1=3 or 4 AND Q7≠6]: Does this disability currently keep you from getting or holding a job?

YES	1
NO	2
REFUSED	7
DON'T KNOW	8

53. [CATI: IF NO VA RATING (Q49a = 2, 4, 7, or 8), SKIP TO Q53a.]

[OR IF Q49a = 1, 3]: My next questions are about disability payments from the VA. Are you currently receiving regular payments from the VA?

YES	1
NO	2
REFUSED	7
DON'T KNOW	8

53a. **[IF Q48=1 OR Q49a = 1, 3]:** Have you ever received regular monetary benefits from any [other] source due to your disability? [USE FILL IF Q49a = 1 OR 3]

- YES 1
- NO (SKIP TO Q54)..... 2
- REFUSED (SKIP TO Q54)..... 7
- DON'T KNOW (SKIP TO Q54)..... 8

53b. **[IF Q48=1 OR Q49a = 1, 3]:** From whom have you received these benefits? (Mark all that apply) [PROBE: Any others?]

- MILITARY DISABILITY 1
- SOCIAL SECURITY 2
- STATE, MEDICAID, SSI (SUPPLEMENTAL SECURITY)..... 3
- WORKERS COMPENSATION 4
- LONG-TERM DISABILITY INSURANCE [FROM
EMPLOYER OR SELF-PURCHASED]..... 5
- OTHER (SPECIFY) 95
- REFUSED 97
- DON'T KNOW 98

LIVING SITUATION

54. Next I have some questions about your living situation, including where you've been living since separation from active duty. At the time of separation, were you living on- or off-base?

- ON 1
- OFF..... 2
- BOTH..... 3
- REFUSED 7
- DON'T KNOW 8

55. [Not including your on-base housing], at how many different addresses have you lived for more than a month since separation? [USE FILL IF Q54=1, 3, 7, or 8]

- ENTER NUMBER _____ [2 numeric 0-50, 77, 88]
- REFUSED 77
- DON'T KNOW 88

56. [IF Q55 > 1]: Since separation, have you moved ... (MARK ALL THAT APPLY)

- Within the same city 1
- Beyond the city, but within the same county 2
- Beyond the county, but within the same state 3
- Across states, or..... 4
- From outside the United States..... 5
- REFUSED 7
- DON'T KNOW 8

57. [IF Q1 = 1 OR 2]: Generally, how long does it take you to get to work?

- LESS THAN 15 MINUTES 1
- 16 TO 30 MINUTES 2
- 31 TO 45 MINUTES 3
- 46 MINUTES TO ONE HOUR 4
- MORE THAN ONE HOUR..... 5
- REFUSED 7
- DON'T KNOW 8

58. Is your house, apartment, or mobile home...

- Owned by you or someone in this household with a mortgage
or loan 1
- Owned by you or someone in this household free and clear
(without a mortgage or loan)..... 2
- Rented..... 3
- Occupied without payment of rent 4
- REFUSED 7
- DON'T KNOW 8

59. Since you were separated from active duty, has there been any time when you did not have a place to stay overnight?

- YES 1
- NO (SKIP TO Q61)..... 2
- REFUSED (SKIP TO Q61)..... 7
- DON'T KNOW (SKIP TO Q61)..... 8

60. Since separation, how many nights did you not have a place to stay?

- ENTER NUMBER _____ [4 numeric 0-1500, 7777, 8888]
- REFUSED 7777
- DON'T KNOW 8888

61. What type of separation or discharge did you receive from active duty? Were you discharged...

- At the end of a normal term of service, but not because of a medical condition or disability 1
- For military retirement due to disability,..... 2
- For medical release,..... 3
- Due to marriage, pregnancy, or children,..... 4
- On a dishonorable discharge, or 5
- Deactivated/Separated/Demobilized from active duty as a Reservist/Guardsman..... 6
- On some other kind of discharge? [SPECIFY & SKIP TO 61a] ... 95
- REFUSED 97
- DON'T KNOW 98

62. Are you...

- Married, living with your spouse..... 1
- Married, not living with your spouse 2
- Widowed 3
- Divorced 4
- Legally separated, or 5
- Never been married 6
- REFUSED 97
- DON'T KNOW 98

63. Are you Hispanic or Latino?

- YES 1
- NO 2
- REFUSED 7
- DON'T KNOW 8

64. I'm now going to read a list of racial categories. Please select one or more to describe your race.
(MARK ALL THAT APPLY)

INTERVIEWER NOTE: If the respondent answers "Hispanic" or other ethnicity, try to find out the respondent's RACE.

White	1
Black or African American	2
American Indian or Alaska Native	3
Asian.....	4
Native Hawaiian.....	5
Other Pacific Islander.....	6
HISPANIC/MEXICAN.....	7
OTHER SPECIFY.....	95
NO OTHER MENTION	96
DON'T KNOW	97
REFUSED	98

<SCREENER1_AGE>. What is your age?

ENTER NUMBER _____	[2 numeric 18-99, 777, 888]
REFUSED	777
DON'T KNOW	888

L3. Thank you for this information. We would also like to get in touch with you again in the future for further participation in this study. It will involve a second interview like this one that will take place in one year. I'd like to get some information now that will help us contact you. May we contact you again for a second interview?

- YES 1
- NO [SKIP TO END] 2
- REFUSED [SKIP TO END] 7
- DON'T KNOW [SKIP TO END] 8

L4. According to my records, your telephone number is [NUMBER]. Is that correct?

- YES 1
- NO (SAY "May I please have your correct phone number?" & GO TO <Phone Number>)..... 2
- REFUSED (SKIP TO <L4_REFUSED>) 7
- DON'T KNOW (SKIP TO <L4_REFUSED>) 8

<Phone Number> _____ [10 numeric]
PHONE NUMBER

<L4_REFUSED>: We will not be able to contact for a future survey if we do not have your correct contact information. Do you want to provide us with the information now?

- YES [RETURN TO L4] 1
- NO [SKIP TO END] 2
- REFUSED [SKIP TO END] 7
- DON'T KNOW [SKIP TO END] 8

L5. Could we please have an e-mail address where you can be reached in one year for a second survey? (IF NECESSARY: The e-mail address will only be used for the purpose of this study in order to contact you for a second interview in approximately one year.)

- Email Address _____ [50 CHARACTERS] 1
- No e-mail address to give – N/A..... 2

<L5_REFUSED>: We will not be able to contact for a future survey if we do not have your correct contact information. Do you want to provide us with the information now?

- YES [RETURN TO L5] 1
- NO [SKIP TO END] 2
- REFUSED [SKIP TO END] 7
- DON'T KNOW [SKIP TO END] 8

END: Those are all the questions I have for you. [You should receive [\$20/\$25] from us in 4-6 weeks.] Thank you so much for your time and cooperation. Goodbye.
[USE FILL IF L1=YES OR NEW NAME GIVEN AND L2=YES OR NEW ADDRESS GIVEN. USE \$25 FOR PRETEST AND \$20 FOR MAIN DATA COLLECTION]

EMPLOYMENT HISTORIES OF RECENTLY SEPARATED SERVICE MEMBERS

Internet Questionnaire 2007

NOTE: Programming instructions appear in **brackets (as opposed to respondent instructions in parentheses)** and in all caps. Each page represents one screen, except where otherwise explicitly noted. Please include the VA logo on each screen.

If all applicable items on a screen are not answered, a query screen should appear to determine whether the respondent intentionally left the item(s) blank. If the respondent indicates that the missing data **are not** intentional, the questionnaire should route them back to the screen with missing data so that it can be provided. If the respondent indicates that the missing data **are** intentional, the questionnaire should route them to the next applicable question.

It is assumed that, in cases where respondents are not automatically taken to a new screen based on their answers on a current screen, an on-screen instruction will explain how they are to proceed to the next item.



Employment Histories of Recently Separated Service Members

This survey asks about your employment experiences since your separation from active duty. Your participation will help the VA better understand the experiences of veterans in the job market, who have been recently separated from active duty. This includes all service members recently separated from active duty, even those still serving part-time in the National Guard or Reserves. If you are found to be eligible and once you have completed the survey, we will send you \$20 to thank you for your participation.

Participation in this study is voluntary. Your name was randomly selected from a list of recently separated service-members. Your cooperation is important to the success of this study. All answers will be kept strictly confidential to the extent provided by law and will be used only for this research. You may choose not to answer any question or end the interview at any time.

On average, the interview takes about 15 minutes. If you choose not to participate, your VA benefits and services will not be affected in any way. If you do participate, we will send you \$20 as a thank you for your participation, as noted above.

If you have any questions about the study, please call 1-888-853-5438. Additional information on the purpose of the study and copies of the Privacy Act and relevant sections of the U.S. Code may be found on our website at www.va.gov/vetdata/, click on *Surveys*.

To complete the survey, please enter your password below:

Password _____ [10 CHARACTERS]

OMB No. 2900-0692 Expires 11/30/2009

INSTRUCTIONS

FOR MOST OF THE QUESTIONS ON THIS SURVEY, PLEASE ANSWER BY CLICKING ON THE APPROPRIATE BOX.

- Sometimes you will see an instruction to “**Check all that apply;**” this means to check all of the answers that are right for you. Otherwise, you will see “**Check only one answer;**” this means you should check only one answer – the one that is best or most important to you.
- For questions that ask for counts or numbers, please use zeros where appropriate, rather than leaving the item blank.
- Some questions refer to the time period “since your separation from active duty.” By this we mean formal separation from active duty, including deactivation if you are or were in the National Guard or Reserves.
- For the purpose of this survey we ask that you please report for your most recent date of discharge from the military or separation from active duty.

INTRODUCTION

Screener

<Screener2> Before starting, we would like to make sure we have the correct person. Our records indicate that your date of separation was [ENTITLEMENT_END_DATEYRMONTH]. Is that correct?

{Soft prompt if skips}

YES [SKIP TO Q1] 1
NO..... 2
REFUSED..... 7

<Screener2a> What was your most recent date of separation?

{Soft prompt if skips}

<Screener2a_Discharge_MM> __ (month) [2 DIGIT NUMERIC 1-12, 77]

REFUSED..... 77

{Soft prompt if skips}

< Screener2a_Discharge_YY> __ (year) [4 DIGIT NUMERIC 1900-2007, 7777]

REFUSED..... 7777

IF <Screener2a_Discharge_MM> AND <Screener2a_Discharge_YY> BOTH ANSWERED, CHECK TO SEE IF WITHIN 4 MONTHS OF SEPARATION OR IF BETWEEN 12/04 – 1/06. IF SO, CONTINUE TO Q1 AND USE THE DATE PROVIDED TO FILL [DISCHARGE DATE] IN REST OF SURVEY. IF NOT, SKIP TO <TERMINATE>.

IF EITHER < Screener2a_Discharge_MM> AND/OR < Screener2a_Discharge_YY> = 7, ASK <Screener2b>:

<Screener2b> Was your most recent date of separation between the dates of December 2004 and January 2006?

{Soft prompt if skips}

YES (CONTINUE TO Q1)..... 1
NO (SKIP TO <TERMINATE>)..... 2
REFUSED (SKIP TO <TERMINATE>)..... 7

<TERMINATE> **Thank you, but at this time we will not be able to include you in our study. Those are all the questions I have. Thank you for your time.**

RECENT EMPLOYMENT HISTORY

1. The first questions are about your recent employment. Are you... **(Please check only one.)**

{Soft prompt if skips}

- Currently employed, and not looking for a different job [SKIP TO Q5] 1
- Currently employed, but looking for a different job [SKIP TO Q5] 2
- Not working but looking for work 3
- Not working and not looking for work 4

2. The next few questions are about your employment since separation from active duty. At any time since your date of separation, that is between [date 30 days ago] and today, did you have at least one paid job, either full or part time?

{Soft prompt if skips}

- Yes [SKIP TO Q5] 1
- No 2

3. Since separation, have you done any work at all for money?

{Soft prompt if skips}

- Yes [SKIP TO Q5] 1
- No 2

4. What is the main reason you did not work at a job between [month/year of discharge] and today? **(Please check only one.)**

{Soft prompt if skips}

- Temporarily unable to work because of an injury [SKIP TO Q7]1
- Temporarily unable to work because of an illness [SKIP TO Q7]2
- Unable to work because of chronic health condition or disability [SKIP TO Q7].....3
- Retired [SKIP TO Q7].....4
- Pregnancy/childbirth [SKIP TO Q7]5
- Taking care of children/other persons [SKIP TO Q7].....6
- Going to school [SKIP TO Q7]7
- Unable to find work [SKIP TO Q7]8
- On layoff (temporary or indefinite) [**SKIP TO Q10**]9
- Not interested in working at a job [SKIP TO Q7].....10
- Or something else? [SKIP TO Q7].....11
- [REFUSED (SKIP TO Q7)97]

5. [Is/Was] that for an employer or [are/were] you self-employed or [do/did] you have some other arrangement? **(Please check only one.)** [IF Q1=1 OR 2, USE “IS,” “ARE,” “DO.” ELSE USE “WAS,” “WERE,” “DID.”]

Other arrangements include odd jobs, on-call work, day labor, one-time jobs, and informal arrangements like babysitting, lawn mowing, or leaf raking for neighbors.

If you have more than one job, please answer for your main job. By ‘main job’ we mean the one at which you usually work the most hours.

- Employer 1
- Self-Employed..... 2
- Some other arrangement..... 3

6. How many hours per week [do/did] you USUALLY work at your job? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID.”]

If you have more than one job, please answer for your main job. By ‘main job’ we mean the one at which you usually work the most hours.

ENTER HOURS _____ [3 CHARACTER NUMERIC 1-168, 777]

PROGRAMMER NOTE

IF Q1=3 or 4 AND Q2=1 OR Q3=1: GO TO Q7.

IF Q1=1 or 2: SKIP TO Q9.

7. What best describes your situation now? **(Please check only one.)**

{Soft prompt if skips}

- On layoff from a job [**SKIP TO Q10**] 1
- Waiting for a new job to begin 2
- Retired 3
- Taking care of home and family (including pregnancy) 4
- In school 5
- Not able to work because of illness or disability 6
- Or something else? 7

8. What is the main reason you stopped working at your most recent civilian job? (Please check only one.)

{Soft prompt if skips}

- On Layoff [SKIP TO Q10] 1
- Retirement or old age 2
- Childcare problems..... 3
- Other family/personal obligations 4
- Own Illness/Disability 5
- Own Injury 6
- School/Training 7
- Discharged/Fired 8
- Employer Bankrupt 9
- Employer sold business 10
- Job was temporary and ended 11
- Quit to take another job 12
- Slack work or business conditions 13
- Unsatisfactory work arrangements (hours, pay, etc.) 14
- Quit for some other reason 15

9. Did you spend any time on layoff from a job since [date of discharge]?

{Soft prompt if skips}

- Yes 1
- No (SKIP TO Q11a)..... 2
- [REFUSED (SKIP TO Q11a 7]

10. When you were laid off, did your employer give you a date to return to work?

- Yes 1
- No 2

11a. Did you spend any time looking for work prior to separation from active duty, while still in the military?

{Soft prompt if skips}

- Yes 1
- No 2

11b. Did you spend any time looking for work since separation from active duty?

{Soft prompt if skips}

- Yes 1
- No 2

**PROGRAMMER NOTE:
IF EITHER Q11a = 1 OR Q11b = 1: ASK Q12.
ELSE: SKIP TO Q14.**

12. Which of the following sources of employment information have you used to look for a job?
(Please check all that apply.)

Small Business Administration from the Office of Veterans	
Business Development	1
State rehabilitation agency	2
State employment agency.....	3
Private employment agency	4
Internet job searches	5
Newspaper/help-wanted advertisements	6
Job fairs	7
College/university or school.....	8
Personal/professional contacts/networking	9
Federal job listings	10
Job Service/UI/VET Reps	11

13. During the last 30 days, that is since [date 30 days ago], on how many days did you spend any time looking for work?

ENTER DAYS _____ [2 CHARACTER NUMERIC 0-30, 77]

**PROGRAMMER NOTE:
 IF Q1=3 or 4 AND Q2=2 OR Q3=2: SKIP TO Q22.
 ALL ELSE GO TO Q14.**

14. The next questions refer to your [current/most recent civilian] job. [Is/was] your employer...
(Please check only one) [IF Q1=1 OR 2, USE “CURRENT” and “IS.” ELSE USE “MOST RECENT CIVILIAN” AND “WAS.”]

A Government organization, including Armed Forces	1
A Private, For Profit, Company.....	2
A Non-Profit Organization, including tax exempt and charitable organizations	3
Self-employed	4

15. What kind of work [do/did] you perform, that is, what [is/was] your occupation (For example: Bookkeeper, plumber, press operator)? [IF Q1=1 OR 2, USE “DO” and “IS.” ELSE USE “DID” AND “WAS.”]

[OPEN-ENDED TEXT BOX THAT CAN HOLD 250 CHARACTERS]

{Soft prompt if skips}

[REFUSED GO TO Q16. ALL ELSE GO TO Q17a.....98]

16. **[IF Q15=REF]:** What [are/were] your usual activities or responsibilities? [IF Q1=1 OR 2, USE “ARE.” ELSE USE “WERE.”]

For example: Keeping account books, repairing pipes, operating printing press

[TEXT BOX THAT CAN HOLD 250 CHARACTERS]: _____

17a. What [is/was] your [current] salary or wage rate? [IF Q1=1 OR 2, USE “IS” AND “CURRENT.” ELSE USE “WAS” ONLY.]

Record amount: _____ [9 CHARACTER NUMERIC]

Choose one:

- PER HOUR
- PER WEEK
- BIWEEKLY
- PER MONTH
- PER YEAR
- I DON'T KNOW

17b. In addition to your wage/salary, [do/did] you earn tips, bonuses, or commissions? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID” ONLY.]

Yes 1
No [SKIP TO Q18]..... 2
[REFUSED (SKIP TO Q18) 7]

17c. How much additional income [do/did] you get from tips, bonuses, and commissions? [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID” ONLY.]

Record amount: _____ [9 CHARACTER NUMERIC]

Choose one:

- PER HOUR
- PER WEEK
- BIWEEKLY
- PER MONTH
- PER YEAR
- OTHER SPECIFY
- I DON'T KNOW

18. [Do/Did] any employees report to you? Answer “yes” if you supervise, manage, or oversee other employees. [IF Q1=1 OR 2, USE “DO.” ELSE USE “DID.”]

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q21]..... 2

19. Would you describe your position as ... **(Please check only one.)**

{Soft prompt if skips}

- Senior management, 1
- Middle management, or [SKIP TO Q21] 2
- Supervisory [SKIP TO Q21] 3
- [REFUSED (SKIP TO Q21) 7]

20. What is/was your job title?

[TEXT BOX HOLDING 250 CHARACTERS]: _____

PAST WORK EXPERIENCE

21. These next questions ask about past work experience, both civilian and military, and how it relates to your current or most recent employment. Were you employed when you [were called up for active duty/joined the military]? [IF REGULAR BRANCH (VARIABLE FROM SAMPLE – NOT YET DEFINED) USE “JOINED THE MILITARY.” IF GUARD/RESERVES USE “WERE CALLED UP FOR ACTIVE DUTY.”]

{Soft prompt if skips}

- Yes 1
- No 2

**PROGRAMMER NOTE:
 IF Q21 = 1: GO TO Q22.
 IF Q21 = 2 AND (Q1=1 or 2 OR Q2=1 OR Q3=1): SKIP TO Q28.
 If Q21 = 2 AND ELSE: SKIP TO Q35.**

22. When you returned from active duty, did you attempt to return to your previous job?

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q27]..... 2
- [REFUSED (SKIP TO Q27) 7]

23. When you returned from active duty, did your employer offer you the same job?

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q25]..... 2
- [REFUSED (SKIP TO Q25) 7]

24. Did you accept it?

{Soft prompt if skips}

- Yes [SKIP TO Q28] 1
- No 2

25. Did your employer offer you a different job?

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q27]..... 2
- [REFUSED (SKIP TO Q27) 7]

26. Did you accept it?

- Yes 1
- No 2

**PROGRAMMER NOTE:
 IF Q1=3 or 4 AND Q2=2 AND Q3=2: SKIP TO Q35.
 IF Q1 = 7,8 AND Q2 = 7,8 AND Q3 = 7,8, SKIP TO Q35.**

27. [Is your current/Was your most recent civilian] job similar to the one you had before entering the service? [IF Q1=1 OR 2: USE “IS YOUR CURRENT. ELSE USE “WAS YOUR MOST RECENT CIVILIAN.”]

Yes 1
No 2

28. [Does your current/Did your most recent civilian] job generally match the occupations you were trained for while you were in the military? [IF Q1=1 OR 2: USE “DOES YOUR CURRENT. ELSE USE “DID YOUR MOST RECENT CIVILIAN.”]

Yes 1
No 2

29. How much [do/did] the training, skills or experiences you gained in the military apply to [your current/most recent civilian] job? **(Please check only one.)** [IF Q1=1 OR 2: USE “DO” and “YOUR CURRENT.” ELSE USE “DID” AND “YOUR MOST RECENT CIVILIAN.”]

A lot 1
Some 2
A little 3
Not at all 4

30. Compared to your military occupation, would you say that in [your current/your most recent civilian] job you [have/had] more responsibility, less responsibility, or about the same amount of responsibility? **(Please check only one.)** [IF Q1=1 OR 2: USE “YOUR CURRENT” AND “HAVE.” ELSE USE “YOUR MOST RECENT CIVILIAN” AND “HAD”]

More in civilian 1
Less in civilian 2
About the same 3

31. On a scale of 0-10, where zero is ‘no physical risk at all’ and 10 is ‘extreme physical risk,’ what was the highest level of physical risk in your military occupation?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77]

32. On a scale of 0-10, where zero is ‘no physical risk at all’ and 10 is ‘extreme physical risk,’ what is the highest level of physical risk in [your most recent civilian/your current] job? [IF Q1=1 OR 2: USE “YOUR CURRENT. ELSE USE “YOUR MOST RECENT CIVILIAN.”]

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77]

33. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what was the highest level of mental stress in your military occupation?

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77]

34. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what is the highest level of mental stress in [your most recent civilian /your current] job? [IF Q1=1 OR 2: USE "YOUR CURRENT. ELSE USE "YOUR MOST RECENT CIVILIAN."]

ENTER 0-10 _____ [2 CHARACTER NUMERIC 0-10, 77]

TRAINING, EDUCATION, AND EMPLOYMENT ASSISTANCE

35. These next questions are about any training, education or employment assistance you may have received. By “assistance” we mean money or information you have obtained from an outside source that helped you receive education, training or employment.

Have you applied for any education or training assistance through the VA?

- Yes 1
- No 2

36. [There are some types of assistance that you may not have considered.] What kind of education or training assistance did you receive from the VA or Department of Labor? **Please check all that apply.** [USE FILL IF Q35=2, 7, or 8]

{Soft prompt if skips}

	YES
a. Transition Assistance Program (TAP)	<input type="checkbox"/> ₁
b. Disabled Transition Assistance Program (DTAP)	<input type="checkbox"/> ₁
c. Montgomery GI Bill	<input type="checkbox"/> ₁
d. Veterans’ Survivors and Dependents Education Assistance	<input type="checkbox"/> ₁
e. VA Vocational Rehabilitation	<input type="checkbox"/> ₁
f. Veteran Education Assistance Program (VEAP)	<input type="checkbox"/> ₁
g. State Training Programs – One Stops	<input type="checkbox"/> ₁
h. Disabled Veterans Outreach Program (DVOP)	<input type="checkbox"/> ₁
i. Other Veterans' Administration Educational or Training	<input type="checkbox"/> ₁

37. Other than the VA assistance you noted on the previous screen, have you received any other education or training assistance since discharge or separation?

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q39]..... 2
- REFUSED – GO TO Q38

38. What kind of education or training assistance did you receive? **Please check all that apply.**
 {Soft prompt if skips}

	YES
a. Federal PELL Grant	<input type="checkbox"/> ₁
b. College (or Federal) Work Study Program	<input type="checkbox"/> ₁
c. Any other Federal grant or program; for example, SEOG, Health or Nursing Grant, ROTC, NSF Grant	<input type="checkbox"/> ₁
d. A loan that has to be repaid, for example, Stafford, Perkins, or SLS	<input type="checkbox"/> ₁
e. A grant, scholarship, or tuition remission from the school attended	<input type="checkbox"/> ₁
f. A teaching or research assistantship from the school attended	<input type="checkbox"/> ₁
g. A grant or scholarship from the state, such as SSIGP, Douglas Scholarships	<input type="checkbox"/> ₁
h. A grant or scholarship from some other source, such as a foundation, corporation, or community group, National Merit Scholarship, etc	<input type="checkbox"/> ₁
i. Assistance provided by your employer	<input type="checkbox"/> ₁
j. Aid from some other source, excluding all direct aid from parents, including trusts or college savings funds	<input type="checkbox"/> ₁
k. Other Education or Training Assistance	<input type="checkbox"/> ₁

EDUCATION

39. Next we will ask you some questions about your educational background. Did you graduate from high school, get a GED, or neither? **(Please check only one.)**

- Graduated from High School 1
- Got a GED 2
- Neither 7

40. Did you attend college?
{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q44] 2

41. Did you receive a college degree?
{Soft prompt if skips}

- YES 1
- NO ([SKIP TO Q44]) 2
- [REFUSED (SKIP TO Q44)] 7]

42. What college degree(s) have you received? **(Please check all that apply.)**

- Associate's/AA 1
- Bachelor's/BA/BS 2
- Master's/MA/MS/MBA 3
- Doctorate/PHD 4
- LLB, JD (Law Degrees) 5
- MD, DDS, DVM, DO (Medical Degrees) 6
- Honorary Degree 7

42a. [IF Q42=1]: What year did you receive your Associate's degree?
 [IF NECESSARY: YOUR MOST RECENT]

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

- b) REFUSED 7
- DON'T KNOW 8

42b. [IF Q42=2]: What year did you receive your Bachelor's degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

42c. [IF Q42=3]: What year did you receive your Master's degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

42d. [IF Q42=4]: What year did you receive your Doctorate degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

42e. [IF Q42=5]: What year did you receive your Law degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

42f. [IF Q42=6]: What year did you receive your Medical degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

42g. [IF Q42=7]: What year did you receive your Honorary degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]
i)

43. In what field(s) of study did you receive the degree(s)? **Please list them all.**

[OPEN-ENDED TEXT BOX THAT CAN HOLD 250 CHARACTERS]

44. Did you receive any [other] degree or certificate through a vocational school, a training school, or an apprenticeship program? [IF Q42 HAD 2 OR MORE BOXES CHECKED, USE "OTHER."]

{Soft prompt if skips}

Yes..... 1
No [SKIP TO Q48]..... 2
[REFUSED (SKIP TO Q48) 7]

45. What type of degree or certificate was that? **(Please check all that apply.)**

{Soft prompt if skips}

Degree 1
Certificate 2
License 3
Diploma (not high school)..... 4
Other (Please specify) 5
[REFUSED (SKIP TO Q46) 7]

45a. [IF Q45=1]: What year did you receive your degree?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

45b. [IF Q45=2]: What year did you receive your certificate?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

45c. [IF Q45=3]: What year did you receive your license?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

45d. [IF Q45=4]: What year did you receive your diploma?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

45e. [IF Q45=5]: What year did you receive your other degree or certificate?

ENTER YEAR: _____ [4 NUMERIC 1900-2007, 7777]

46. In what fields [was that/were those]? **Please list them all.**

[OPEN-ENDED TEXT BOX THAT CAN HOLD 250 CHARACTERS]

47. From what type of institution or organization was that? **Please list them all.**

[OPEN-ENDED TEXT BOX THAT CAN HOLD 250 CHARACTERS]

DISABILITY STATUS

48. The next questions are about your possible disability status. Has the Department of Defense determined that you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service?

{Soft prompt if skips}

- YES 1
- NO (SKIP TO Q49).....2
- [REFUSED (SKIP TO Q49)7]

48a. What is your current DOD service-connected disability rating? **(Please check only one.)**

{SOFT PROMPT IF SKIPS}

- 0 percent 1
- 10 percent 2
- 20 percent 3
- 30 percent 4
- 40 percent 5
- 50 percent 6
- 60 percent 7
- 70 percent 8
- 80 percent 9
- 90 percent 10
- 100 percent 11

49. Have you ever applied for VA disability benefits?

{Soft prompt if skips}

- YES 1
- NO (SKIP TO Q50).....2
- [REFUSED (SKIP TO Q50)7]

49a. What is the status of your most recent claim application? Is it...

{Soft prompt if skips}

- Approved, 1
- Waiting for a decision from a VA regional office, (SKIP TO Q50)..2
- Waiting for a decision about an appeal, or 3
- Denied? (SKIP TO Q50)4
- [REFUSED (SKIP TO Q50)7]

49b. What is your current VA service-connected disability rating? **(Please check only one.)**

- 0 percent 1
- 10 percent 2
- 20 percent 3
- 30 percent 4
- 40 percent 5
- 50 percent 6
- 60 percent 7
- 70 percent 8
- 80 percent 9
- 90 percent 10
- 100 percent 11

50. [ONLY IF 48=2, 7, OR 8 AND Q49=2, 7,8 or Q49a=2, 4, 7, OR 8]: Do you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service?

{Soft prompt if skips}

- YES 1
- NO (SKIP TO Q54)..... 2
- [REFUSED (SKIP TO Q54) 7]

51. Has your service-connected disability ever prevented you from getting or holding a job?

- Yes 1
- No 2

52. [IF Q1=3 or 4 and Q7≠6]: Does this disability currently keep you from getting or holding a job?

- Yes 1
- No 2

**PROGRAMMER NOTE:
IF NO VA RATING (Q49a = 2, 4, 7, or 8), SKIP TO Q53a.**

53. [IF Q49a = 1, 3]: My next questions are about disability payments from the VA. Are you currently receiving regular payments from the VA?

- Yes 1
- No 2

53a. Have you ever received regular monetary benefits from any [other] source due to your disability?
[USE FILL IF Q49a = 1 OR 3]

{Soft prompt if skips}

- Yes 1
- No (SKIP TO Q54)..... 2
- [REFUSED (SKIP TO Q54) 7]

53b. From whom have you received these benefits? (Please check all that apply.)

- Military Disability 1
- Social Security 2
- State, MEDICAID, SSI (SUPPLEMENTAL SECURITY)..... 3
- Workers Compensation..... 4
- Long-term Disability Insurance (from employer or self-purchased) 5
- Other (please specify)..... 95

LIVING ARRANGEMENTS

54. The next questions are about your living situation, including questions about where you've been living since separation from active duty. At the time of separation, were you living on- or off-base?

- On 1
- Off 2

55. [Not including your on-base housing], at how many different addresses have you lived for more than a month since separation? [USE FILL IF Q54=1]

{Soft prompt if skips}

_____ [2 CHARACTER NUMERIC 0-50, 77]

56. [IF Q55 > 1]: Since separation, have you moved within the same city, beyond the city but within the same county, beyond the county but within the same state, across states, or from outside the U.S.? **(Please check all that apply.)**

- Within the same city 1
- Beyond the city, but within the same county 2
- Beyond the county, but within the same state 3
- Across states 4
- From outside the United States..... 5

57. [IF Q1 = 1 OR 2]: Generally, how long does it take you to get to work? **(Please check only one.)**

- Less than 15 minutes 1
- 16 to 30 minutes 2
- 31 to 45 minutes 3
- 46 minutes to one hour 4
- More than one hour 5

58. Is your house, apartment, or mobile home... **(Please check only one.)**

- Owned by you or someone in this household with a mortgage or loan 1
- Owned by you or someone in this household free and clear (without a mortgage or loan)..... 2
- Rented..... 3
- Occupied without payment of rent 4
- I don't know 8

59. Since you were separated from active, has there been any time when you did not have a place to stay overnight?

{Soft prompt if skips}

- Yes 1
- No [SKIP TO Q61]..... 2
- [REFUSED (SKIP TO Q61) 7]

60. Since separation, how many nights did you not have a place to stay?

ENTER NUMBER _____ [4 CHARACTER NUMERIC 0-1500, 7777]

61. What type of separation or discharge did you receive from active duty? Were you discharged:
(Please check only one.)

{Soft prompt if skips}

- At the end of a normal term of service [not for medical reasons or because of a disability] 1
- For military retirement due to disability..... 2
- For medical release..... 3
- Due to marriage, pregnancy, or children 4
- On a dishonorable discharge 5
- Deactivated/Separated/Demobilized from active duty as a Reservist/Guardsman... 6
- On some other kind of discharge? [please specify] 7

62. Are you:

- Married, living with your spouse..... 1
- Married, not living with your spouse 2
- Widowed 3
- Divorced 4
- Legally separated..... 5
- Never been married 6

63. Are you Spanish, Hispanic, or Latino?

- YES 1
- NO 2

64. Please select one or more of the following to describe your race. **(Please check all that apply.)**
[ALL THAT APPLY]

- White 1
- Black or African American 2
- American Indian or Alaska Native 3
- Asian..... 4
- Native Hawaiian 5
- Other Pacific Islander 6
- OTHER SPECIFY [25 CHARACTER]..... 95

65. What is your age?

ENTER NUMBER _____ [2 numeric 18-99, 777, 888]

CONTACT INFORMATION

L1. Thank you very much for your time today. In order for us to send you your \$20 gift, we need to collect your current contact information. According to our records your name is [NAME]. Is that correct?

- Yes..... 1
- No [SKIP TO L1a] 2

[IF REFUSED, SHOW: We will not be able to send you a \$20 check if we do not have your correct contact information. Do you want to provide us with the information now?

IF NO, DK, REF: SKIP TO END, OTHERWISE RETURN TO QUESTION.]

L1a. May we please have the correct spelling of your name?

Name: _____ [40 CHARACTER TEXT BOX]

L2. According to our records your address is [ADDRESS]. Is that correct?

- Yes..... 1
- No [SKIP TO L2a] 2

[IF REFUSED, SHOW: We will not be able to send you a \$20 check if we do not have your correct contact information. Do you want to provide us with the information now?]

IF NO, DK, REF: SKIP TO END, OTHERWISE RETURN TO QUESTION.]

L2a. May we please have your correct address?

STREET ADDRESS _____ [40 CHARACTERS]
APT OR UNIT # _____ [10 CHARACTERS]
CITY _____ [20 CHARACTERS]
STATE _____ [2 CHARACTERS]
ZIP _____ [10 CHARACTERS]

Thank you for this information. We would also like to get in touch with you again in the future for further participation in this study. It will involve a second interview like this one that will take place in one year. I'd like to get some information now that will help us contact you.

L3. May we contact you again for a second interview?

{Soft prompt if skips}

- Yes..... 1
- No [SKIP TO END] 2
- [REFUSED (SKIP TO END)98]

L4. According to our records, your telephone number is [NUMBER]. Is that correct?

- Yes..... 1
- No [SKIP TO L4a] 2
- [REFUSED (SKIP TO L4a)98]

[IF REFUSED, SHOW: We will not be able to contact you for a future survey if we do not have your correct contact information. Do you want to provide us with the information now?

IF NO, DK, REF: SKIP TO END, OTHERWISE RETURN TO QUESTION.]

L4a. May we please have your correct phone number?

Phone Number _____ [10 CHARACTERS]

[IF REFUSED, SHOW: We will not be able to contact you for a future survey if we do not have your correct contact information. Do you want to provide us with the information now?

IF NO, DK, REF: SKIP TO END, OTHERWISE RETURN TO QUESTION.]

L5. Could we please have an e-mail address where you can be reached in one year for a second survey? The e-mail address will only be used for the purpose of this study in order to contact you for a second interview in approximately one year.

Email Address _____ [50 CHARACTERS]

[IF REFUSED, SHOW: We will not be able to contact you for a future survey if we do not have your correct contact information. Do you want to provide us with the information now?

IF NO, DK, REF: SKIP TO END, OTHERWISE RETURN TO QUESTION.]

END: You have now completed the survey. [You should receive \$20 from us in 4-6 weeks.] Thank you so much for your time and cooperation. Goodbye.

**[USE FILL IF L1=YES OR NEW NAME GIVEN AND L2=YES OR NEW ADDRESS GIVEN.]
PROGRAMMER: IF NECESSARY ADD APPROPRIATE INSTRUCTIONS ON HOW TO CLOSE OUT OF SURVEY.**

Unique ID _____

OMB #.: 2900-0692
Expiration date: 11/30/2009

Employment Histories of Recently Separated Service Members 2007



Prepared for the U.S. Department of Veterans Affairs

By Abt Associates Inc.
55 Wheeler Street, Cambridge, MA 02138
1-888-853-5438

Assurance of Confidentiality

This survey satisfies the requirements of PL 108-454, Section 211. Participation is voluntary. Your responses are protected from disclosure by federal statute (P.L. 107-279, Title I, Part E, Sec. 183). All responses that relate to or describe identifiable characteristics of individuals may be used only for statistical purposes and may not be disclosed or used for any other purposes, unless otherwise compelled by law. Your cooperation is essential to make the results of this survey comprehensive, accurate, and timely. The information you provide will be combined with the information provided by others in statistical reports. No individual data that links your name, address, or telephone number with your responses will be included in the statistical reports.

PLEASE RESPOND BY:

JUNE 25, 2007

INTRODUCTION

Hi, we are contacting you on behalf of the Department of Veterans Affairs (VA) from Abt Associates Inc. We are conducting a study about the experiences of recently separated service members in the job market. This includes all service members recently separated from active duty, even those still serving part-time in the National Guard or Reserves.

We would like to ask you a series of questions about your employment experiences since your discharge or separation. Once you have completed the survey, we will send you \$20 to thank you for your participation.

Your participation will help the VA better understand the experiences of recently separated veterans in the job market.

Your participation in this study is voluntary. Your name was randomly selected from a list of recently separated service members. Your cooperation is important to the success of this study. All answers will be kept strictly confidential to the extent provided by law and will be used only for this research. You may choose not to answer any question or end the interview at any time.

On average, the interview takes about 15 minutes. If you choose not to participate, your VA benefits and services will not be affected in any way. If you do participate, as mentioned, we will send you \$20 as a thank you for your participation.

If you have any questions about this questionnaire, please contact us at: **1-888-853-5438**. Additional information on the purpose of the study and copies of the Privacy Act and relevant sections of the U.S. Code may be found at www.va.gov/vetdata/, click on *Surveys*.

PLEASE RETURN YOUR COMPLETED QUESTIONNAIRE IN THE POSTAGE-PAID ENVELOPE PROVIDED TO:

Abt Associates Inc.
Attn: VA Survey on Employment Histories
55 Wheeler Street Cambridge, MA 02138

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. The valid OMB control number for this information collection is 2900-0692. Public reporting burden for this collection of information is estimated to average 15 minutes, including the time for reviewing instructions, and completing and reviewing the collection of information. If you have any comments concerning the accuracy of the time estimate, suggestions for improving the survey instrument or concerns regarding the status of your individual response to this survey, please write to: U.S. Department of Veterans Affairs; 810 Vermont Avenue, NW; Washington, DC 20420.

PLEASE RESPOND BY:

JUNE 25, 2007

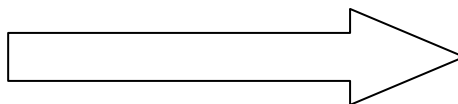
SURVEY INSTRUCTIONS:

- For most questions, please mark the box that best reflects your circumstances. Please mark your response with an ‘x’.
- You are sometimes told to skip over some questions in this survey. When this happens you will see an arrow with a note that tells you what question to answer next.
- Sometimes you will see an instruction to **Check all that apply**; this means to check all of the answers that are right for you. Otherwise, you will see **Check only one answer**; this means you should check only answer – the one that is best or most important to you.
- For questions that ask for counts or numbers, please use zeros where appropriate, rather than leaving the item blank.
- Some questions refer to the time period “since your separation from active duty.” By this we mean formal separation from active duty, including deactivation if you are or were in the National Guard or Reserves.
- For the purpose of this survey we ask that you please report for your most recent date of discharge from the military or separation from active duty.

Please provide the following information:

What was your most recent date of separation _____ 17-18/ 19-22/
from active duty? (month/year)

START SURVEY ON THE NEXT PAGE



RECENT EMPLOYMENT HISTORY

1. The first questions are about your recent employment. Are you... **(Please check only one.)** 23/
- ₁ Currently employed, not looking for a different job —→ **SKIP TO #5a**
 - ₂ Currently employed, but looking for a different job —→ **SKIP TO #5a**
 - ₃ Not working but looking for work
 - ₄ Not working and not looking for work
2. The next few questions are about your employment since separation from active duty. At any time since your date of separation, that is between your date of separation and today, did you have at least one paid job, either full or part time? 24/
- ₁ Yes —→ **SKIP TO #5b**
 - ₂ No
3. Since separation, have you done any work at all for money? 25/
- ₁ Yes —→ **SKIP TO #5b**
 - ₂ No
4. What is the main reason you did not work at a job between your date of separation and today? **(Please check only one.)** 26-27/
- ₁ Temporarily unable to work because of an injury —→ **SKIP TO #7**
 - ₂ Temporarily unable to work because of an illness —→ **SKIP TO #7**
 - ₃ Unable to work because of chronic health condition or disability —→ **SKIP TO #7**
 - ₄ Retired —→ **SKIP TO #7**
 - ₅ Pregnancy/Childbirth —→ **SKIP TO #7**
 - ₆ Taking care of children/other persons —→ **SKIP TO #7**
 - ₇ Going to school —→ **SKIP TO #7**
 - ₈ Unable to find work —→ **SKIP TO #7**
 - ₉ On layoff (Temporarily or indefinite) —→ **SKIP TO #10**
 - ₁₀ Not interested in working at a job —→ **SKIP TO #7**
 - ₁₁ Or some other reason —→ **SKIP TO #7**

- 5a. Is that for an employer or are you self-employed or do you have some other arrangement?
(Please check only one.)

Other arrangements include odd jobs, on-call work, day labor, one-time jobs, and informal arrangements like babysitting, lawn mowing, or leaf raking for neighbors.

If you have more than one job, please answer for your main job. By 'main job' we mean the one at which you usually work the most hours.

28/

- ₁ Employer —→ **SKIP TO #6**
₂ Self-Employed —→ **SKIP TO #6**
₃ Some other arrangement —→ **SKIP TO #6**

- 5b. Was that for an employer or were you self-employed or did you have some other arrangement?
(Please check only one.)

Other arrangements include odd jobs, on-call work, day labor, one-time jobs, and informal arrangements like babysitting, lawn mowing, or leaf raking for neighbors.

If you have had more than one job since discharge, please answer for your main job. By 'main job' we mean the one at which you usually worked the most hours.

29/

- ₁ Employer
₂ Self-Employed
₃ Some other arrangement

6. How many hours per week do (or did) you USUALLY work at your job?
If you have had more than one job, please answer for your main job. By 'main job' we mean the one at which you usually work the most hours.

30-32/

RECORD HOURS: _____

**IF YOU ARE NOT CURRENTLY WORKING BUT
HAVE WORKED AT ALL SINCE SEPARATION OR DISCHARGE,
CONTINUE TO #7.**

**IF YOU ARE CURRENTLY WORKING,
SKIP TO #9.**

7. What best describes your situation now? **(Please check only one.)**

33/

- ₁ On layoff from a job —→ **SKIP TO #10**
- ₂ Waiting for a new job to begin
- ₃ Retired
- ₄ Taking care of home and family (including pregnancy)
- ₅ In school
- ₆ Not able to work because of illness or disability
- ₇ Something else?

8. What is the main reason you stopped working at your most recent civilian job? **(Please check only one.)**

34-35/

- ₁ On layoff —→ **SKIP TO #10**
- ₂ Retirement or old age
- ₃ Childcare problems
- ₄ Other family/personal obligations
- ₅ Own Illness/disability
- ₆ Own Injury
- ₇ School/Training
- ₈ Discharged/Fired
- ₉ Employer Bankrupt
- ₁₀ Employer sold business
- ₁₁ Job was temporary and ended
- ₁₂ Quit to take another job
- ₁₃ Slack work or business conditions
- ₁₄ Unsatisfactory work arrangements (hours, pay, etc.)
- ₁₅ Quit for some other reason

9. Did you spend any time on layoff from a job since discharge or separation? 36/
₁ Yes
₂ No —→ **SKIP TO #11a**

10. When you were laid off, did your employer give you a date to return to work? 37/
₁ Yes
₂ No

11a. Did you spend any time looking for work prior to separation from active duty, while still in the military? 38/
₁ Yes
₂ No

11b. Did you spend any time looking for work since your separation from active duty? 39/
₁ Yes
₂ No

IF YOU ANSWERED YES TO EITHER #11a OR #11b,
CONTINUE TO #12.

**IF YOU ANSWERED NO TO BOTH #11a AND #11b,
SKIP TO #14.**

12. Which of the following sources of employment information have you used to look for a job?
(Please check all that apply.)

	YES	
a. Small Business Administration from the Office of Veterans Business Development	<input type="checkbox"/> ₁	40/
b. State rehabilitation agency	<input type="checkbox"/> ₁	41/
c. State employment agency	<input type="checkbox"/> ₁	42/
d. Private employment agency	<input type="checkbox"/> ₁	43/
e. Internet job searches	<input type="checkbox"/> ₁	44/
f. Newspaper/help-wanted advertisements	<input type="checkbox"/> ₁	45/
g. Job fairs	<input type="checkbox"/> ₁	46/
h. College/university or school	<input type="checkbox"/> ₁	47/
i. Personal/professional contacts/networking	<input type="checkbox"/> ₁	48/
j. Federal job listings	<input type="checkbox"/> ₁	49/
k. Job Service/UI/VET Reps	<input type="checkbox"/> ₁	50/

13. During the last 30 days, on how many days did you spend any time looking for work?

51-52/

RECORD NUMBER OF DAYS: _____

**IF YOU HAVE NOT WORKED AT ALL SINCE SEPARATION OR DISCHARGE, SKIP
TO #22.**

OTHERWISE CONTINUE TO #14.

14. The next questions refer to your current or most recent civilian job. Is that employer... **(Please check only one.)**

53/

- ₁ A Government organization, including Armed Forces
- ₂ A Private, For Profit, Company
- ₃ A Non-Profit Organization, including tax exempt and charitable organizations
- ₄ Self-employed

15. What kind of work do (or did) you perform, that is, what is your occupation? (For example: bookkeeper, plumber, press operator)

54-153/

154-155/

156-157/

158-159/

16. If you do not know what your occupation is, then please describe your usual activities or responsibilities instead.

160-259/

17a. What is (or was) your current salary or wage rate?

260-269/

RECORD AMOUNT: _____

CHOOSE ONE:

270/

- ₁ Per hour
- ₂ Per week
- ₃ Biweekly
- ₄ Per month
- ₅ Per year
- ₈ I don't know

17b. In addition to your wage/salary, do (or did) you earn tips, bonuses, or commissions?

271/

₁ Yes

₂ No → **SKIP TO #18**

17c. How much additional income do (or did) you get from tips, bonuses, and commissions?

272-281/

RECORD AMOUNT: _____

CHOOSE ONE:

282-283/

₁ Per hour

₂ Per week

₃ Biweekly

₄ Per month

₅ Per year

₉₅ Other (please specify): _____

284-307/

₉₈ I don't know

18. Do (or did) any employees report to you?

Answer “yes” if you supervise, manage, or oversee other employees.

308/

₁ Yes

₂ No → **SKIP TO #21**

19. Would you describe the position as senior management, middle management, or supervisory?

(Please check only one.)

309/

₁ Senior management

₂ Middle management → **SKIP TO #21**

₃ Supervisory → **SKIP TO #21**

20. What is (or was) your job title?

310-359/

RECORD TITLE: _____

PAST WORK EXPERIENCE

These next questions ask about past work experience, both civilian and military, and how it relates to your current or most recent employment.

21. Were you employed when you were called up for active duty/joined the military?

360/

- ₁ Yes → **GO TO #22**
₂ No → **(SEE SKIP NOTE BELOW)**



**IF YOU ANSWERED “NO” TO #21 AND
YOU HAVE NOT WORKED AT ALL SINCE SEPARATION OR DISCHARGE, SKIP TO #35.**

**IF YOU ANSWERED “NO” TO #21 AND
YOU HAVE WORKED AT ALL SINCE SEPARATION OR DISCHARGE, SKIP TO #28.**

22. When you returned from active duty, did you attempt to return to your previous job?

361/

- ₁ Yes
₂ No → **SKIP TO #27**

23. When you returned from active duty, did your employer offer you the same job?

362/

- ₁ Yes
₂ No → **SKIP TO #25**

24. Did you accept it?

363/

- ₁ Yes → **SKIP TO #28**
₂ No

25. Did your employer offer you a different job?

364/

- ₁ Yes
₂ No → **SKIP TO #27**

26. Did you accept it? 365/
- ₁ Yes
- ₂ No

IF YOU HAVE NOT WORKED AT ALL
SINCE SEPARATION OR DISCHARGE, **SKIP TO #35.**

27. Was your current or most recent civilian job similar to the one you had before entering the service? 366/
- ₁ Yes
- ₂ No

28. Does your current or most recent civilian job generally match the occupations you were trained for while you were in the military? 367/
- ₁ Yes
- ₂ No

29. How much do the training, skills or experiences you gained in the military apply to your current or most recent civilian job? **(Please check only one.)** 368/
- ₁ A lot
- ₂ Some
- ₃ A little
- ₄ Not at all

30. Compared to your military occupation, would you say that in your current or most recent civilian job you have had more responsibility, less responsibility, or about the same amount of responsibility? **(Please check only one.)** 369/
- ₁ More responsibility in the civilian job
- ₂ Less responsibility in the civilian job
- ₃ About the same

31. On a scale of 0-10, where zero is 'no physical risk at all' and 10 is 'extreme physical risk,' what was the highest level of physical risk in your military occupation?

370-371/

RECORD NUMBER BETWEEN 0 AND 10: _____

32. On a scale of 0-10, where zero is 'no physical risk at all' and 10 is 'extreme physical risk,' what is the highest level of physical risk in your current or most recent civilian job?

372-373/

RECORD NUMBER BETWEEN 0 AND 10: _____

33. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what was the highest level of mental stress in your military occupation?

374-375/

RECORD NUMBER BETWEEN 0 AND 10: _____

34. On a scale of 0-10, where zero is 'no stress at all' and 10 is 'extreme stress,' what is the highest level of mental stress in your current or most recent civilian job?

376-377/

RECORD NUMBER BETWEEN 0 AND 10: _____

TRAINING, EDUCATION, AND EMPLOYMENT ASSISTANCE

These next questions are about any training, education or employment assistance you may have received. By “assistance,” we mean money or information you have obtained from an outside source that helped you receive education, training or employment.

35. Have you applied for any education or training assistance through the VA?

378/

₁ Yes

₂ No

36. There are some types of assistance that you may not have considered. What kind of education or training assistance did you receive from the VA or Department of Labor? (**Please check all that apply.**)

	YES	
a. Transition Assistance Program (TAP)	<input type="checkbox"/> ₁	379/
b. Disabled Transition Assistance Program (DTAP)	<input type="checkbox"/> ₁	380/
c. Montgomery GI Bill	<input type="checkbox"/> ₁	381/
d. Veterans’ Survivors and Dependents Education Assistance	<input type="checkbox"/> ₁	382/
e. VA Vocational Rehabilitation	<input type="checkbox"/> ₁	383/
f. Veteran Education Assistance Program (VEAP)	<input type="checkbox"/> ₁	384/
g. State Training Programs – One Stops	<input type="checkbox"/> ₁	385/
h. Disabled Veterans Outreach Program (DVOP)	<input type="checkbox"/> ₁	386/
i. Other Veterans' Administration Educational or Training	<input type="checkbox"/> ₁	387/

37. Other than the VA assistance above, have you received any other education or training assistance since discharge or separation?

388/

₁ Yes

₂ No → **SKIP TO #39**

38. What kind of education or training assistance did you receive? As I read each one, please tell me whether or not you have used it. **(Please check all that apply.)**

	YES	
a. Federal PELL Grant	<input type="checkbox"/> ₁	389/
b. College (or Federal) Work Study Program	<input type="checkbox"/> ₁	390/
c. Any other Federal grant or program; for example, SEOG, Health or Nursing Grant, ROTC, NSF Grant	<input type="checkbox"/> ₁	391/
d. A loan that has to be repaid, for example, Stafford, Perkins, or SLS	<input type="checkbox"/> ₁	392/
e. A grant, scholarship, or tuition remission from the school attended	<input type="checkbox"/> ₁	393/
f. A teaching or research assistantship from the school	<input type="checkbox"/> ₁	394/
g. A grant or scholarship from the state, such as SSIGP, Douglas Scholarships	<input type="checkbox"/> ₁	395/
h. A grant or scholarship from some other source, such as a foundation, corporation, or community group, National Merit Scholarship, etc	<input type="checkbox"/> ₁	396/
i. Assistance provided by your employer	<input type="checkbox"/> ₁	397/
j. Aid from some other source, excluding all direct aid from parents, including trusts or college savings funds	<input type="checkbox"/> ₁	398/
k. Other Education or Training Assistance	<input type="checkbox"/> ₁	399/

EDUCATION

The next questions are about your educational background.

39. Did you graduate from high school, get a GED, or neither? **(Please check only one.)** 400/
- ₁ Graduated from High School
₂ Got a GED
₃ Neither
40. Did you attend college? 401/
- ₁ Yes
₂ No → **SKIP TO #44**
41. Did you receive a college degree? 402/
- ₁ Yes
₂ No → **SKIP TO #44**
42. What college degree(s) have you received and what year did you receive them? **(Please check all that apply.)**
- | | |
|---|---------------|
| <input type="checkbox"/> ₁ Associate's/AA, Year: _____ | 403/ 404-407/ |
| <input type="checkbox"/> ₂ Bachelor's/BA/BS, Year: _____ | 408/ 409-412/ |
| <input type="checkbox"/> ₃ Master's/MA/MS/MBA, Year: _____ | 413/ 414-417/ |
| <input type="checkbox"/> ₄ Doctorate/PHD, Year: _____ | 418/ 419-422/ |
| <input type="checkbox"/> ₅ LLB, JD (Law degrees), Year: _____ | 423/ 424-427/ |
| <input type="checkbox"/> ₆ MD, DDS, DVM, DO (Medical degrees), Year: _____ | 428/ 429-432/ |
| <input type="checkbox"/> ₇ Honorary degree, Year: _____ | 433/ 434-437/ |

43. In what field(s) of study did you receive that degree(s)? **Please list them all.**

638-639/

640-641/

642-643/

44. Other than what you may have noted above, did you receive any degree or certificate through a vocational school, a training school, or an apprenticeship program?

644/

₁ Yes

₂ No → **SKIP TO #48**

45. What type of degree or certificate was that and what year did you receive it? (**Please check all that apply.**)

- ₁ Degree, Year: _____ 645/ 646-649/
- ₂ Certificate, Year: _____ 650/ 651-654/
- ₃ License, Year: _____ 655/ 656-659/
- ₄ Diploma (not high school), Year: _____ 660/ 661-664/
- ₅ Other (please specify): _____, Year: _____ 665/ 666-669/
- 670-719/

46. In what field(s) was that? **Please list them all.**

920-921/

922-923/

924-925/

47. From what type of institution(s) or organization(s) was that? **Please list them all.**

1126-1127/

1128-1129/

1130-1131/

DISABILITY STATUS

The next questions ask about your possible disability status.

48. Has the Department of Defense (DOD) determined that you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service? 1132/

- ₁ Yes
₂ No —————> **SKIP TO #49**

- 48a. What is your current DOD service-connected disability rating? (**Please check only one.**)

1133-1134/

- ₁ 0 Percent
₂ 10 Percent
₃ 20 Percent
₄ 30 Percent
₅ 40 Percent
₆ 50 Percent
₇ 60 Percent
₈ 70 Percent
₉ 80 Percent
₁₀ 90 Percent
₁₁ 100 Percent

49. Have you ever applied for VA disability benefits?

1135/

- ₁ Yes
₂ No —————> **SKIP TO #50**

- 49a. What is the status of your most recent claim application? Is it approved, waiting for a decision from a VA regional office, waiting for decision about appeal, or denied? (**Please check only one.**)

1136/

- ₁ Approved
₂ Waiting for decision from VA regional office —————> **SKIP TO #50**
₃ Waiting for decision about appeal
₄ Denied —————> **SKIP TO #50**
₈ I don't know —————> **SKIP TO #50**

49b. What is your current VA service-connected disability rating? **(Please check only one.)**

1137-1138/

- ₁ 0 Percent
- ₂ 10 Percent
- ₃ 20 Percent
- ₄ 30 Percent
- ₅ 40 Percent
- ₆ 50 Percent
- ₇ 60 Percent
- ₈ 70 Percent
- ₉ 80 Percent
- ₁₀ 90 Percent
- ₁₁ 100 Percent

**IF YOU HAVE
A VA OR DOD SERVICE-CONNECTED DISABILITY RATING, SKIP TO #51.**

50. Do you have a service-connected disability; that is, a health condition or impairment caused or made worse by military service?

1139/

- ₁ Yes
- ₂ No → **SKIP TO #54**

**IF YOU DO NOT HAVE
A VA SERVICE-CONNECTED DISABILITY RATING, SKIP TO #53a.**

51. Has your service-connected disability ever prevented you from getting or holding a job?

1140/

- ₁ Yes
- ₂ No

52. Does this disability currently keep you from getting or holding a job?

1141/

- ₁ Yes
- ₂ No

53. The next questions are about disability payments from the VA. Are you currently receiving regular payments from the VA?

142/

₁ Yes

₂ No

53a. Have you ever received regular monetary benefits from any (other) source due to your disability?

1143/

₁ Yes

₂ No —————▶ **SKIP TO #54**

53b. From whom have you received these benefits? (**Please check all that apply.**)

₁ Military disability 1144/

₂ Social Security SOCIAL SECURITY 1145/

₃ State, MEDICAID, SSI 1146/

₄ Worker's Compensation 1147/

₅ Long-term disability insurance (from employer or self-purchased) 1148/

₉₅ Other (please specify): _____ 1149-1150/ 1151-1200/

LIVING ARRANGEMENTS

The next questions are about your living situation, including questions about where you've been living since separation from active duty.

54. At the time of separation, were you living on- or off-base? 1201/
- ₁ On
- ₂ Off
- ₃ Both
55. Not including your on-base housing, at how many different addresses have you lived for more than a month since separation? 1202-1203/ 1204/B

RECORD NUMBER: _____

IF YOUR ANSWER TO #55 IS ONE, SKIP TO #57.

OTHERWISE, CONTINUE TO #56.

56. Since separation, have you moved within the same city, beyond the city but within the same county, beyond the county but within the same state, across states, or from outside the U.S.? **(Please check all that apply.)**
- ₁ Within the same city 1205/
- ₂ Beyond the city, but within the same county 1206/
- ₃ Beyond the county, but within the same state 1207/
- ₄ Across states 1208/
- ₅ From outside the United States 1209/

IF YOU ARE NOT CURRENTLY EMPLOYED, SKIP TO #58.

OTHERWISE, CONTINUE TO #57.

57. Generally, how long does it take you to get to work? **(Please check only one.)** 1210/
- ₁ Less than 15 minutes
 - ₂ 16 to 30 minutes
 - ₃ 31 to 45 minutes
 - ₄ 46 minutes to one hour
 - ₅ More than one hour
58. Is your house, apartment, or mobile home owned by you or someone in this household with a mortgage or loan, owned by you or someone in this household free and clear (without a mortgage or loan), rented, or occupied without payment of rent? **(Please check only one.)** 1211/
- ₁ Owned by you or someone in this household with a mortgage or loan
 - ₂ Owned by you or someone in this household free and clear (without a mortgage or loan)
 - ₃ Rented
 - ₄ Occupied without payment of rent
 - ₈ I don't know
59. Since you were separated from active duty, has there been any time when you did not have a place to stay overnight? 1212/
- ₁ Yes
 - ₂ No → **SKIP TO Q61**
60. Since separation, how many nights did you not have a place to stay? 1213-1216/
- RECORD NUMBER: _____

61. What type of separation or discharge did you receive from active duty? Were you discharged:
(Please check only one.) 1217-1218/
- ₁ At the end of a normal term of service [not for medical reasons or because of a disability]
 - ₂ For military retirement due to disability
 - ₃ For medical release
 - ₄ Due to marriage, pregnancy, or children
 - ₅ On a dishonorable discharge
 - ₆ Deactivated/Separated/Demobilized from active duty as a Reservist/Guardsman
 - ₉₅ On some other kind of discharge? (please specify): _____ 1219-1268/
62. Are you: (Please check only one.) 1269/
- ₁ Married, living with your spouse
 - ₂ Married, not living with your spouse
 - ₃ Widowed
 - ₄ Divorced
 - ₅ Legally separated
 - ₆ Never been married
63. Are you Spanish, Hispanic, or Latino? 1270/
- ₁ Yes
 - ₂ No
64. Please select one or more of the following to describe your race. (Check all that apply.)
- ₁ White 1271/
 - ₂ Black or African American 1272/
 - ₃ American Indian or Alaska Native 1273/
 - ₄ Asian 1274/
 - ₅ Native Hawaiian 1275/
 - ₆ Other Pacific Islander 1276/
 - ₉₅ Other (please specify): _____ 1277-1278 1279-1328/
65. What is your age? Age: _____ 1329-1331/

CONTACT INFORMATION

Thank you very much for the time and effort you have spent answering our questions. In order for us to send you your \$20 gift, we will need to collect your current contact information.

L1. Please enter your name below:

Name:

Name: _____

L2. Please enter your address information below:

Address:

_____ APT OR UNIT #

_____ STATE

_____ ZIP

Thank you for this information. We would also like to get in touch with you again in the future for further participation in this study. It will involve a second survey like this one that will take place in one year. I'd like to get some information now that will help us contact you.

L3. May we contact you again for a second interview?

1332/

₁ Yes (**CONTINUE**)

₂ No (**SKIP TO END**)

L4. Could we please have a phone number where you can be reached in one year for a second survey?

Phone Number: _____

PHONE NUMBER

L5. Could we please have an e-mail address where you can be reached in one year for a second survey? This will only be used for the purposes of this study.

Phone Number: _____

EMAIL ADDRESS

END: You should receive \$20 from us in 4-6 weeks. Thank you so much for your cooperation.

Unique ID

ATTACHMENT 2

[VA LETTERHEAD]

OMB Control Number: 2900-0692

Date

Name

Address Line 1

Address Line 2

City, State ZIP

Dear (FILL NAME):

A few weeks ago, we sent you a letter informing you that you have been selected to participate in a survey directed by the Department of Veterans Affairs (VA) study to help understand the employment experiences and opportunities for recently discharged veterans.

Operations Enduring Freedom and Iraqi Freedom have heightened the interest and desire of the country, the Congress, and Federal agencies for the successful transition of service men and women into employment after their separation from military service. Because there is very limited information about the employment histories of veterans, your participation in this national study is most important.

VA has hired an independent research company, Abt Associates, Inc., to contact you. Included with this letter is a letter from Abt that will explain how you can participate in this important survey by web or telephone. All of the answers you give will be kept strictly confidential and no individual person will be identified in any reports resulting from the study. Your personally identifiable information is protected under the Privacy Act and section 5701 of Title 38 of the U.S. Code. Additional information on the purpose of the study and copies of the Privacy Act and relevant sections of the U.S. Code can be found on our website, at www.va.gov/vetdata/, click on *Surveys*.

Your participation in this study is voluntary. We hope you will participate because only you can tell us about your experience as a veteran. Your answers, along with information from other veterans, will help us improve the employment opportunities for all veterans. Please accept my personal thanks for your service to our country and for your participation in this important project.

Respectfully yours,



Ron Thomas



Abt Associates Inc.

Date

Dear _____:

A few weeks ago, we sent you a letter informing you that you have been selected to participate in an important research survey directed by the Department of Veterans Affairs (VA) about veterans and employment. The purpose of the survey is to help the VA provide the best possible veterans services by better understanding the employment experiences of recently discharged veterans.

We hope that you will take a few minutes to help with this important research. We are asking you to complete a survey, requiring about 15 minutes of your time. Once we confirm your date of separation and after you have completed the survey, we will send you twenty dollars (\$20) as a token of our appreciation for your participation. We have enclosed a paper copy of the survey and a postage-paid, self-addressed envelope so that you now have the option of completing the survey by mail. As before, you also have the choice of completing the survey on-line or by calling us toll-free.

Your participation in this survey is completely voluntary. You may refuse to participate or end the interview at any time without penalty or loss of benefits to which you may otherwise be entitled. All information you provide will be kept confidential as required by law. No individual person or household will be identified in any reports resulting from the survey. Although your participation is voluntary, it is important that we hear from you because only you can tell us about your unique experience as a recently discharged veteran.

You have three options for completing the survey:

1. You may complete the enclosed paper survey and mail it back to us in the postage-paid, self-addressed envelope provided.
2. You may access and complete the survey at the following web site – www.VAEmploymentSurvey.com. Your unique password for the web survey is: [FILL]
3. Or you may call 1-800-853-5438 to complete the survey over the phone.

Please complete the survey by TBD.

If you have any questions or you received this letter in error, please call Kristine Burnaska, the Project Director at Abt Associates Inc. (toll-free) at 1-888-853-5438. Thank you in advance for your assistance.

Sincerely,

A handwritten signature in cursive script that reads "Kristine K. Burnaska".

Kristine Burnaska, Ph.D.
Project Director

ATTACHMENT 3

Race categories used in VA EHS Q64 were:

White	1
Black or African American	2
American Indian or Alaska Native	3
Asian.....	4
Native Hawaiian	5
Other Pacific Islander	6
HISPANIC/MEXICAN	7
OTHER SPECIFY	95
NO OTHER MENTION	96
DON'T KNOW	97
REFUSED	98

Note: Hispanic/Mexican” was not volunteered, but allowed if a respondent insisted on this being his/her “race.”

In addition, respondents were asked in if they are Hispanic or not (Q63).

RACEARRAY. RACEARRAY is a derived variable that delineates the possible combinations of RACE/ETHNICITY that were chosen. The value of this variable is a character string representing a “1” if the RACE category was selected and a “0” if it wasn’t. For example, a respondent who is reported as “White” would receive a value of “1000000” and the variable label would read “White.” However, if a child was reported as “American Indian” and “Asian,” then the value for RACEARRAY would be “0011000” and the label would read “American Indian/Alaska Native, Asian.” If one or more of the stem components for RACEARRAY was a “missing,” “don’t know” or “refused” value, or if all components were coded “no” as a result of backcoding, then RACEARRAY was coded as “.M”.

RACEARRAY is a seven-digit field where each digit represents one of the specific racial categories shown in the RACE variable (with the 7th digit being “ethnicity” and derived from either option “7” for Q64 or option “1” for Q63). When a particular category was reported by a respondent, the field contains the code “1” in the appropriate location in the array. All unmentioned categories are coded as “0.” If a respondent is coded as White in RACE, her value in RACEARRAY would be “1000000.” For example, if a respondent identifies herself as both “White” and “Black/African-American” in the root questions, then her value in RACEARRAY would be “1100000.”

The values and labels for RACEARRAY are as follows:

- (1000000) WHITE ONLY
- (0100000) BLACK/AFRICAN AMERICAN ONLY
- (0010000) AMERICAN INDIAN/ALASKA NATIVE ONLY
- (0001000) ASIAN ONLY
- (0000100) NATIVE HAWAIIAN ONLY
- (0000010) OTHER PACIFIC ISLANDER ONLY
- (0000001) HISPANIC ONLY
- (1100000) WHITE, BLACK/AFRICAN AMERICAN
- (1010000) WHITE, AMERICAN INDIAN/ALASKA NATIVE
- (1001000) WHITE, ASIAN

(1000100) WHITE, NATIVE HAWAIIAN
(0110000) BLACK/AFRICAN AMERICAN, ASIAN
Etc. – all possible combinations

Cases that had **only** an “other” race that could not be backcoded will have a value of “.M” for RACEARRAY. Cases that had an “other” race in addition to one or more of the provided categories, the “other” race will be dropped. Cases that had a DK or REF response to the root race variables will have a “99996” or “99997” value for RACEARRAY.

Appendix C

Standard Occupation Classification

11-0000 Management Occupations

- 11-1000 Top Executives
 - 11-1010 Chief Executives
 - 11-1011 Chief Executives
 - 11-1020 General and Operations Managers
 - 11-1021 General and Operations Managers
 - 11-1030 Legislators
 - 11-1031 Legislators
- 11-2000 Advertising, Marketing, Promotions, Public Relations, and Sales Managers
 - 11-2010 Advertising and Promotions Managers
 - 11-2011 Advertising and Promotions Managers
 - 11-2020 Marketing and Sales Managers
 - 11-2021 Marketing Managers
 - 11-2022 Sales Managers
 - 11-2030 Public Relations Managers
 - 11-2031 Public Relations Managers
- 11-3000 Operations Specialties Managers
 - 11-3010 Administrative Services Managers
 - 11-3011 Administrative Services Managers
 - 11-3020 Computer and Information Systems Managers
 - 11-3021 Computer and Information Systems Managers
 - 11-3030 Financial Managers
 - 11-3031 Financial Managers
 - 11-3040 Human Resources Managers
 - 11-3041 Compensation and Benefits Managers
 - 11-3042 Training and Development Managers
 - 11-3049 Human Resources Managers, All Other
 - 11-3050 Industrial Production Managers
 - 11-3051 Industrial Production Managers
 - 11-3060 Purchasing Managers
 - 11-3061 Purchasing Managers
 - 11-3070 Transportation, Storage, and Distribution Managers
 - 11-3071 Transportation, Storage, and Distribution Managers
- 11-9000 Other Management Occupations
 - 11-9010 Agricultural Managers
 - 11-9011 Farm, Ranch, and Other Agricultural Managers
 - 11-9012 Farmers and Ranchers
 - 11-9020 Construction Managers
 - 11-9021 Construction Managers
 - 11-9030 Education Administrators
 - 11-9031 Education Administrators, Preschool and Child Care Center/Program
 - 11-9032 Education Administrators, Elementary and Secondary School
 - 11-9033 Education Administrators, Postsecondary
 - 11-9039 Education Administrators, All Other
 - 11-9040 Engineering Managers
 - 11-9041 Engineering Managers
 - 11-9050 Food Service Managers
 - 11-9051 Food Service Managers
 - 11-9060 Funeral Directors
 - 11-9061 Funeral Directors
 - 11-9070 Gaming Managers
 - 11-9071 Gaming Managers

- 11-9080 Lodging Managers
 - 11-9081 Lodging Managers
- 11-9110 Medical and Health Services Managers
 - 11-9111 Medical and Health Services Managers
- 11-9120 Natural Sciences Managers
 - 11-9121 Natural Sciences Managers
- 11-9130 Postmasters and Mail Superintendents
 - 11-9131 Postmasters and Mail Superintendents
- 11-9140 Property, Real Estate, and Community Association Managers
 - 11-9141 Property, Real Estate, and Community Association Managers
- 11-9150 Social and Community Service Managers
 - 11-9151 Social and Community Service Managers
- 11-9190 Miscellaneous Managers
 - 11-9199 Managers, All Other

13-0000 Business and Financial Operations Occupations

- 13-1000 Business Operations Specialists
 - 13-1010 Agents and Business Managers of Artists, Performers, and Athletes
 - 13-1011 Agents and Business Managers of Artists, Performers, and Athletes
 - 13-1020 Buyers and Purchasing Agents
 - 13-1021 Purchasing Agents and Buyers, Farm Products
 - 13-1022 Wholesale and Retail Buyers, Except Farm Products
 - 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products
 - 13-1030 Claims Adjusters, Appraisers, Examiners, and Investigators
 - 13-1031 Claims Adjusters, Examiners, and Investigators
 - 13-1032 Insurance Appraisers, Auto Damage
 - 13-1040 Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
 - 13-1041 Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
 - 13-1050 Cost Estimators
 - 13-1051 Cost Estimators
 - 13-1060 Emergency Management Specialists
 - 13-1061 Emergency Management Specialists
 - 13-1070 Human Resources, Training, and Labor Relations Specialists
 - 13-1071 Employment, Recruitment, and Placement Specialists
 - 13-1072 Compensation, Benefits, and Job Analysis Specialists
 - 13-1073 Training and Development Specialists
 - 13-1079 Human Resources, Training, and Labor Relations Specialists, All Other
 - 13-1080 Logisticians
 - 13-1081 Logisticians
 - 13-1110 Management Analysts
 - 13-1111 Management Analysts
 - 13-1120 Meeting and Convention Planners
 - 13-1121 Meeting and Convention Planners
 - 13-1190 Miscellaneous Business Operations Specialists
 - 13-1199 Business Operations Specialists, All Other
- 13-2000 Financial Specialists
 - 13-2010 Accountants and Auditors
 - 13-2011 Accountants and Auditors
 - 13-2020 Appraisers and Assessors of Real Estate
 - 13-2021 Appraisers and Assessors of Real Estate
 - 13-2030 Budget Analysts
 - 13-2031 Budget Analysts
 - 13-2040 Credit Analysts
 - 13-2041 Credit Analysts
 - 13-2050 Financial Analysts and Advisors
 - 13-2051 Financial Analysts
 - 13-2052 Personal Financial Advisors

- 13-2053 Insurance Underwriters
- 13-2060 Financial Examiners
 - 13-2061 Financial Examiners
- 13-2070 Loan Counselors and Officers
 - 13-2071 Loan Counselors
 - 13-2072 Loan Officers
- 13-2080 Tax Examiners, Collectors, Preparers, and Revenue Agents
 - 13-2081 Tax Examiners, Collectors, and Revenue Agents
 - 13-2082 Tax Preparers
- 13-2090 Miscellaneous Financial Specialists
 - 13-2099 Financial Specialists, All Other
- 15-0000 Computer and Mathematical Occupations**
 - 15-1000 Computer Specialists
 - 15-1010 Computer and Information Scientists, Research
 - 15-1011 Computer and Information Scientists, Research
 - 15-1020 Computer Programmers
 - 15-1021 Computer Programmers
 - 15-1030 Computer Software Engineers
 - 15-1031 Computer Software Engineers, Applications
 - 15-1032 Computer Software Engineers, Systems Software
 - 15-1040 Computer Support Specialists
 - 15-1041 Computer Support Specialists
 - 15-1050 Computer Systems Analysts
 - 15-1051 Computer Systems Analysts
 - 15-1060 Database Administrators
 - 15-1061 Database Administrators
 - 15-1070 Network and Computer Systems Administrators
 - 15-1071 Network and Computer Systems Administrators
 - 15-1080 Network Systems and Data Communications Analysts
 - 15-1081 Network Systems and Data Communications Analysts
 - 15-1090 Miscellaneous Computer Specialists
 - 15-1099 Computer Specialists, All Other
- 15-2000 Mathematical Science Occupations
 - 15-2010 Actuaries
 - 15-2011 Actuaries
 - 15-2020 Mathematicians
 - 15-2021 Mathematicians
 - 15-2030 Operations Research Analysts
 - 15-2031 Operations Research Analysts
 - 15-2040 Statisticians
 - 15-2041 Statisticians
 - 15-2090 Miscellaneous Mathematical Science Occupations
 - 15-2091 Mathematical Technicians
 - 15-2099 Mathematical Science Occupations, All Other
- 17-0000 Architecture and Engineering Occupations**
 - 17-1000 Architects, Surveyors, and Cartographers
 - 17-1010 Architects, Except Naval
 - 17-1011 Architects, Except Landscape and Naval
 - 17-1012 Landscape Architects
 - 17-1020 Surveyors, Cartographers, and Photogrammetrists
 - 17-1021 Cartographers and Photogrammetrists
 - 17-1022 Surveyors
 - 17-2000 Engineers
 - 17-2010 Aerospace Engineers
 - 17-2011 Aerospace Engineers
 - 17-2020 Agricultural Engineers

- 17-2021 Agricultural Engineers
- 17-2030 Biomedical Engineers
 - 17-2031 Biomedical Engineers
- 17-2040 Chemical Engineers
 - 17-2041 Chemical Engineers
- 17-2050 Civil Engineers
 - 17-2051 Civil Engineers
- 17-2060 Computer Hardware Engineers
 - 17-2061 Computer Hardware Engineers
- 17-2070 Electrical and Electronics Engineers
 - 17-2071 Electrical Engineers
 - 17-2072 Electronics Engineers, Except Computer
- 17-2080 Environmental Engineers
 - 17-2081 Environmental Engineers
- 17-2110 Industrial Engineers, Including Health and Safety
 - 17-2111 Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
 - 17-2112 Industrial Engineers
- 17-2120 Marine Engineers and Naval Architects
 - 17-2121 Marine Engineers and Naval Architects
- 17-2130 Materials Engineers
 - 17-2131 Materials Engineers
- 17-2140 Mechanical Engineers
 - 17-2141 Mechanical Engineers
- 17-2150 Mining and Geological Engineers, Including Mining Safety Engineers
 - 17-2151 Mining and Geological Engineers, Including Mining Safety Engineers
- 17-2160 Nuclear Engineers
 - 17-2161 Nuclear Engineers
- 17-2170 Petroleum Engineers
 - 17-2171 Petroleum Engineers
- 17-2190 Miscellaneous Engineers
 - 17-2199 Engineers, All Other
- 17-3000 Drafters, Engineering, and Mapping Technicians
 - 17-3010 Drafters
 - 17-3011 Architectural and Civil Drafters
 - 17-3012 Electrical and Electronics Drafters
 - 17-3013 Mechanical Drafters
 - 17-3019 Drafters, All Other
 - 17-3020 Engineering Technicians, Except Drafters
 - 17-3021 Aerospace Engineering and Operations Technicians
 - 17-3022 Civil Engineering Technicians
 - 17-3023 Electrical and Electronic Engineering Technicians
 - 17-3024 Electro-Mechanical Technicians
 - 17-3025 Environmental Engineering Technicians
 - 17-3026 Industrial Engineering Technicians
 - 17-3027 Mechanical Engineering Technicians
 - 17-3029 Engineering Technicians, Except Drafters, All Other
 - 17-3030 Surveying and Mapping Technicians
 - 17-3031 Surveying and Mapping Technicians
- 19-0000 Life, Physical, and Social Science Occupations**
 - 19-1000 Life Scientists
 - 19-1010 Agricultural and Food Scientists
 - 19-1011 Animal Scientists
 - 19-1012 Food Scientists and Technologists
 - 19-1013 Soil and Plant Scientists
 - 19-1020 Biological Scientists
 - 19-1021 Biochemists and Biophysicists

- 19-1022 Microbiologists
- 19-1023 Zoologists and Wildlife Biologists
- 19-1029 Biological Scientists, All Other
- 19-1030 Conservation Scientists and Foresters
 - 19-1031 Conservation Scientists
 - 19-1032 Foresters
- 19-1040 Medical Scientists
 - 19-1041 Epidemiologists
 - 19-1042 Medical Scientists, Except Epidemiologists
- 19-1090 Miscellaneous Life Scientists
 - 19-1099 Life Scientists, All Other
- 19-2000 Physical Scientists
 - 19-2010 Astronomers and Physicists
 - 19-2011 Astronomers
 - 19-2012 Physicists
 - 19-2020 Atmospheric and Space Scientists
 - 19-2021 Atmospheric and Space Scientists
 - 19-2030 Chemists and Materials Scientists
 - 19-2031 Chemists
 - 19-2032 Materials Scientists
 - 19-2040 Environmental Scientists and Geoscientists
 - 19-2041 Environmental Scientists and Specialists, Including Health
 - 19-2042 Geoscientists, Except Hydrologists and Geographers
 - 19-2043 Hydrologists
 - 19-2090 Miscellaneous Physical Scientists
 - 19-2099 Physical Scientists, All Other
- 19-3000 Social Scientists and Related Workers
 - 19-3010 Economists
 - 19-3011 Economists
 - 19-3020 Market and Survey Researchers
 - 19-3021 Market Research Analysts
 - 19-3022 Survey Researchers
 - 19-3030 Psychologists
 - 19-3031 Clinical, Counseling, and School Psychologists
 - 19-3032 Industrial-Organizational Psychologists
 - 19-3039 Psychologists, All Other
 - 19-3040 Sociologists
 - 19-3041 Sociologists
 - 19-3050 Urban and Regional Planners
 - 19-3051 Urban and Regional Planners
 - 19-3090 Miscellaneous Social Scientists and Related Workers
 - 19-3091 Anthropologists and Archeologists
 - 19-3092 Geographers
 - 19-3093 Historians
 - 19-3094 Political Scientists
 - 19-3099 Social Scientists and Related Workers, All Other
- 19-4000 Life, Physical, and Social Science Technicians
 - 19-4010 Agricultural and Food Science Technicians
 - 19-4011 Agricultural and Food Science Technicians
 - 19-4020 Biological Technicians
 - 19-4021 Biological Technicians
 - 19-4030 Chemical Technicians
 - 19-4031 Chemical Technicians
 - 19-4040 Geological and Petroleum Technicians
 - 19-4041 Geological and Petroleum Technicians
 - 19-4050 Nuclear Technicians

- 19-4051 Nuclear Technicians
- 19-4060 Social Science Research Assistants
 - 19-4061 Social Science Research Assistants
- 19-4090 Miscellaneous Life, Physical, and Social Science Technicians
 - 19-4091 Environmental Science and Protection Technicians, Including Health
 - 19-4092 Forensic Science Technicians
 - 19-4093 Forest and Conservation Technicians
 - 19-4099 Life, Physical, and Social Science Technicians, All Other
- 21-0000 Community and Social Services Occupations**
 - 21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists
 - 21-1010 Counselors
 - 21-1011 Substance Abuse and Behavioral Disorder Counselors
 - 21-1012 Educational, Vocational, and School Counselors
 - 21-1013 Marriage and Family Therapists
 - 21-1014 Mental Health Counselors
 - 21-1015 Rehabilitation Counselors
 - 21-1019 Counselors, All Other
 - 21-1020 Social Workers
 - 21-1021 Child, Family, and School Social Workers
 - 21-1022 Medical and Public Health Social Workers
 - 21-1023 Mental Health and Substance Abuse Social Workers
 - 21-1029 Social Workers, All Other
 - 21-1090 Miscellaneous Community and Social Service Specialists
 - 21-1091 Health Educators
 - 21-1092 Probation Officers and Correctional Treatment Specialists
 - 21-1093 Social and Human Service Assistants
 - 21-1099 Community and Social Service Specialists, All Other
 - 21-2000 Religious Workers
 - 21-2010 Clergy
 - 21-2011 Clergy
 - 21-2020 Directors, Religious Activities and Education
 - 21-2021 Directors, Religious Activities and Education
 - 21-2090 Miscellaneous Religious Workers
 - 21-2099 Religious Workers, All Other
- 23-0000 Legal Occupations**
 - 23-1000 Lawyers, Judges, and Related Workers
 - 23-1010 Lawyers
 - 23-1011 Lawyers
 - 23-1020 Judges, Magistrates, and Other Judicial Workers
 - 23-1021 Administrative Law Judges, Adjudicators, and Hearing Officers
 - 23-1022 Arbitrators, Mediators, and Conciliators
 - 23-1023 Judges, Magistrate Judges, and Magistrates
 - 23-2000 Legal Support Workers
 - 23-2010 Paralegals and Legal Assistants
 - 23-2011 Paralegals and Legal Assistants
 - 23-2090 Miscellaneous Legal Support Workers
 - 23-2091 Court Reporters
 - 23-2092 Law Clerks
 - 23-2093 Title Examiners, Abstractors, and Searchers
 - 23-2099 Legal Support Workers, All Other
- 25-0000 Education, Training, and Library Occupations**
 - 25-1000 Postsecondary Teachers
 - 25-1010 Business Teachers, Postsecondary
 - 25-1011 Business Teachers, Postsecondary
 - 25-1020 Math and Computer Teachers, Postsecondary
 - 25-1021 Computer Science Teachers, Postsecondary

- 25-1022 Mathematical Science Teachers, Postsecondary
- 25-1030 Engineering and Architecture Teachers, Postsecondary
 - 25-1031 Architecture Teachers, Postsecondary
 - 25-1032 Engineering Teachers, Postsecondary
- 25-1040 Life Sciences Teachers, Postsecondary
 - 25-1041 Agricultural Sciences Teachers, Postsecondary
 - 25-1042 Biological Science Teachers, Postsecondary
 - 25-1043 Forestry and Conservation Science Teachers, Postsecondary
- 25-1050 Physical Sciences Teachers, Postsecondary
 - 25-1051 Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
 - 25-1052 Chemistry Teachers, Postsecondary
 - 25-1053 Environmental Science Teachers, Postsecondary
 - 25-1054 Physics Teachers, Postsecondary
- 25-1060 Social Sciences Teachers, Postsecondary
 - 25-1061 Anthropology and Archeology Teachers, Postsecondary
 - 25-1062 Area, Ethnic, and Cultural Studies Teachers, Postsecondary
 - 25-1063 Economics Teachers, Postsecondary
 - 25-1064 Geography Teachers, Postsecondary
 - 25-1065 Political Science Teachers, Postsecondary
 - 25-1066 Psychology Teachers, Postsecondary
 - 25-1067 Sociology Teachers, Postsecondary
 - 25-1069 Social Sciences Teachers, Postsecondary, All Other
- 25-1070 Health Teachers, Postsecondary
 - 25-1071 Health Specialties Teachers, Postsecondary
 - 25-1072 Nursing Instructors and Teachers, Postsecondary
- 25-1080 Education and Library Science Teachers, Postsecondary
 - 25-1081 Education Teachers, Postsecondary
 - 25-1082 Library Science Teachers, Postsecondary
- 25-1110 Law, Criminal Justice, and Social Work Teachers, Postsecondary
 - 25-1111 Criminal Justice and Law Enforcement Teachers, Postsecondary
 - 25-1112 Law Teachers, Postsecondary
 - 25-1113 Social Work Teachers, Postsecondary
- 25-1120 Arts, Communications, and Humanities Teachers, Postsecondary
 - 25-1121 Art, Drama, and Music Teachers, Postsecondary
 - 25-1122 Communications Teachers, Postsecondary
 - 25-1123 English Language and Literature Teachers, Postsecondary
 - 25-1124 Foreign Language and Literature Teachers, Postsecondary
 - 25-1125 History Teachers, Postsecondary
 - 25-1126 Philosophy and Religion Teachers, Postsecondary
- 25-1190 Miscellaneous Postsecondary Teachers
 - 25-1191 Graduate Teaching Assistants
 - 25-1192 Home Economics Teachers, Postsecondary
 - 25-1193 Recreation and Fitness Studies Teachers, Postsecondary
 - 25-1194 Vocational Education Teachers, Postsecondary
 - 25-1199 Postsecondary Teachers, All Other
- 25-2000 Primary, Secondary, and Special Education School Teachers
 - 25-2010 Preschool and Kindergarten Teachers
 - 25-2011 Preschool Teachers, Except Special Education
 - 25-2012 Kindergarten Teachers, Except Special Education
 - 25-2020 Elementary and Middle School Teachers
 - 25-2021 Elementary School Teachers, Except Special Education
 - 25-2022 Middle School Teachers, Except Special and Vocational Education
 - 25-2023 Vocational Education Teachers, Middle School
 - 25-2030 Secondary School Teachers
 - 25-2031 Secondary School Teachers, Except Special and Vocational Education
 - 25-2032 Vocational Education Teachers, Secondary School

- 25-2040 Special Education Teachers
 - 25-2041 Special Education Teachers, Preschool, Kindergarten, and Elementary School
 - 25-2042 Special Education Teachers, Middle School
 - 25-2043 Special Education Teachers, Secondary School
- 25-3000 Other Teachers and Instructors
 - 25-3010 Adult Literacy, Remedial Education, and GED Teachers and Instructors
 - 25-3011 Adult Literacy, Remedial Education, and GED Teachers and Instructors
 - 25-3020 Self-Enrichment Education Teachers
 - 25-3021 Self-Enrichment Education Teachers
 - 25-3090 Miscellaneous Teachers and Instructors
 - 25-3099 Teachers and Instructors, All Other
- 25-4000 Librarians, Curators, and Archivists
 - 25-4010 Archivists, Curators, and Museum Technicians
 - 25-4011 Archivists
 - 25-4012 Curators
 - 25-4013 Museum Technicians and Conservators
 - 25-4020 Librarians
 - 25-4021 Librarians
 - 25-4030 Library Technicians
 - 25-4031 Library Technicians
- 25-9000 Other Education, Training, and Library Occupations
 - 25-9010 Audio-Visual Collections Specialists
 - 25-9011 Audio-Visual Collections Specialists
 - 25-9020 Farm and Home Management Advisors
 - 25-9021 Farm and Home Management Advisors
 - 25-9030 Instructional Coordinators
 - 25-9031 Instructional Coordinators
 - 25-9040 Teacher Assistants
 - 25-9041 Teacher Assistants
 - 25-9090 Miscellaneous Education, Training, and Library Workers
 - 25-9099 Education, Training, and Library Workers, All Other
- 27-0000 Arts, Design, Entertainment, Sports, and Media Occupations**
 - 27-1000 Art and Design Workers
 - 27-1010 Artists and Related Workers
 - 27-1011 Art Directors
 - 27-1012 Craft Artists
 - 27-1013 Fine Artists, Including Painters, Sculptors, and Illustrators
 - 27-1014 Multi-Media Artists and Animators
 - 27-1019 Artists and Related Workers, All Other
 - 27-1020 Designers
 - 27-1021 Commercial and Industrial Designers
 - 27-1022 Fashion Designers
 - 27-1023 Floral Designers
 - 27-1024 Graphic Designers
 - 27-1025 Interior Designers
 - 27-1026 Merchandise Displayers and Window Trimmers
 - 27-1027 Set and Exhibit Designers
 - 27-1029 Designers, All Other
 - 27-2000 Entertainers and Performers, Sports and Related Workers
 - 27-2010 Actors, Producers, and Directors
 - 27-2011 Actors
 - 27-2012 Producers and Directors
 - 27-2020 Athletes, Coaches, Umpires, and Related Workers
 - 27-2021 Athletes and Sports Competitors
 - 27-2022 Coaches and Scouts
 - 27-2023 Umpires, Referees, and Other Sports Officials

- 27-2030 Dancers and Choreographers
 - 27-2031 Dancers
 - 27-2032 Choreographers
- 27-2040 Musicians, Singers, and Related Workers
 - 27-2041 Music Directors and Composers
 - 27-2042 Musicians and Singers
- 27-2090 Miscellaneous Entertainers and Performers, Sports and Related Workers
 - 27-2099 Entertainers and Performers, Sports and Related Workers, All Other
- 27-3000 Media and Communication Workers
 - 27-3010 Announcers
 - 27-3011 Radio and Television Announcers
 - 27-3012 Public Address System and Other Announcers
 - 27-3020 News Analysts, Reporters and Correspondents
 - 27-3021 Broadcast News Analysts
 - 27-3022 Reporters and Correspondents
 - 27-3030 Public Relations Specialists
 - 27-3031 Public Relations Specialists
 - 27-3040 Writers and Editors
 - 27-3041 Editors
 - 27-3042 Technical Writers
 - 27-3043 Writers and Authors
 - 27-3090 Miscellaneous Media and Communication Workers
 - 27-3091 Interpreters and Translators
 - 27-3099 Media and Communication Workers, All Other
- 27-4000 Media and Communication Equipment Workers
 - 27-4010 Broadcast and Sound Engineering Technicians and Radio Operators
 - 27-4011 Audio and Video Equipment Technicians
 - 27-4012 Broadcast Technicians
 - 27-4013 Radio Operators
 - 27-4014 Sound Engineering Technicians
 - 27-4020 Photographers
 - 27-4021 Photographers
 - 27-4030 Television, Video, and Motion Picture Camera Operators and Editors
 - 27-4031 Camera Operators, Television, Video, and Motion Picture
 - 27-4032 Film and Video Editors
 - 27-4090 Miscellaneous Media and Communication Equipment Workers
 - 27-4099 Media and Communication Equipment Workers, All Other
- 29-0000 Healthcare Practitioners and Technical Occupations**
 - 29-1000 Health Diagnosing and Treating Practitioners
 - 29-1010 Chiropractors
 - 29-1011 Chiropractors
 - 29-1020 Dentists
 - 29-1021 Dentists, General
 - 29-1022 Oral and Maxillofacial Surgeons
 - 29-1023 Orthodontists
 - 29-1024 Prosthodontists
 - 29-1029 Dentists, All Other Specialists
 - 29-1030 Dietitians and Nutritionists
 - 29-1031 Dietitians and Nutritionists
 - 29-1040 Optometrists
 - 29-1041 Optometrists
 - 29-1050 Pharmacists
 - 29-1051 Pharmacists
 - 29-1060 Physicians and Surgeons
 - 29-1061 Anesthesiologists
 - 29-1062 Family and General Practitioners

- 29-1063 Internists, General
- 29-1064 Obstetricians and Gynecologists
- 29-1065 Pediatricians, General
- 29-1066 Psychiatrists
- 29-1067 Surgeons
- 29-1069 Physicians and Surgeons, All Other
- 29-1070 Physician Assistants
 - 29-1071 Physician Assistants
- 29-1080 Podiatrists
 - 29-1081 Podiatrists
- 29-1110 Registered Nurses
 - 29-1111 Registered Nurses
- 29-1120 Therapists
 - 29-1121 Audiologists
 - 29-1122 Occupational Therapists
 - 29-1123 Physical Therapists
 - 29-1124 Radiation Therapists
 - 29-1125 Recreational Therapists
 - 29-1126 Respiratory Therapists
 - 29-1127 Speech-Language Pathologists
 - 29-1129 Therapists, All Other
- 29-1130 Veterinarians
 - 29-1131 Veterinarians
- 29-1190 Miscellaneous Health Diagnosing and Treating Practitioners
 - 29-1199 Health Diagnosing and Treating Practitioners, All Other
- 29-2000 Health Technologists and Technicians
 - 29-2010 Clinical Laboratory Technologists and Technicians
 - 29-2011 Medical and Clinical Laboratory Technologists
 - 29-2012 Medical and Clinical Laboratory Technicians
 - 29-2020 Dental Hygienists
 - 29-2021 Dental Hygienists
 - 29-2030 Diagnostic Related Technologists and Technicians
 - 29-2031 Cardiovascular Technologists and Technicians
 - 29-2032 Diagnostic Medical Sonographers
 - 29-2033 Nuclear Medicine Technologists
 - 29-2034 Radiologic Technologists and Technicians
 - 29-2040 Emergency Medical Technicians and Paramedics
 - 29-2041 Emergency Medical Technicians and Paramedics
 - 29-2050 Health Diagnosing and Treating Practitioner Support Technicians
 - 29-2051 Dietetic Technicians
 - 29-2052 Pharmacy Technicians
 - 29-2053 Psychiatric Technicians
 - 29-2054 Respiratory Therapy Technicians
 - 29-2055 Surgical Technologists
 - 29-2056 Veterinary Technologists and Technicians
 - 29-2060 Licensed Practical and Licensed Vocational Nurses
 - 29-2061 Licensed Practical and Licensed Vocational Nurses
 - 29-2070 Medical Records and Health Information Technicians
 - 29-2071 Medical Records and Health Information Technicians
 - 29-2080 Opticians, Dispensing
 - 29-2081 Opticians, Dispensing
 - 29-2090 Miscellaneous Health Technologists and Technicians
 - 29-2091 Orthotists and Prosthetists
 - 29-2099 Health Technologists and Technicians, All Other
- 29-9000 Other Healthcare Practitioners and Technical Occupations
 - 29-9010 Occupational Health and Safety Specialists and Technicians

- 29-9011 Occupational Health and Safety Specialists
- 29-9012 Occupational Health and Safety Technicians
- 29-9090 Miscellaneous Health Practitioners and Technical Workers
- 29-9091 Athletic Trainers
- 29-9099 Healthcare Practitioners and Technical Workers, All Other

31-0000 Healthcare Support Occupations

- 31-1000 Nursing, Psychiatric, and Home Health Aides
 - 31-1010 Nursing, Psychiatric, and Home Health Aides
 - 31-1011 Home Health Aides
 - 31-1012 Nursing Aides, Orderlies, and Attendants
 - 31-1013 Psychiatric Aides
- 31-2000 Occupational and Physical Therapist Assistants and Aides
 - 31-2010 Occupational Therapist Assistants and Aides
 - 31-2011 Occupational Therapist Assistants
 - 31-2012 Occupational Therapist Aides
 - 31-2020 Physical Therapist Assistants and Aides
 - 31-2021 Physical Therapist Assistants
 - 31-2022 Physical Therapist Aides
- 31-9000 Other Healthcare Support Occupations
 - 31-9010 Massage Therapists
 - 31-9011 Massage Therapists
 - 31-9090 Miscellaneous Healthcare Support Occupations
 - 31-9091 Dental Assistants
 - 31-9092 Medical Assistants
 - 31-9093 Medical Equipment Preparers
 - 31-9094 Medical Transcriptionists
 - 31-9095 Pharmacy Aides
 - 31-9096 Veterinary Assistants and Laboratory Animal Caretakers
 - 31-9099 Healthcare Support Workers, All Other

33-0000 Protective Service Occupations

- 33-1000 First-Line Supervisors/Managers, Protective Service Workers
 - 33-1010 First-Line Supervisors/Managers, Law Enforcement Workers
 - 33-1011 First-Line Supervisors/Managers of Correctional Officers
 - 33-1012 First-Line Supervisors/Managers of Police and Detectives
 - 33-1020 First-Line Supervisors/Managers, Fire Fighting and Prevention Workers
 - 33-1021 First-Line Supervisors/Managers of Fire Fighting and Prevention Workers
 - 33-1090 Miscellaneous First-Line Supervisors/Managers, Protective Service Workers
 - 33-1099 First-Line Supervisors/Managers, Protective Service Workers, All Other
- 33-2000 Fire Fighting and Prevention Workers
 - 33-2010 Fire Fighters
 - 33-2011 Fire Fighters
 - 33-2020 Fire Inspectors
 - 33-2021 Fire Inspectors and Investigators
 - 33-2022 Forest Fire Inspectors and Prevention Specialists
- 33-3000 Law Enforcement Workers
 - 33-3010 Bailiffs, Correctional Officers, and Jailers
 - 33-3011 Bailiffs
 - 33-3012 Correctional Officers and Jailers
 - 33-3020 Detectives and Criminal Investigators
 - 33-3021 Detectives and Criminal Investigators
 - 33-3030 Fish and Game Wardens
 - 33-3031 Fish and Game Wardens
 - 33-3040 Parking Enforcement Workers
 - 33-3041 Parking Enforcement Workers
 - 33-3050 Police Officers
 - 33-3051 Police and Sheriff's Patrol Officers

- 33-3052 Transit and Railroad Police
- 33-9000 Other Protective Service Workers
 - 33-9010 Animal Control Workers
 - 33-9011 Animal Control Workers
 - 33-9020 Private Detectives and Investigators
 - 33-9021 Private Detectives and Investigators
 - 33-9030 Security Guards and Gaming Surveillance Officers
 - 33-9031 Gaming Surveillance Officers and Gaming Investigators
 - 33-9032 Security Guards
 - 33-9090 Miscellaneous Protective Service Workers
 - 33-9091 Crossing Guards
 - 33-9092 Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
 - 33-9099 Protective Service Workers, All Other
- 35-0000 Food Preparation and Serving Related Occupations**
 - 35-1000 Supervisors, Food Preparation and Serving Workers
 - 35-1010 First-Line Supervisors/Managers, Food Preparation and Serving Workers
 - 35-1011 Chefs and Head Cooks
 - 35-1012 First-Line Supervisors/Managers of Food Preparation and Serving Workers
 - 35-2000 Cooks and Food Preparation Workers
 - 35-2010 Cooks
 - 35-2011 Cooks, Fast Food
 - 35-2012 Cooks, Institution and Cafeteria
 - 35-2013 Cooks, Private Household
 - 35-2014 Cooks, Restaurant
 - 35-2015 Cooks, Short Order
 - 35-2019 Cooks, All Other
 - 35-2020 Food Preparation Workers
 - 35-2021 Food Preparation Workers
 - 35-3000 Food and Beverage Serving Workers
 - 35-3010 Bartenders
 - 35-3011 Bartenders
 - 35-3020 Fast Food and Counter Workers
 - 35-3021 Combined Food Preparation and Serving Workers, Including Fast Food
 - 35-3022 Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
 - 35-3030 Waiters and Waitresses
 - 35-3031 Waiters and Waitresses
 - 35-3040 Food Servers, Nonrestaurant
 - 35-3041 Food Servers, Nonrestaurant
 - 35-9000 Other Food Preparation and Serving Related Workers
 - 35-9010 Dining Room and Cafeteria Attendants and Bartender Helpers
 - 35-9011 Dining Room and Cafeteria Attendants and Bartender Helpers
 - 35-9020 Dishwashers
 - 35-9021 Dishwashers
 - 35-9030 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
 - 35-9031 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
 - 35-9090 Miscellaneous Food Preparation and Serving Related Workers
 - 35-9099 Food Preparation and Serving Related Workers, All Other
- 37-0000 Building and Grounds Cleaning and Maintenance Occupations**
 - 37-1000 Supervisors, Building and Grounds Cleaning and Maintenance Workers
 - 37-1010 First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers
 - 37-1011 First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
 - 37-1012 First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
 - 37-2000 Building Cleaning and Pest Control Workers
 - 37-2010 Building Cleaning Workers
 - 37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners
 - 37-2012 Maids and Housekeeping Cleaners

- 37-2019 Building Cleaning Workers, All Other
- 37-2020 Pest Control Workers
- 37-2021 Pest Control Workers
- 37-3000 Grounds Maintenance Workers
 - 37-3010 Grounds Maintenance Workers
 - 37-3011 Landscaping and Groundskeeping Workers
 - 37-3012 Pesticide Handlers, Sprayers, and Applicators, Vegetation
 - 37-3013 Tree Trimmers and Pruners
 - 37-3019 Grounds Maintenance Workers, All Other
- 39-0000 Personal Care and Service Occupations**
 - 39-1000 Supervisors, Personal Care and Service Workers
 - 39-1010 First-Line Supervisors/Managers of Gaming Workers
 - 39-1011 Gaming Supervisors
 - 39-1012 Slot Key Persons
 - 39-1020 First-Line Supervisors/Managers of Personal Service Workers
 - 39-1021 First-Line Supervisors/Managers of Personal Service Workers
 - 39-2000 Animal Care and Service Workers
 - 39-2010 Animal Trainers
 - 39-2011 Animal Trainers
 - 39-2020 Nonfarm Animal Caretakers
 - 39-2021 Nonfarm Animal Caretakers
 - 39-3000 Entertainment Attendants and Related Workers
 - 39-3010 Gaming Services Workers
 - 39-3011 Gaming Dealers
 - 39-3012 Gaming and Sports Book Writers and Runners
 - 39-3019 Gaming Service Workers, All Other
 - 39-3020 Motion Picture Projectionists
 - 39-3021 Motion Picture Projectionists
 - 39-3030 Ushers, Lobby Attendants, and Ticket Takers
 - 39-3031 Ushers, Lobby Attendants, and Ticket Takers
 - 39-3090 Miscellaneous Entertainment Attendants and Related Workers
 - 39-3091 Amusement and Recreation Attendants
 - 39-3092 Costume Attendants
 - 39-3093 Locker Room, Coatroom, and Dressing Room Attendants
 - 39-3099 Entertainment Attendants and Related Workers, All Other
 - 39-4000 Funeral Service Workers
 - 39-4010 Embalmers
 - 39-4011 Embalmers
 - 39-4020 Funeral Attendants
 - 39-4021 Funeral Attendants
 - 39-5000 Personal Appearance Workers
 - 39-5010 Barbers and Cosmetologists
 - 39-5011 Barbers
 - 39-5012 Hairdressers, Hairstylists, and Cosmetologists
 - 39-5090 Miscellaneous Personal Appearance Workers
 - 39-5091 Makeup Artists, Theatrical and Performance
 - 39-5092 Manicurists and Pedicurists
 - 39-5093 Shampooers
 - 39-5094 Skin Care Specialists
 - 39-6000 Transportation, Tourism, and Lodging Attendants
 - 39-6010 Baggage Porters, Bellhops, and Concierges
 - 39-6011 Baggage Porters and Bellhops
 - 39-6012 Concierges
 - 39-6020 Tour and Travel Guides
 - 39-6021 Tour Guides and Escorts
 - 39-6022 Travel Guides

- 39-6030 Transportation Attendants
 - 39-6031 Flight Attendants
 - 39-6032 Transportation Attendants, Except Flight Attendants and Baggage Porters
- 39-9000 Other Personal Care and Service Workers
 - 39-9010 Child Care Workers
 - 39-9011 Child Care Workers
 - 39-9020 Personal and Home Care Aides
 - 39-9021 Personal and Home Care Aides
 - 39-9030 Recreation and Fitness Workers
 - 39-9031 Fitness Trainers and Aerobics Instructors
 - 39-9032 Recreation Workers
 - 39-9040 Residential Advisors
 - 39-9041 Residential Advisors
 - 39-9090 Miscellaneous Personal Care and Service Workers
 - 39-9099 Personal Care and Service Workers, All Other
- 41-0000 Sales and Related Occupations**
 - 41-1000 Supervisors, Sales Workers
 - 41-1010 First-Line Supervisors/Managers, Sales Workers
 - 41-1011 First-Line Supervisors/Managers of Retail Sales Workers
 - 41-1012 First-Line Supervisors/Managers of Non-Retail Sales Workers
 - 41-2000 Retail Sales Workers
 - 41-2010 Cashiers
 - 41-2011 Cashiers
 - 41-2012 Gaming Change Persons and Booth Cashiers
 - 41-2020 Counter and Rental Clerks and Parts Salespersons
 - 41-2021 Counter and Rental Clerks
 - 41-2022 Parts Salespersons
 - 41-2030 Retail Salespersons
 - 41-2031 Retail Salespersons
 - 41-3000 Sales Representatives, Services
 - 41-3010 Advertising Sales Agents
 - 41-3011 Advertising Sales Agents
 - 41-3020 Insurance Sales Agents
 - 41-3021 Insurance Sales Agents
 - 41-3030 Securities, Commodities, and Financial Services Sales Agents
 - 41-3031 Securities, Commodities, and Financial Services Sales Agents
 - 41-3040 Travel Agents
 - 41-3041 Travel Agents
 - 41-3090 Miscellaneous Sales Representatives, Services
 - 41-3099 Sales Representatives, Services, All Other
 - 41-4000 Sales Representatives, Wholesale and Manufacturing
 - 41-4010 Sales Representatives, Wholesale and Manufacturing
 - 41-4011 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
 - 41-4012 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
 - 41-9000 Other Sales and Related Workers
 - 41-9010 Models, Demonstrators, and Product Promoters
 - 41-9011 Demonstrators and Product Promoters
 - 41-9012 Models
 - 41-9020 Real Estate Brokers and Sales Agents
 - 41-9021 Real Estate Brokers
 - 41-9022 Real Estate Sales Agents
 - 41-9030 Sales Engineers
 - 41-9031 Sales Engineers
 - 41-9040 Telemarketers
 - 41-9041 Telemarketers
 - 41-9090 Miscellaneous Sales and Related Workers

- 41-9091 Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
- 41-9099 Sales and Related Workers, All Other
- 43-0000 Office and Administrative Support Occupations**
 - 43-1000 Supervisors, Office and Administrative Support Workers
 - 43-1010 First-Line Supervisors/Managers of Office and Administrative Support Workers
 - 43-1011 First-Line Supervisors/Managers of Office and Administrative Support Workers
 - 43-2000 Communications Equipment Operators
 - 43-2010 Switchboard Operators, Including Answering Service
 - 43-2011 Switchboard Operators, Including Answering Service
 - 43-2020 Telephone Operators
 - 43-2021 Telephone Operators
 - 43-2090 Miscellaneous Communications Equipment Operators
 - 43-2099 Communications Equipment Operators, All Other
 - 43-3000 Financial Clerks
 - 43-3010 Bill and Account Collectors
 - 43-3011 Bill and Account Collectors
 - 43-3020 Billing and Posting Clerks and Machine Operators
 - 43-3021 Billing and Posting Clerks and Machine Operators
 - 43-3030 Bookkeeping, Accounting, and Auditing Clerks
 - 43-3031 Bookkeeping, Accounting, and Auditing Clerks
 - 43-3040 Gaming Cage Workers
 - 43-3041 Gaming Cage Workers
 - 43-3050 Payroll and Timekeeping Clerks
 - 43-3051 Payroll and Timekeeping Clerks
 - 43-3060 Procurement Clerks
 - 43-3061 Procurement Clerks
 - 43-3070 Tellers
 - 43-3071 Tellers
 - 43-4000 Information and Record Clerks
 - 43-4010 Brokerage Clerks
 - 43-4011 Brokerage Clerks
 - 43-4020 Correspondence Clerks
 - 43-4021 Correspondence Clerks
 - 43-4030 Court, Municipal, and License Clerks
 - 43-4031 Court, Municipal, and License Clerks
 - 43-4040 Credit Authorizers, Checkers, and Clerks
 - 43-4041 Credit Authorizers, Checkers, and Clerks
 - 43-4050 Customer Service Representatives
 - 43-4051 Customer Service Representatives
 - 43-4060 Eligibility Interviewers, Government Programs
 - 43-4061 Eligibility Interviewers, Government Programs
 - 43-4070 File Clerks
 - 43-4071 File Clerks
 - 43-4080 Hotel, Motel, and Resort Desk Clerks
 - 43-4081 Hotel, Motel, and Resort Desk Clerks
 - 43-4110 Interviewers, Except Eligibility and Loan
 - 43-4111 Interviewers, Except Eligibility and Loan
 - 43-4120 Library Assistants, Clerical
 - 43-4121 Library Assistants, Clerical
 - 43-4130 Loan Interviewers and Clerks
 - 43-4131 Loan Interviewers and Clerks
 - 43-4140 New Accounts Clerks
 - 43-4141 New Accounts Clerks
 - 43-4150 Order Clerks
 - 43-4151 Order Clerks
 - 43-4160 Human Resources Assistants, Except Payroll and Timekeeping

- 43-4161 Human Resources Assistants, Except Payroll and Timekeeping
- 43-4170 Receptionists and Information Clerks
 - 43-4171 Receptionists and Information Clerks
- 43-4180 Reservation and Transportation Ticket Agents and Travel Clerks
 - 43-4181 Reservation and Transportation Ticket Agents and Travel Clerks
- 43-4190 Miscellaneous Information and Record Clerks
 - 43-4199 Information and Record Clerks, All Other
- 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers
 - 43-5010 Cargo and Freight Agents
 - 43-5011 Cargo and Freight Agents
 - 43-5020 Couriers and Messengers
 - 43-5021 Couriers and Messengers
 - 43-5030 Dispatchers
 - 43-5031 Police, Fire, and Ambulance Dispatchers
 - 43-5032 Dispatchers, Except Police, Fire, and Ambulance
 - 43-5040 Meter Readers, Utilities
 - 43-5041 Meter Readers, Utilities
 - 43-5050 Postal Service Workers
 - 43-5051 Postal Service Clerks
 - 43-5052 Postal Service Mail Carriers
 - 43-5053 Postal Service Mail Sorters, Processors, and Processing Machine Operators
 - 43-5060 Production, Planning, and Expediting Clerks
 - 43-5061 Production, Planning, and Expediting Clerks
 - 43-5070 Shipping, Receiving, and Traffic Clerks
 - 43-5071 Shipping, Receiving, and Traffic Clerks
 - 43-5080 Stock Clerks and Order Fillers
 - 43-5081 Stock Clerks and Order Fillers
 - 43-5110 Weighers, Measurers, Checkers, and Samplers, Recordkeeping
 - 43-5111 Weighers, Measurers, Checkers, and Samplers, Recordkeeping
- 43-6000 Secretaries and Administrative Assistants
 - 43-6010 Secretaries and Administrative Assistants
 - 43-6011 Executive Secretaries and Administrative Assistants
 - 43-6012 Legal Secretaries
 - 43-6013 Medical Secretaries
 - 43-6014 Secretaries, Except Legal, Medical, and Executive
- 43-9000 Other Office and Administrative Support Workers
 - 43-9010 Computer Operators
 - 43-9011 Computer Operators
 - 43-9020 Data Entry and Information Processing Workers
 - 43-9021 Data Entry Keyers
 - 43-9022 Word Processors and Typists
 - 43-9030 Desktop Publishers
 - 43-9031 Desktop Publishers
 - 43-9040 Insurance Claims and Policy Processing Clerks
 - 43-9041 Insurance Claims and Policy Processing Clerks
 - 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service
 - 43-9051 Mail Clerks and Mail Machine Operators, Except Postal Service
 - 43-9060 Office Clerks, General
 - 43-9061 Office Clerks, General
 - 43-9070 Office Machine Operators, Except Computer
 - 43-9071 Office Machine Operators, Except Computer
 - 43-9080 Proofreaders and Copy Markers
 - 43-9081 Proofreaders and Copy Markers
 - 43-9110 Statistical Assistants
 - 43-9111 Statistical Assistants
 - 43-9190 Miscellaneous Office and Administrative Support Workers

- 43-9199 Office and Administrative Support Workers, All Other
- 45-0000 Farming, Fishing, and Forestry Occupations**
 - 45-1000 Supervisors, Farming, Fishing, and Forestry Workers
 - 45-1010 First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
 - 45-1011 First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
 - 45-1012 Farm Labor Contractors
 - 45-2000 Agricultural Workers
 - 45-2010 Agricultural Inspectors
 - 45-2011 Agricultural Inspectors
 - 45-2020 Animal Breeders
 - 45-2021 Animal Breeders
 - 45-2040 Graders and Sorters, Agricultural Products
 - 45-2041 Graders and Sorters, Agricultural Products
 - 45-2090 Miscellaneous Agricultural Workers
 - 45-2091 Agricultural Equipment Operators
 - 45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse
 - 45-2093 Farmworkers, Farm and Ranch Animals
 - 45-2099 Agricultural Workers, All Other
 - 45-3000 Fishing and Hunting Workers
 - 45-3010 Fishers and Related Fishing Workers
 - 45-3011 Fishers and Related Fishing Workers
 - 45-3020 Hunters and Trappers
 - 45-3021 Hunters and Trappers
 - 45-4000 Forest, Conservation, and Logging Workers
 - 45-4010 Forest and Conservation Workers
 - 45-4011 Forest and Conservation Workers
 - 45-4020 Logging Workers
 - 45-4021 Fallers
 - 45-4022 Logging Equipment Operators
 - 45-4023 Log Graders and Scalers
 - 45-4029 Logging Workers, All Other
- 47-0000 Construction and Extraction Occupations**
 - 47-1000 Supervisors, Construction and Extraction Workers
 - 47-1010 First-Line Supervisors/Managers of Construction Trades and Extraction Workers
 - 47-1011 First-Line Supervisors/Managers of Construction Trades and Extraction Workers
 - 47-2000 Construction Trades Workers
 - 47-2010 Boilermakers
 - 47-2011 Boilermakers
 - 47-2020 Brickmasons, Blockmasons, and Stonemasons
 - 47-2021 Brickmasons and Blockmasons
 - 47-2022 Stonemasons
 - 47-2030 Carpenters
 - 47-2031 Carpenters
 - 47-2040 Carpet, Floor, and Tile Installers and Finishers
 - 47-2041 Carpet Installers
 - 47-2042 Floor Layers, Except Carpet, Wood, and Hard Tiles
 - 47-2043 Floor Sanders and Finishers
 - 47-2044 Tile and Marble Setters
 - 47-2050 Cement Masons, Concrete Finishers, and Terrazzo Workers
 - 47-2051 Cement Masons and Concrete Finishers
 - 47-2053 Terrazzo Workers and Finishers
 - 47-2060 Construction Laborers
 - 47-2061 Construction Laborers
 - 47-2070 Construction Equipment Operators
 - 47-2071 Paving, Surfacing, and Tamping Equipment Operators
 - 47-2072 Pile-Driver Operators

- 47-2073 Operating Engineers and Other Construction Equipment Operators
- 47-2080 Drywall Installers, Ceiling Tile Installers, and Tapers
 - 47-2081 Drywall and Ceiling Tile Installers
 - 47-2082 Tapers
- 47-2110 Electricians
 - 47-2111 Electricians
- 47-2120 Glaziers
 - 47-2121 Glaziers
- 47-2130 Insulation Workers
 - 47-2131 Insulation Workers, Floor, Ceiling, and Wall
 - 47-2132 Insulation Workers, Mechanical
- 47-2140 Painters and Paperhangers
 - 47-2141 Painters, Construction and Maintenance
 - 47-2142 Paperhangers
- 47-2150 Pipelayers, Plumbers, Pipefitters, and Steamfitters
 - 47-2151 Pipelayers
 - 47-2152 Plumbers, Pipefitters, and Steamfitters
- 47-2160 Plasterers and Stucco Masons
 - 47-2161 Plasterers and Stucco Masons
- 47-2170 Reinforcing Iron and Rebar Workers
 - 47-2171 Reinforcing Iron and Rebar Workers
- 47-2180 Roofers
 - 47-2181 Roofers
- 47-2210 Sheet Metal Workers
 - 47-2211 Sheet Metal Workers
- 47-2220 Structural Iron and Steel Workers
 - 47-2221 Structural Iron and Steel Workers
- 47-3000 Helpers, Construction Trades
 - 47-3010 Helpers, Construction Trades
 - 47-3011 Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
 - 47-3012 Helpers--Carpenters
 - 47-3013 Helpers--Electricians
 - 47-3014 Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons
 - 47-3015 Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters
 - 47-3016 Helpers--Roofers
 - 47-3019 Helpers, Construction Trades, All Other
- 47-4000 Other Construction and Related Workers
 - 47-4010 Construction and Building Inspectors
 - 47-4011 Construction and Building Inspectors
 - 47-4020 Elevator Installers and Repairers
 - 47-4021 Elevator Installers and Repairers
 - 47-4030 Fence Erectors
 - 47-4031 Fence Erectors
 - 47-4040 Hazardous Materials Removal Workers
 - 47-4041 Hazardous Materials Removal Workers
 - 47-4050 Highway Maintenance Workers
 - 47-4051 Highway Maintenance Workers
 - 47-4060 Rail-Track Laying and Maintenance Equipment Operators
 - 47-4061 Rail-Track Laying and Maintenance Equipment Operators
 - 47-4070 Septic Tank Servicers and Sewer Pipe Cleaners
 - 47-4071 Septic Tank Servicers and Sewer Pipe Cleaners
 - 47-4090 Miscellaneous Construction and Related Workers
 - 47-4091 Segmental Pavers
 - 47-4099 Construction and Related Workers, All Other
- 47-5000 Extraction Workers
 - 47-5010 Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining

- 47-5011 Derrick Operators, Oil and Gas
- 47-5012 Rotary Drill Operators, Oil and Gas
- 47-5013 Service Unit Operators, Oil, Gas, and Mining
- 47-5020 Earth Drillers, Except Oil and Gas
 - 47-5021 Earth Drillers, Except Oil and Gas
- 47-5030 Explosives Workers, Ordnance Handling Experts, and Blasters
 - 47-5031 Explosives Workers, Ordnance Handling Experts, and Blasters
- 47-5040 Mining Machine Operators
 - 47-5041 Continuous Mining Machine Operators
 - 47-5042 Mine Cutting and Channeling Machine Operators
 - 47-5049 Mining Machine Operators, All Other
- 47-5050 Rock Splitters, Quarry
 - 47-5051 Rock Splitters, Quarry
- 47-5060 Roof Bolters, Mining
 - 47-5061 Roof Bolters, Mining
- 47-5070 Roustabouts, Oil and Gas
 - 47-5071 Roustabouts, Oil and Gas
- 47-5080 Helpers--Extraction Workers
 - 47-5081 Helpers--Extraction Workers
- 47-5090 Miscellaneous Extraction Workers
 - 47-5099 Extraction Workers, All Other
- 49-0000 Installation, Maintenance, and Repair Occupations**
 - 49-1000 Supervisors of Installation, Maintenance, and Repair Workers
 - 49-1010 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
 - 49-1011 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
 - 49-2000 Electrical and Electronic Equipment Mechanics, Installers, and Repairers
 - 49-2010 Computer, Automated Teller, and Office Machine Repairers
 - 49-2011 Computer, Automated Teller, and Office Machine Repairers
 - 49-2020 Radio and Telecommunications Equipment Installers and Repairers
 - 49-2021 Radio Mechanics
 - 49-2022 Telecommunications Equipment Installers and Repairers, Except Line Installers
 - 49-2090 Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers
 - 49-2091 Avionics Technicians
 - 49-2092 Electric Motor, Power Tool, and Related Repairers
 - 49-2093 Electrical and Electronics Installers and Repairers, Transportation Equipment
 - 49-2094 Electrical and Electronics Repairers, Commercial and Industrial Equipment
 - 49-2095 Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
 - 49-2096 Electronic Equipment Installers and Repairers, Motor Vehicles
 - 49-2097 Electronic Home Entertainment Equipment Installers and Repairers
 - 49-2098 Security and Fire Alarm Systems Installers
 - 49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers
 - 49-3010 Aircraft Mechanics and Service Technicians
 - 49-3011 Aircraft Mechanics and Service Technicians
 - 49-3020 Automotive Technicians and Repairers
 - 49-3021 Automotive Body and Related Repairers
 - 49-3022 Automotive Glass Installers and Repairers
 - 49-3023 Automotive Service Technicians and Mechanics
 - 49-3030 Bus and Truck Mechanics and Diesel Engine Specialists
 - 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists
 - 49-3040 Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics
 - 49-3041 Farm Equipment Mechanics
 - 49-3042 Mobile Heavy Equipment Mechanics, Except Engines
 - 49-3043 Rail Car Repairers
 - 49-3050 Small Engine Mechanics
 - 49-3051 Motorboat Mechanics
 - 49-3052 Motorcycle Mechanics

- 49-3053 Outdoor Power Equipment and Other Small Engine Mechanics
- 49-3090 Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers
 - 49-3091 Bicycle Repairers
 - 49-3092 Recreational Vehicle Service Technicians
 - 49-3093 Tire Repairers and Changers
- 49-9000 Other Installation, Maintenance, and Repair Occupations
 - 49-9010 Control and Valve Installers and Repairers
 - 49-9011 Mechanical Door Repairers
 - 49-9012 Control and Valve Installers and Repairers, Except Mechanical Door
 - 49-9020 Heating, Air Conditioning, and Refrigeration Mechanics and Installers
 - 49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers
 - 49-9030 Home Appliance Repairers
 - 49-9031 Home Appliance Repairers
 - 49-9040 Industrial Machinery Installation, Repair, and Maintenance Workers
 - 49-9041 Industrial Machinery Mechanics
 - 49-9042 Maintenance and Repair Workers, General
 - 49-9043 Maintenance Workers, Machinery
 - 49-9044 Millwrights
 - 49-9045 Refractory Materials Repairers, Except Brickmasons
 - 49-9050 Line Installers and Repairers
 - 49-9051 Electrical Power-Line Installers and Repairers
 - 49-9052 Telecommunications Line Installers and Repairers
 - 49-9060 Precision Instrument and Equipment Repairers
 - 49-9061 Camera and Photographic Equipment Repairers
 - 49-9062 Medical Equipment Repairers
 - 49-9063 Musical Instrument Repairers and Tuners
 - 49-9064 Watch Repairers
 - 49-9069 Precision Instrument and Equipment Repairers, All Other
 - 49-9090 Miscellaneous Installation, Maintenance, and Repair Workers
 - 49-9091 Coin, Vending, and Amusement Machine Servicers and Repairers
 - 49-9092 Commercial Divers
 - 49-9093 Fabric Menders, Except Garment
 - 49-9094 Locksmiths and Safe Repairers
 - 49-9095 Manufactured Building and Mobile Home Installers
 - 49-9096 Riggers
 - 49-9097 Signal and Track Switch Repairers
 - 49-9098 Helpers--Installation, Maintenance, and Repair Workers
 - 49-9099 Installation, Maintenance, and Repair Workers, All Other
- 51-0000 Production Occupations**
 - 51-1000 Supervisors, Production Workers
 - 51-1010 First-Line Supervisors/Managers of Production and Operating Workers
 - 51-1011 First-Line Supervisors/Managers of Production and Operating Workers
 - 51-2000 Assemblers and Fabricators
 - 51-2010 Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
 - 51-2011 Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
 - 51-2020 Electrical, Electronics, and Electromechanical Assemblers
 - 51-2021 Coil Winders, Tapers, and Finishers
 - 51-2022 Electrical and Electronic Equipment Assemblers
 - 51-2023 Electromechanical Equipment Assemblers
 - 51-2030 Engine and Other Machine Assemblers
 - 51-2031 Engine and Other Machine Assemblers
 - 51-2040 Structural Metal Fabricators and Fitters
 - 51-2041 Structural Metal Fabricators and Fitters
 - 51-2090 Miscellaneous Assemblers and Fabricators
 - 51-2091 Fiberglass Laminators and Fabricators
 - 51-2092 Team Assemblers

- 51-2093 Timing Device Assemblers, Adjusters, and Calibrators
- 51-2099 Assemblers and Fabricators, All Other
- 51-3000 Food Processing Workers
 - 51-3010 Bakers
 - 51-3011 Bakers
 - 51-3020 Butchers and Other Meat, Poultry, and Fish Processing Workers
 - 51-3021 Butchers and Meat Cutters
 - 51-3022 Meat, Poultry, and Fish Cutters and Trimmers
 - 51-3023 Slaughterers and Meat Packers
 - 51-3090 Miscellaneous Food Processing Workers
 - 51-3091 Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
 - 51-3092 Food Batchmakers
 - 51-3093 Food Cooking Machine Operators and Tenders
- 51-4000 Metal Workers and Plastic Workers
 - 51-4010 Computer Control Programmers and Operators
 - 51-4011 Computer-Controlled Machine Tool Operators, Metal and Plastic
 - 51-4012 Numerical Tool and Process Control Programmers
 - 51-4020 Forming Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4022 Forging Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4030 Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic
 - 51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4032 Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
 - 51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
 - 51-4034 Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
 - 51-4035 Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4040 Machinists
 - 51-4041 Machinists
 - 51-4050 Metal Furnace and Kiln Operators and Tenders
 - 51-4051 Metal-Refining Furnace Operators and Tenders
 - 51-4052 Pourers and Casters, Metal
 - 51-4060 Model Makers and Patternmakers, Metal and Plastic
 - 51-4061 Model Makers, Metal and Plastic
 - 51-4062 Patternmakers, Metal and Plastic
 - 51-4070 Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4071 Foundry Mold and Coremakers
 - 51-4072 Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4080 Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
 - 51-4081 Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
 - 51-4110 Tool and Die Makers
 - 51-4111 Tool and Die Makers
 - 51-4120 Welding, Soldering, and Brazing Workers
 - 51-4121 Welders, Cutters, Solderers, and Brazers
 - 51-4122 Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
 - 51-4190 Miscellaneous Metalworkers and Plastic Workers
 - 51-4191 Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
 - 51-4192 Lay-Out Workers, Metal and Plastic
 - 51-4193 Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic
 - 51-4194 Tool Grinders, Filers, and Sharpeners
 - 51-4199 Metal Workers and Plastic Workers, All Other
- 51-5000 Printing Workers
 - 51-5010 Bookbinders and Bindery Workers
 - 51-5011 Bindery Workers
 - 51-5012 Bookbinders
 - 51-5020 Printers

- 51-5021 Job Printers
- 51-5022 Prepress Technicians and Workers
- 51-5023 Printing Machine Operators
- 51-6000 Textile, Apparel, and Furnishings Workers
 - 51-6010 Laundry and Dry-Cleaning Workers
 - 51-6011 Laundry and Dry-Cleaning Workers
 - 51-6020 Pressers, Textile, Garment, and Related Materials
 - 51-6021 Pressers, Textile, Garment, and Related Materials
 - 51-6030 Sewing Machine Operators
 - 51-6031 Sewing Machine Operators
 - 51-6040 Shoe and Leather Workers
 - 51-6041 Shoe and Leather Workers and Repairers
 - 51-6042 Shoe Machine Operators and Tenders
 - 51-6050 Tailors, Dressmakers, and Sewers
 - 51-6051 Sewers, Hand
 - 51-6052 Tailors, Dressmakers, and Custom Sewers
 - 51-6060 Textile Machine Setters, Operators, and Tenders
 - 51-6061 Textile Bleaching and Dyeing Machine Operators and Tenders
 - 51-6062 Textile Cutting Machine Setters, Operators, and Tenders
 - 51-6063 Textile Knitting and Weaving Machine Setters, Operators, and Tenders
 - 51-6064 Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
 - 51-6090 Miscellaneous Textile, Apparel, and Furnishings Workers
 - 51-6091 Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
 - 51-6092 Fabric and Apparel Patternmakers
 - 51-6093 Upholsterers
 - 51-6099 Textile, Apparel, and Furnishings Workers, All Other
- 51-7000 Woodworkers
 - 51-7010 Cabinetmakers and Bench Carpenters
 - 51-7011 Cabinetmakers and Bench Carpenters
 - 51-7020 Furniture Finishers
 - 51-7021 Furniture Finishers
 - 51-7030 Model Makers and Patternmakers, Wood
 - 51-7031 Model Makers, Wood
 - 51-7032 Patternmakers, Wood
 - 51-7040 Woodworking Machine Setters, Operators, and Tenders
 - 51-7041 Sawing Machine Setters, Operators, and Tenders, Wood
 - 51-7042 Woodworking Machine Setters, Operators, and Tenders, Except Sawing
 - 51-7090 Miscellaneous Woodworkers
 - 51-7099 Woodworkers, All Other
- 51-8000 Plant and System Operators
 - 51-8010 Power Plant Operators, Distributors, and Dispatchers
 - 51-8011 Nuclear Power Reactor Operators
 - 51-8012 Power Distributors and Dispatchers
 - 51-8013 Power Plant Operators
 - 51-8020 Stationary Engineers and Boiler Operators
 - 51-8021 Stationary Engineers and Boiler Operators
 - 51-8030 Water and Liquid Waste Treatment Plant and System Operators
 - 51-8031 Water and Liquid Waste Treatment Plant and System Operators
 - 51-8090 Miscellaneous Plant and System Operators
 - 51-8091 Chemical Plant and System Operators
 - 51-8092 Gas Plant Operators
 - 51-8093 Petroleum Pump System Operators, Refinery Operators, and Gaugers
 - 51-8099 Plant and System Operators, All Other
- 51-9000 Other Production Occupations
 - 51-9010 Chemical Processing Machine Setters, Operators, and Tenders
 - 51-9011 Chemical Equipment Operators and Tenders

- 51-9012 Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
- 51-9020 Crushing, Grinding, Polishing, Mixing, and Blending Workers
 - 51-9021 Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
 - 51-9022 Grinding and Polishing Workers, Hand
 - 51-9023 Mixing and Blending Machine Setters, Operators, and Tenders
- 51-9030 Cutting Workers
 - 51-9031 Cutters and Trimmers, Hand
 - 51-9032 Cutting and Slicing Machine Setters, Operators, and Tenders
- 51-9040 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
 - 51-9041 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
- 51-9050 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
 - 51-9051 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
- 51-9060 Inspectors, Testers, Sorters, Samplers, and Weighers
 - 51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers
- 51-9070 Jewelers and Precious Stone and Metal Workers
 - 51-9071 Jewelers and Precious Stone and Metal Workers
- 51-9080 Medical, Dental, and Ophthalmic Laboratory Technicians
 - 51-9081 Dental Laboratory Technicians
 - 51-9082 Medical Appliance Technicians
 - 51-9083 Ophthalmic Laboratory Technicians
- 51-9110 Packaging and Filling Machine Operators and Tenders
 - 51-9111 Packaging and Filling Machine Operators and Tenders
- 51-9120 Painting Workers
 - 51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
 - 51-9122 Painters, Transportation Equipment
 - 51-9123 Painting, Coating, and Decorating Workers
- 51-9130 Photographic Process Workers and Processing Machine Operators
 - 51-9131 Photographic Process Workers
 - 51-9132 Photographic Processing Machine Operators
- 51-9140 Semiconductor Processors
 - 51-9141 Semiconductor Processors
- 51-9190 Miscellaneous Production Workers
 - 51-9191 Cementing and Gluing Machine Operators and Tenders
 - 51-9192 Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
 - 51-9193 Cooling and Freezing Equipment Operators and Tenders
 - 51-9194 Etchers and Engravers
 - 51-9195 Molders, Shapers, and Casters, Except Metal and Plastic
 - 51-9196 Paper Goods Machine Setters, Operators, and Tenders
 - 51-9197 Tire Builders
 - 51-9198 Helpers--Production Workers
 - 51-9199 Production Workers, All Other
- 53-0000 Transportation and Material Moving Occupations**
 - 53-1000 Supervisors, Transportation and Material Moving Workers
 - 53-1010 Aircraft Cargo Handling Supervisors
 - 53-1011 Aircraft Cargo Handling Supervisors
 - 53-1020 First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
 - 53-1021 First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
 - 53-1030 First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
 - 53-1031 First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
 - 53-2000 Air Transportation Workers
 - 53-2010 Aircraft Pilots and Flight Engineers
 - 53-2011 Airline Pilots, Copilots, and Flight Engineers
 - 53-2012 Commercial Pilots
 - 53-2020 Air Traffic Controllers and Airfield Operations Specialists
 - 53-2021 Air Traffic Controllers
 - 53-2022 Airfield Operations Specialists

- 53-3000 Motor Vehicle Operators
 - 53-3010 Ambulance Drivers and Attendants, Except Emergency Medical Technicians
 - 53-3011 Ambulance Drivers and Attendants, Except Emergency Medical Technicians
 - 53-3020 Bus Drivers
 - 53-3021 Bus Drivers, Transit and Intercity
 - 53-3022 Bus Drivers, School
 - 53-3030 Driver/Sales Workers and Truck Drivers
 - 53-3031 Driver/Sales Workers
 - 53-3032 Truck Drivers, Heavy and Tractor-Trailer
 - 53-3033 Truck Drivers, Light or Delivery Services
 - 53-3040 Taxi Drivers and Chauffeurs
 - 53-3041 Taxi Drivers and Chauffeurs
 - 53-3090 Miscellaneous Motor Vehicle Operators
 - 53-3099 Motor Vehicle Operators, All Other
- 53-4000 Rail Transportation Workers
 - 53-4010 Locomotive Engineers and Operators
 - 53-4011 Locomotive Engineers
 - 53-4012 Locomotive Firers
 - 53-4013 Rail Yard Engineers, Dinkey Operators, and Hostlers
 - 53-4020 Railroad Brake, Signal, and Switch Operators
 - 53-4021 Railroad Brake, Signal, and Switch Operators
 - 53-4030 Railroad Conductors and Yardmasters
 - 53-4031 Railroad Conductors and Yardmasters
 - 53-4040 Subway and Streetcar Operators
 - 53-4041 Subway and Streetcar Operators
 - 53-4090 Miscellaneous Rail Transportation Workers
 - 53-4099 Rail Transportation Workers, All Other
- 53-5000 Water Transportation Workers
 - 53-5010 Sailors and Marine Oilers
 - 53-5011 Sailors and Marine Oilers
 - 53-5020 Ship and Boat Captains and Operators
 - 53-5021 Captains, Mates, and Pilots of Water Vessels
 - 53-5022 Motorboat Operators
 - 53-5030 Ship Engineers
 - 53-5031 Ship Engineers
- 53-6000 Other Transportation Workers
 - 53-6010 Bridge and Lock Tenders
 - 53-6011 Bridge and Lock Tenders
 - 53-6020 Parking Lot Attendants
 - 53-6021 Parking Lot Attendants
 - 53-6030 Service Station Attendants
 - 53-6031 Service Station Attendants
 - 53-6040 Traffic Technicians
 - 53-6041 Traffic Technicians
 - 53-6050 Transportation Inspectors
 - 53-6051 Transportation Inspectors
 - 53-6090 Miscellaneous Transportation Workers
 - 53-6099 Transportation Workers, All Other
- 53-7000 Material Moving Workers
 - 53-7010 Conveyor Operators and Tenders
 - 53-7011 Conveyor Operators and Tenders
 - 53-7020 Crane and Tower Operators
 - 53-7021 Crane and Tower Operators
 - 53-7030 Dredge, Excavating, and Loading Machine Operators
 - 53-7031 Dredge Operators
 - 53-7032 Excavating and Loading Machine and Dragline Operators

- 53-7033 Loading Machine Operators, Underground Mining
- 53-7040 Hoist and Winch Operators
 - 53-7041 Hoist and Winch Operators
- 53-7050 Industrial Truck and Tractor Operators
 - 53-7051 Industrial Truck and Tractor Operators
- 53-7060 Laborers and Material Movers, Hand
 - 53-7061 Cleaners of Vehicles and Equipment
 - 53-7062 Laborers and Freight, Stock, and Material Movers, Hand
 - 53-7063 Machine Feeders and Offbearers
 - 53-7064 Packers and Packagers, Hand
- 53-7070 Pumping Station Operators
 - 53-7071 Gas Compressor and Gas Pumping Station Operators
 - 53-7072 Pump Operators, Except Wellhead Pumpers
 - 53-7073 Wellhead Pumpers
- 53-7080 Refuse and Recyclable Material Collectors
 - 53-7081 Refuse and Recyclable Material Collectors
- 53-7110 Shuttle Car Operators
 - 53-7111 Shuttle Car Operators
- 53-7120 Tank Car, Truck, and Ship Loaders
 - 53-7121 Tank Car, Truck, and Ship Loaders
- 53-7190 Miscellaneous Material Moving Workers
 - 53-7199 Material Moving Workers, All Other
- 55-0000 Military Specific Occupations**
 - 55-1000 Military Officer Special and Tactical Operations Leaders/Managers
 - 55-1010 Military Officer Special and Tactical Operations Leaders/Managers
 - 55-1011 Air Crew Officers
 - 55-1012 Aircraft Launch and Recovery Officers
 - 55-1013 Armored Assault Vehicle Officers
 - 55-1014 Artillery and Missile Officers
 - 55-1015 Command and Control Center Officers
 - 55-1016 Infantry Officers
 - 55-1017 Special Forces Officers
 - 55-1019 Military Officer Special and Tactical Operations Leaders/Managers, All Other
 - 55-2000 First-Line Enlisted Military Supervisor/Managers
 - 55-2010 First-Line Enlisted Military Supervisors/Managers
 - 55-2011 First-Line Supervisors/Managers of Air Crew Members
 - 55-2012 First-Line Supervisors/Managers of Weapons Specialists/Crew Members
 - 55-2013 First-Line Supervisors/Managers of All Other Tactical Operations Specialists
 - 55-3000 Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members
 - 55-3010 Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members
 - 55-3011 Air Crew Members
 - 55-3012 Aircraft Launch and Recovery Specialists
 - 55-3013 Armored Assault Vehicle Crew Members
 - 55-3014 Artillery and Missile Crew Members
 - 55-3015 Command and Control Center Specialists
 - 55-3016 Infantry
 - 55-3017 Radar and Sonar Technicians
 - 55-3018 Special Forces
 - 55-3019 Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other

Appendix D

Supplemental Tables

Appendix D

Included in this appendix are tables further describing the results of the 2007 Employment Histories Survey. The source of data is the Employment Histories Survey, unless otherwise noted as being from the Defense Manpower Data Center (DMDC). Tables of frequencies include both weighted and unweighted data, while tables of cross-tabulations include only unweighted data

1. Demographic Summary

A. Race-Ethnicity based on DMDC Data

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Missing	1	0.1	48.0	0.0
American Indian/Alaskan Native	11	0.6	2050.0	0.7
Asian/Pacific Islander	71	3.7	10719.7	3.5
Black	222	11.4	36057.9	11.8
Other	67	3.5	11189.8	3.7
Unknown	6	0.3	1927.5	0.6
White	1563	80.5	242632.4	79.6
	1941	100.0	304625.4	100.0

B. Gender based on DMDC Data

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Female	254	13.1	41291.4	13.6
Male	1687	86.9	263334.0	86.4
	1941	100.0	304625.4	100.0

C. Self-Reported Marital Status

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Married, Living with Spouse	1149	59.2	181543.0	59.6
Married, not Living with Spouse	55	2.8	9145.6	3.0
Widowed	4	0.2	539.2	0.2
Divorced	161	8.3	23910.0	7.8
Legally Separated	23	1.2	4073.7	1.3
Never Married	549	28.3	85413.8	28.0
	1941	100.0	304625.4	100.0

D. Educational Attainment (Check all that apply)

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Associate's	312	16.1	48315.9	15.9
Bachelor's	485	25.0	74967.6	24.6
Master's	131	6.7	20842.6	6.8
Doctorate	12	0.6	2054.7	0.7
Law Degree	11	0.6	2088.8	0.7
Medical Degree	8	0.4	743.5	0.2
Honorary Degree	1	0.1	54.8	0.0

E. Age based on DMDC Data

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
17	2	0.1	299.7	0.1
18	19	1.0	2644.9	0.9
19	36	1.9	5933.7	1.9
20	68	3.5	10082.2	3.3
21	81	4.2	12924.3	4.2
22	118	6.1	20265.7	6.7
23	134	6.9	22893.2	7.5
24	91	4.7	14171.8	4.7
25	100	5.2	15540.1	5.1
26	88	4.5	13811.1	4.5
27	84	4.3	14755.9	4.8
28	53	2.7	8787.9	2.9
29	54	2.8	7777.3	2.6
30	42	2.2	6196.2	2.0
31	47	2.4	8147.7	2.7
32	49	2.5	8069.2	2.6
33	40	2.1	6451.9	2.1
34	30	1.5	3422.9	1.1
35	32	1.6	4813.1	1.6
36	45	2.3	6677.6	2.2
37	51	2.6	7783.3	2.6
38	62	3.2	9473.5	3.1
39	63	3.2	9332.1	3.1
40	61	3.1	9957.6	3.3
41	54	2.8	8091.3	2.7
42	54	2.8	7441.2	2.4
43	55	2.8	8104.5	2.7
44	54	2.8	10343.9	3.4
45	34	1.8	5974.4	2.0
46	24	1.2	3300.6	1.1
47	32	1.6	5103.6	1.7
48	26	1.3	4857.5	1.6
49	21	1.1	2784.5	0.9
50	21	1.1	2574.6	0.8
51	13	0.7	1783.5	0.6
52	13	0.7	1520.9	0.5
53	12	0.6	1719.7	0.6
54	17	0.9	2409.2	0.8
55	7	0.4	1559.0	0.5
56	14	0.7	1273.3	0.4
57	16	0.8	2665.1	0.9
58	9	0.5	1378.5	0.5
59	8	0.4	780.9	0.3
60	2	0.1	109.6	0.0
61	5	0.3	637.1	0.2
	1941	100.0	304625.4	100.0

F. Discharge Status based on DMDC Data

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
At End of a Normal Term of Service not because of Medical Condition/ Disability	1008	51.9	176084.8	57.8
For Military Retirement Due to Disability	32	1.6	5515.0	1.8
For medical release	80	4.1	12755.5	4.2
Due to marriage, pregnancy, children	21	1.1	4182.9	1.4
On a dishonorable discharge	23	1.2	3069.8	1.0
Deactivated or Separated or Demobilized from active duty as a Reservist/Guardsman	743	38.3	98000.3	32.2
On Some Other Kind of Discharge	31	1.6	4677.8	1.5
Missing	3	0.2	339.1	0.0
	1941	100.0	304625.4	100.0

G. Years in Active Duty based on DMDC Data

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	497	25.7	44418.9	14.6
00	373	19.2	57329.3	18.8
01	229	11.8	28399.3	9.3
02	99	5.1	14602.7	4.8
03	149	7.7	32521.5	10.7
04	132	6.8	27810.2	9.1
05	87	4.5	15772.7	5.2
06	50	2.6	10217.1	3.4
07	53	2.7	11154.9	3.7
08	45	2.3	9598.2	3.2
09	24	1.2	3953.2	1.3
10	22	1.1	2985.3	1.0
11	20	1.0	2934.2	1.0
12	13	0.7	2566.0	0.8
13	10	0.5	1895.1	0.6
14	3	0.2	690.7	0.2
15	4	0.2	382.7	0.1
16	5	0.3	677.2	0.2
17	3	0.2	1002.9	0.3
18	2	0.1	470.4	0.2
19	39	2.0	11213.1	3.7
20	19	1.0	5929.9	1.9
21	11	0.6	2853.2	0.9
22	10	0.5	2752.8	0.9
23	14	0.7	4379.5	1.4
24	3	0.2	877.3	0.3
25	8	0.4	2349.8	0.8
26	6	0.3	1887.2	0.6
27	2	0.1	486.4	0.2
28	1	0.1	236.3	0.1
29	3	0.2	966.1	0.3
30	3	0.2	1020.0	0.3
32	1	0.1	243.2	0.1
33	1	0.1	47.9	0.0
	1941	100.0	304625.4	100.0

H. Year of Separation

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
2004	17	0.9	4567.9	1.5
2005	1384	71.3	270045.1	88.6
2006	540	27.8	30012.4	9.9
	1941	100.0	304625.4	100.0

I. Grade at Separation based on DMDC Data

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1	0.1	236.3	0.1
E01	41	2.1	5963.3	2.0
E02	36	1.9	5410.2	1.8
E03	140	7.2	22680.9	7.4
E04	442	22.8	70799.9	23.2
E05	470	24.2	72913.3	23.9
E06	272	14.0	41159.6	13.5
E07	189	9.7	29820.0	9.8
E08	71	3.7	11660.8	3.8
E09	34	1.8	6341.7	2.1
O01	14	0.7	2001.4	0.7
O02	27	1.4	3761.2	1.2
O03	59	3.0	9885.7	3.2
O04	57	2.9	8262.7	2.7
O05	42	2.2	5873.6	1.9
O06	19	1.0	3179.0	1.0
O08	1	0.1	47.9	0.0
W01	1	0.1	236.3	0.1
W02	3	0.2	709.0	0.2
W03	11	0.6	1884.4	0.6
W04	10	0.5	1743.3	0.6
W05	1	0.1	54.8	0.0

J. Most Recent Branch of Service based on DMDC Data

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
Army	1101	56.7	172918.3	56.8
Coast Guard	22	1.1	7670.8	2.5
Air Force	357	18.4	51373.8	16.9
Marine Corps	239	12.3	39246.7	12.9
Navy	222	11.4	33415.8	11.0
	1941	100.0	304625.4	100.0

K. Service Type by Race

Race	Active Duty	Reserves/National Guard
White	460 (65.8%)	954 (76.8%)
Black	95 (13.6)	106 (8.5)
American Indian/Alaska Native	-	-
Asian	15 (2.2)	27 (2.2)
Native Hawaiian	-	-
Other Pacific Islander	7 (1.0)	6 (0.5)
Hispanic	48 (6.8)	46 (3.7)
White, Black	-	-
White, American Indian/Alaska Native	12 (1.7)	19 (1.5)
White, Asian	-	-
White, Other Pacific Islander	-	-
White, Hispanic	31 (4.4)	47 (3.4)
White, Black, American Indian/Alaska Native	-	-
White, Black, American Indian/Alaska Native, Hispanic	-	-
White, Asian, Hispanic	-	-
Black, Hispanic	-	-
Black, American Indian/Alaska Native	-	-
Black, American Indian/Alaska Native, Hispanic	-	-
American Indian/Alaska Native, Hispanic	-	-
Asian, Hispanic	-	-
Asian, Other Pacific Islander	-	-
Asian, Native Hawaiian	-	-
Other Pacific Islander, Hispanic	-	-
Native Hawaiian, Other Pacific Islander	-	-
Missing	10 (1.4)	8 (0.6)
Column total	699 (100.0%)	1242 (100.0%)

- Less than 5 respondents in category

L. Service Type by Sex

Service Type	Sex		Row Total
	Female	Male	
Reserves/National Guard	127 (10.2%)	1115 (89.8%)	1242 (100.0%)
Active Duty	127 (18.2)	572 (81.8)	699 (100.0)

M. Service Type by Marital Status

Service Type	Marital Status			Row Total
	Married	Separated/Widowed/Divorced	Never Been Married	
Reserves/National Guard	742 (59.7%)	106 (8.5%)	394 (31.7%)	1242 (100.0%)
Active Duty	462 (66.1)	82 (11.7)	155 (22.2)	699 (100.0%)

N. Service Type by AGE

Service Type	Age					Row Total
	Under 25	25 to 29	30 to 34	35 to 39	40 and Over	
Reserves/National Guard	329 (26.5%)	218 (17.6%)	155 (12.5%)	176 (14.2%)	364 (29.3%)	1242 (100.0%)
Active Duty	220 (31.5)	161 (23.0)	53 (7.6)	77 (11.0)	188 (26.9)	699 (100.0)

O. Service Type by Date of Separation

Service Type	Discharge Date		Row Total
	Dec '04 to Nov '05	Dec '05 to Jan '06	
Reserves/National Guard	568 (45.7%)	674 (54.3%)	1242 (100.0%)
Active Duty	356 (50.9)	343 (49.1)	699 (100.0)

P. Service Type by Grade Separation (derived)

Service Type	Grade Separation				Row Total
	Enlisted	NCO	Junior or Warrant Officer	Senior Officer	
National Guard/ Reserves	422 (34.0%)	627 (50.6%)	143 (11.5%)	48 (3.9%)	1240 (100.0%)
Active Duty	237 (33.9)	409 (58.5)	39 (5.6)	14 (2.0)	699 (100.0)

Q. Service Type by Combat Service

Service Type	Combat Service		Row Total
	Yes	No	
National Guard/ Reserves	1067 (85.9%)	175 (14.1%)	1242 (100.0%)
Active Duty	412 (58.9)	287 (41.1)	699 (100.0)

R. National Guard/Active Duty by AFQT Percentile Quartiles (DMDC)

Service Type	AFQT Percentile Quartiles				Row Total
	0-29%	30-52%	53-74%	75-100%	
National Guard/ Reserves	378 (30.4%)	262 (21.1%)	293 (23.4%)	309 (24.9%)	1242 (100.0%)
Active Duty	241 (34.5)	145 (20.7)	181 (25.9)	132 (18.9)	699 (100.0)

S. National Guard/Active Duty by Years Active Duty (Quartiles)

Service Type	Years of Active Duty Service				Row Total
	0	1-2	3-7	8-33	
National Guard/ Reserves	357 (28.7%)	302 (24.3%)	304 (24.5%)	279 (22.5%)	1242 (100.0%)
Active Duty	16 (2.3)	26 (3.7)	167 (23.9)	490 (70.1)	699 (100.0)

T. National Guard/Active Duty by Rural Urban Community Area (RUCA)

Service Type	Rural/Urban				Row Total
	Urban	Large Rural	Small Rural	Isolated	
National Guard/ Reserves	889 (74.0%)	168 (14.0%)	88 (7.3%)	57 (4.7%)	1202 (100.0%)
Active Duty	558 (82.1)	78 (11.5)	26 (3.8)	18 (2.7)	680 (100.0)

2. Combat Service

A. Combat Service based on DMDC Data: Operation Joint Endeavor

Distribution:	Frequency		Percent		Weighted	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
N	1890	97.4	297583.6	97.7		
Y	51	2.6	7041.8	2.3		
	1941	100.0	304625.4	100.0		

B. Combat Service based on DMDC Data: Operation Allied Force

Distribution:	Frequency		Percent		Weighted	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
N	1906	98.2	297546.7	97.7		
Y	35	1.8	7078.7	2.3		
	1941	100.0	304625.4	100.0		

C. Combat Service based on DMDC Data: Operation Southern Watch

Distribution:	Frequency		Percent		Weighted	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
N	1866	96.1	292562.7	96.0		
Y	75	3.9	12062.7	4.0		
	1941	100.0	304625.4	100.0		

D. Combat Service based on DMDC Data: Operation Desert Shield/Desert Storm

Distribution:	Frequency		Percent		Weighted	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
N	1756	90.5	275986.4	90.6		
Y	185	9.5	28638.9	9.4		
	1941	100.0	304625.4	100.0		

E. Combat Service based on DMDC Data: Global War on Terror Deployment

Distribution:	Frequency		Percent	
	Frequency	Percent	Frequency	Percent
N	710	36.6	125624.7	41.2
Y	1231	63.4	179000.7	58.8
	1941	100.0	304625.4	100.0

F. Combat Service based on DMDC Data: Global War on Terror Activation

Distribution:	Frequency		Percent	
	Frequency	Percent	Frequency	Percent
Missing	699	36.0	133831.0	43.9
N	206	10.6	31052.8	10.2
Y	1036	53.4	139741.5	45.9
	1941	100.0	304625.4	100.0

3. Career Transition

A. Job-Seeking Before and After Separation (Check all that apply)

Q12: Source of employment information	Q11a: Spent any time looking for work prior to separation from active duty, while still in the military? (Check all that apply)	Q11b: Spent any time looking for work since separation from active duty? (Check all that apply)
Small Business Administration from the Office of Veterans Business Development	73 (10.9%)*	78 (7.9%)
State rehabilitation agency	44 (6.6)	65 (6.6)
State employment agency	256 (38.2)	387 (39.0)
Private employment agency	169 (25.2)	257 (25.9)
Internet job searches	548 (81.7)	805 (81.1)
Newspaper/help-wanted advertisements	369 (55.0)	635 (64.0)
Job fairs	281 (41.9)	350 (35.3)
College/university or school	147 (21.9)	258 (26.0)
Personal/professional contacts/networking	428 (63.8)	579 (58.3)
Federal job listings	415 (61.9)	532 (53.6)
Job Service/UI/VET Reps	114 (17.0)	143 (14.4)
Total*	671	993

*Note: Column percentages are presented, but do not add to 100% due to the fact that Q12 allowed for multiple answers

B. Sources of Employment Information (Check all the apply)

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Small Business Administration				
Office of Veterans Business	94	4.8	16745.3	5.5
State Rehabilitation Agency	70	3.6	10179.9	3.3
State Employment Agency	416	21.4	64737.1	21.3
Private Employment Agency	285	14.7	50609.8	16.6
Internet Job Searches	927	47.8	156030.2	51.2
Newspaper/Help-wanted Ads	684	35.2	111750.4	36.7
Job Fairs	409	21.1	71875.1	23.6
College/University/School	276	14.2	46125.2	15.1
Personal/Professional Contacts Networking	706	36.4	118868.6	39.0
Federal Job Listings	618	31.8	104349.2	34.3
Job Service/UI/VET Reps	160	8.2	25479.5	8.4

4. Residential Stability

A. Number of Different Addresses Since Separation

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	4	0.2	692.7	0.2
0	83	4.3	12771.5	4.2
1	1066	54.9	160711.3	52.8
2	511	26.3	81307.2	26.7
3	183	9.4	32270.6	10.6
4	65	3.3	11205.4	3.7
5	16	0.8	3316.9	1.1
6	7	0.4	1534.4	0.5
7	4	0.2	712.6	0.2
10	1	0.1	47.9	0.0
15	1	0.1	54.8	0.0
	1941	100.0	304625.4	100.0

B. Moves Since Separation (Check all that apply)

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Within same city	259	13.3	43524.7	14.3
Beyond city, within same county	191	9.8	29670.7	9.7
Beyond county, within same state	226	11.6	35836.2	11.8
Across state	219	11.3	39050.3	12.8
Outside United States	19	1.0	3830.1	1.3

C. Home Ownership

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Missing	16	0.9	2252.4	0.7
Owned by You or Someone in Household with a Mortgage/Loan	1220	62.9	189783.1	62.3
Owned by You or Someone in Household without Mortgage/Loan	155	8.0	25024.7	8.2
Rented	497	25.6	80601.4	26.5
Occupied without Rent	53	2.7	6963.8	2.3
	1941	100.0	304625.4	100.0

D. Days without Reliable Residence

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Missing	1874	96.6	294020.8	96.5
0	2	0.1	412.9	0.1
2	7	0.4	1361.3	0.4
3	4	0.2	229.6	0.1
4	5	0.3	762.8	0.3
5	7	0.4	1000.6	0.3
6	1	0.1	54.8	0.0
7	7	0.4	565.9	0.2
9	2	0.1	113.7	0.0
10	2	0.1	284.2	0.1
11	1	0.1	54.8	0.0
12	1	0.1	50.3	0.0
14	4	0.2	953.0	0.3
15	1	0.1	236.3	0.1
17	1	0.1	209.3	0.1
20	1	0.1	54.8	0.0
30	8	0.4	1667.4	0.5
45	1	0.1	54.3	0.0
60	5	0.3	1070.7	0.4
90	3	0.2	467.2	0.2
120	2	0.1	594.5	0.2
130	1	0.1	48.0	0.0
180	1	0.1	358.1	0.1
	1941	100.0	304625.4	100.0

5. Work Disability

A. Service-Connected Disability Prevents from Getting or Holding a Job

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Missing	1154	59.4	180788.3	59.3
YES	136	7.0	21210.5	7.0
NO	651	33.5	102626.6	33.7
	1941	100.0	304625.4	100.0

B. Disability Currently Keeps from Getting or Holding a Job

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1765	90.9	274753.3	90.2
YES	44	2.3	6889.4	2.3
NO	132	6.8	22982.7	7.5
	1941	100.0	304625.4	100.0

C. Whether Disability Currently Prevents Working by Disability Rating (derived)

Does this disability currently keep you from getting a job?	Disability Rating				
	0%	10%	20-50%	60-90%	100%
Yes	11 (13.3%)	4 (14.3%)	14 (27.5%)	9 (64.3%)	5 (100.0%)
No	70 (84.3)	23 (82.4)	34 (66.7)	4 (28.6)	0 (0)
Missing	2 (2.4)	1 (3.6)	3 (5.9)	1 (7.1)	0 (0)
Column Total	83 (100.0)	28 (100.0)	51 (100.0)	14 (100.0)	5 (100.0)

D. Currently Receiving Regular VA Disability Payments

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1554	80.1	243802.9	80.0
YES	335	17.3	53539.3	17.6
NO	52	2.7	7283.1	2.4
	1941	100.0	304625.4	100.0

E. Currently Receiving Other source disability payments

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1223	63.0	192482.7	63.1
YES	95	4.9	13551.4	4.4
NO	623	32.1	98591.3	32.4
	1941	100.0	304625.4	100.0

6. Employment Readiness

A. Education or Training Received from the VA or Department of Labor (Check all that apply)

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Transition Assistance Program (TAP)	508	26.2	87572.6	28.7
Disabled Transition Assistance Program (DTAP)	48	2.5	7910.2	2.6
Montgomery GI Bill	929	47.9	147534.5	48.4
Veterans' Survivors & Dependents Education Assistance	37	1.9	5247.0	1.7
VA Vocational Rehabilitation	85	4.4	12343.9	4.1
Veteran Education Assistance Program (VEAP)	133	6.9	18731.5	6.1
State Training Programs – One Stops	43	2.2	6844.1	2.2
Disabled Veterans Outreach Program (DVOP)	14	0.7	1606.7	0.5
Other Veterans' Administration Education/Training	95	4.9	14279.7	4.7

B. Non-VA Education or Training Received (Check all that apply)

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Federal Pell Grant	102	5.3	15078.4	4.9
College/Federal Work Study Program	21	1.1	3382.4	1.1
Other Federal Grants/Programs	24	1.2	3433.5	1.1
A loan that has to be repaid	98	5.0	15721.3	5.2
Grant/Scholarship/Tuition Remission	54	2.8	8388.2	2.8
Teaching/Research Assistantship	4	0.2	445.7	0.1
State Grant/Scholarship	37	1.9	5807.8	1.9
Other Source Grant/Scholarship	30	1.5	4706.2	1.5
Assistance from Employer	67	3.5	12495.4	4.1
Aid from Other Sources, Excludes Aid from Parents, Includes Trusts/Savings	25	1.3	4233.7	1.4
Other Education/Training Assistance	56	2.9	7850.0	2.6

C. AFQT Score

Degree	Frequency	Percent	Weighted Frequency	Weighted Percent
0	403	20.8	59273.0	19.5
1-20	6	0.6	799.9	0.3
21-40	208	10.9	35214.7	11.6
41-60	397	20.4	69625.6	23.0
61-80	442	22.5	76694.7	25.3
81-100	302	15.8	50805.4	16.9
Missing	183	9.4	12212.3	4.0
	1941	100.4	304625.4	99.7

D. College Education Level (Mark all that apply, n=714 RSS with college degrees)

Degree	Frequency	Percent	Weighted Frequency	Weighted Percent
Associates Degree	312	16.1	48315.9	15.9
Bachelor's Degree	485	25.0	74967.6	24.6
Master's Degree	131	6.7	20842.6	6.8
Doctorate Degree	12	0.6	2054.7	0.7
Law Degree	11	0.6	2088.2	0.7
Medical Degree	8	0.4	743.5	0.2
Honorary Degree	1	0.1	54.8	0.0

E. Vocational Education Level (Mark all that apply, n=480 RSS with other degrees or certificates)

Degree	Frequency	Percent	Weighted Frequency	Weighted Percent
Degree	20	1.0	2858.9	0.9
Certificate	347	17.9	53244.3	17.5
License	86	4.4	14820.6	4.9
Diploma	40	2.1	7189.4	2.4
Other	22	1.1	3001.1	1.0

F. Education Field

Distribution:

	Frequency	Percent	Weighted	
			Frequency	Percent
Missing	1228	63.3	193342.6	63.5
1 Agriculture/Natural Resource	9	0.5	1718.0	0.6
2 Anthropology	1	0.1	236.3	0.1
4 Architecture/Environmental Design	3	0.2	334.8	0.1
6 Biological Sciences	11	0.6	2225.2	0.7
7 Business Management	106	5.5	17807.3	5.8
8 Communications	12	0.6	1480.3	0.5
9 Computer/Information Science	36	1.9	5055.4	1.7
10 Criminology	47	2.4	7623.6	2.5
11 Economics	6	0.3	684.4	0.2
12 Education	34	1.8	5876.8	1.9
13 Engineering	61	3.1	9789.8	3.2
14 English	8	0.4	1720.0	0.6
15 Ethnic Studies	1	0.1	236.3	0.1
16 Fine And Applied Arts	11	0.6	1567.4	0.5
17 Foreign Languages	4	0.2	885.6	0.3
18 History	20	1.0	3347.7	1.1
20 Interdisciplinary Studies	48	2.5	9169.8	3.0
21 Mathematics	7	0.4	607.2	0.2
22 Nursing	19	1.0	2374.0	0.8
23 Other Health Professions	18	0.9	2667.5	0.9
24 Philosophy	4	0.2	396.2	0.1
25 Physical Sciences	16	0.8	1913.5	0.6
26 Political Science And Government	27	1.4	3816.3	1.3
28 Pre-Law	5	0.3	997.9	0.3
29 Pre-Med	3	0.2	507.3	0.2
30 Pre-Vet	1	0.1	236.3	0.1
31 Psychology	21	1.1	2793.4	0.9
32 Sociology	12	0.6	2274.1	0.7
33 Theology/Religious Studies	5	0.3	446.0	0.1
34 Accounting	9	0.5	1787.3	0.6
35 Administrative/Clerical	22	1.1	2412.7	0.8
37 Athletics	1	0.1	236.3	0.1
38 Banking/Finance	2	0.1	472.7	0.2
39 Biotech/Science	28	1.4	3573.5	1.2
40 Culinary Arts/Food Service	1	0.1	54.8	0.0
42 Design	2	0.1	472.7	0.2
44 Environmental	1	0.1	47.9	0.0
45 Hospitality/Hotel	4	0.2	1055.6	0.3
46 Human Resources	6	0.3	999.0	0.3
47 Information Technology	6	0.3	1277.9	0.4
50 Marketing	5	0.3	855.5	0.3

51 Media/Journalism/Newspaper	1	0.1	54.8	0.0
52 Military	1	0.1	47.9	0.0
54 Pharmaceutical	1	0.1	243.2	0.1
56 Public Safety/Law Enforcement	5	0.3	637.1	0.2
60 Social/Community Work	4	0.2	559.5	0.2
61 Telecommunications	1	0.1	54.8	0.0
95 Other Field (Specify)	57	2.9	7650.8	2.5
	1941	100.0	304625.4	100.0

G. Vocational Field

Distribution:

			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1471	75.8	231666.6	76.0
1 Agriculture	1	0.1	358.1	0.1
2 Automotive/mechanic	44	2.3	7177.7	2.4
3 Aviation (including air traffic control and aerospace)	27	1.4	4475.6	1.5
4 Business management	12	0.6	2373.9	0.8
5 Carpentry	5	0.3	643.9	0.2
6 Construction	15	0.8	1898.0	0.6
7 Electrician/Electronics	28	1.4	4844.8	1.6
8 Engineering	7	0.4	1271.7	0.4
9 Graphic Design	7	0.4	917.0	0.3
10 Health-related (including nursing, long term care, EMT)	67	3.5	10264.8	3.4
11 IT	29	1	4549.0	1.5
12 Landscaping	2	0.1	96.0	0.0
13 Maintenance (including HVAC, locksmithing)	21	1.1	2849.3	0.9
14 Paralegal	2	0.1	284.4	0.1
15 Personal service (including culinary, hair, cosmetics, massage)	18	0.9	2890.9	0.9
16 Radio	3	0.2	354.5	0.1
17 Real Estate	4	0.2	445.0	0.1
18 Teaching	7	0.4	909.7	0.3
19 Secretarial/administrative	6	0.3	980.9	0.3
20 Security (including law enforcement, police and firefighters)	69	3.6	10637.7	3.5
21 Transportation	15	0.8	2130.4	0.7
22 Welding	15	0.8	2780.7	0.9
95 OTHER	66	3.4	9824.7	3.2
	1941	100.0	304625.4	100.0

H. VA Services Used by Education Level Before Service

VA Services Received	Education Before Service					Row Total
	Less than High School	High School	Less than a BA	BA Degree	Graduate Degree	
TAP	1 (0.2%)	341 (67.1%)	49 (9.7%)	77 (15.2%)	40 (7.9%)	508 (100.0%)
DTAP	0 (0.0)	33 (68.8)	5 (10.4)	7 (14.6)	3 (6.25)	48 (100.0)
GI Bill	1 (0.1)	681 (73.4)	84 (9.1)	133 (14.3)	29 (3.1)	928 (100.0)
Survivors and Dependents	0 (0.0)	30 (81.1)	1 (2.7)	4 (10.8)	2 (5.4)	37 (100.0)
Vocational	1 (1.2)	65 (76.5)	6 (7.1)	11 (12.9)	2 (2.4)	85 (100.0)
Rehabilitation	1 (0.8)	85 (63.9)	16 (12.0)	20 (15.0)	11 (8.3)	133 (100.0)
VEAP	0 (0.0)	31 (72.1)	4 (9.3)	6 (14.0)	2 (4.7)	43 (100.0)
State Training, One-Stops	0 (0.0)	7 (50.0)	2 (14.3)	3 (21.4)	2 (14.3)	14 (100.0)
DVOP	0 (0.0)	63 (66.3)	7 (7.4)	16 (16.8)	9 (9.5)	95 (100.0)
Other	0 (0.0)	63 (66.3)	7 (7.4)	16 (16.8)	9 (9.5)	95 (100.0)

I. VA Services Used by Education Level After Service

VA Services Received	Education Before Service					Row Total
	Less than High School	High School	Less than a BA	BA Degree	Graduate Degree	
TAP	1 (0.2%)	448 (88.2%)	27 (5.3%)	18 (3.5%)	14 (2.8%)	508 (100.0%)
DTAP	0 (0.0)	46 (95.8)	0 (0.0)	2 (4.2)	0 (0.0)	48 (100.0)
GI Bill	1 (0.1)	786 (84.7)	60 (6.5)	61 (6.6)	20 (2.2)	928 (100.0)
Survivors and Dependents	0 (0.0)	36 (97.3)	0 (0.0)	1 (2.7)	0 (0.0)	37 (100.0)
Vocational	1 (1.2)	77 (90.6)	2 (2.4)	3 (3.5)	2 (2.4)	85 (100.0)
Rehabilitation	1 (0.8)	119 (89.5)	2 (1.5)	6 (4.5)	5 (3.8)	133 (100.0)
VEAP	0 (0.0)	39 (90.7)	1 (2.3)	3 (7.0)	0 (0.0)	43 (100.0)
State Training, One-Stops	0 (0.0)	13 (92.9)	0 (0.0)	1 (7.1)	0 (0.0)	14 (100.0)
DVOP	0 (0.0)	84 (88.4)	4 (4.2)	4 (4.2)	3 (3.2)	95 (100.0)
Other	0 (0.0)	84 (88.4)	4 (4.2)	4 (4.2)	3 (3.2)	95 (100.0)

J. VA Services Used by Vocational Level Before Service

VA Services Received	Education Before Service					Row Total
	Degree	Certificate	License	Diploma	Other	
TAP	3 (3.3%)	64 (69.6%)	11 (12.0%)	9 (9.8%)	5 (5.4%)	92 (100.0%)
DTAP	2 (15.4)	8 (61.5)	1 (7.7)	1 (7.7)	1 (7.7)	13 (100.0)
GI Bill	4 (3.7)	69 (63.9)	20 (18.5)	10 (9.3)	5 (4.6)	108 (100.0)
Survivors and Dependents	0 (0.0)	6 (75.0)	1 (12.5)	0 (0.0)	1 (12.5)	8 (100.0)
Vocational	1 (5.3)	12 (63.2)	4 (21.1)	1 (5.3)	1 (5.3)	19 (100.0)
Rehabilitation	1 (5.3)	12 (63.2)	2 (10.5)	2 (10.5)	2 (10.5)	19 (100.0)
VEAP	0 (0.0)	3 (42.9)	2 (28.6)	2 (28.6)	0 (0.0)	7 (100.0)
State Training, One-Stops	1 (33.3)	2 (66.7)	0 (0.0)	0 (0.0)	0 (0.0)	3 (100.0)
DVOP	0 (0.0)	13 (76.5)	1 (5.9)	1 (5.9)	2 (11.8)	17 (100.0)
Other	0 (0.0)	13 (76.5)	1 (5.9)	1 (5.9)	2 (11.8)	17 (100.0)

K. VA Services Used by Vocational Level After Service

VA Services Received	Education Before Service					Row Total
	Degree	Certificate	License	Diploma	Other	
TAP	2 (6.3%)	22 (68.8%)	5 (15.6%)	1 (3.1%)	2 (6.3%)	32 (100.0%)
DTAP	0 (0.0)	3 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	3 (100.0)
GI Bill	2 (2.3)	60 (68.2)	17 (19.3)	5 (5.7)	4 (4.6)	88 (100.0)
Survivors and Dependents	0 (0.0)	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	2 (100.0)
Vocational Rehabilitation	0 (0.0)	4 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	4 (100.0)
VEAP	0 (0.0)	9 (75.0)	0 (0.0)	1 (8.3)	2 (16.7)	12 (100.0)
State Training, One-Stops	0 (0.0)	2 (50.0)	1 (25.0)	0 (0.0)	1 (25.0)	4 (100.0)
DVOP	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
Other	0 (0.0)	3 (42.9)	3 (42.9)	1 (14.3)	0 (0.0)	7 (100.0)

7. Employment Outcome

A. Current Employment Status

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Currently Employed not Looking for a Different Job	1159	59.7	183156.1	60.1
Currently Employed, Looking for a Different Job	445	22.9	66504.0	21.8
Not Working, Looking for Work	179	9.2	27822.9	9.1
Not Working not Looking for Work	157	8.1	27087.5	8.9
Missing	1	0.1	54.8	0.0
	1941	100.0	304625.4	100.0

B. Employment Arrangement

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	100	5.2	15327.8	5.1
Employer	1694	87.3	265288.9	87.1
Self-Employed	98	5.0	16701.7	5.5
Other Arrangement	49	2.5	7306.9	2.4
	1941	100.0	304625.4	100.0

C. Main Reason for not Working between Date of Separation and Interview Date

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1846	95.1	290064.4	95.2
Temporarily Unable to Work because of Injury	2	0.1	585.3	0.2
Temporarily Unable to Work because of Illness	3	0.2	347.7	0.1
Unable to Work because of Chronic Health Condition/Disability	20	1.0	3304.1	1.1
Retired	6	0.3	1036.1	0.3
Pregnancy/Childbirth	1	0.1	63.4	0.0
Taking Care of Children/Other Person	15	0.8	2359.7	0.8
Going to School	39	2.0	5910.4	1.9
Unable to Find Work	5	0.3	261.7	0.1
Not Interested in Working	2	0.1	275.1	0.1
Something Else	2	0.1	417.5	0.1
	1941	100.0	304625.4	100.0

D. Occupation (Main)

Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	161	8.3	23824.2	7.8
1 Management Occupations	138	7.1	23702.6	7.8
2 Business And Financial Occupations	74	3.8	12680.1	4.2
3 Computer Occupations	76	3.9	10920.1	3.6
4 Architecture And Engineering	62	3.2	9013.8	3.0
5 Life, Physical, And Social Science	24	1.2	4492.4	1.5
6 Community And Social Service	19	1.0	3019.2	1.0
7 Legal	16	0.8	2833.6	0.9
8 Education, Training And Library	59	3.0	9451.5	3.1
9 Arts, Design, Entertainment, Sports And Media	22	1.1	4305.3	1.4
10 Healthcare Practitioner And Technical	69	3.6	11212.6	3.7
11 Health Care Support	28	1.4	4453.3	1.5
12 Protective Services	249	12.8	38245.3	12.6
13 Food Preparation And Servicing Related	52	2.7	8048.5	2.6
14 Building And Grounds Cleaning And Maintenance	29	1.5	5614.8	1.8
15 Personal Care And Services	19	1.0	2726.0	0.9
16 Sales And Related Occupations	110	5.7	18786.6	6.2
17 Office And Administrative Support	110	5.7	18487.3	6.1
18 Farming, Fishing And Forestry	14	0.7	2159.8	0.7
19 Construction And Extraction	121	6.2	17527.1	5.8
20 Installation, Maintenance And Repair	196	10.1	30009.9	9.9
21 Production	81	4.2	10843.8	3.6
22 Transportation And Material Moving	148	7.6	21313.4	7.0
95 Other - Specify	64	3.3	10954.3	3.6
	1941	100.0	304625.4	100.0

E. Does Civilian Job Generally Match Military Occupation?

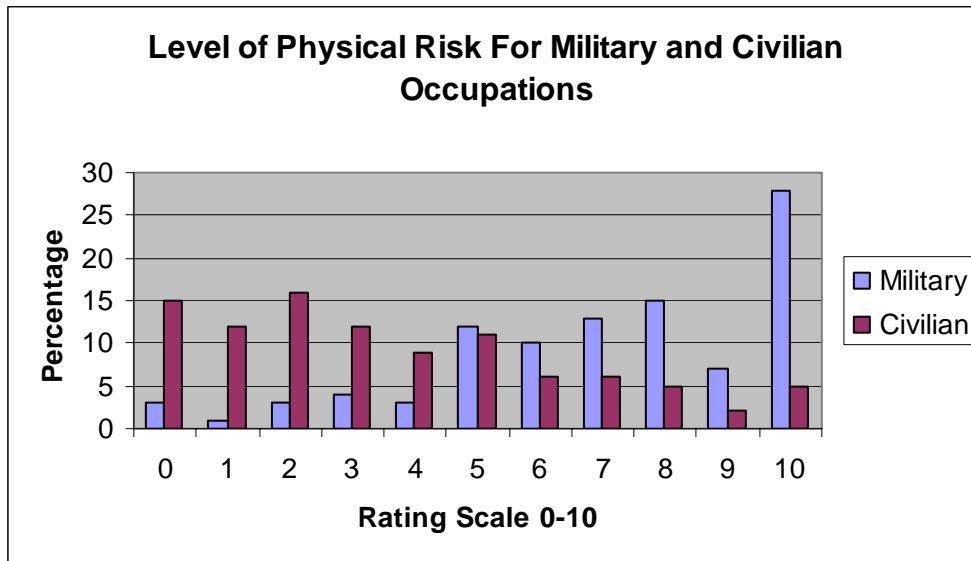
Distribution:			Weighted	
	Frequency	Percent	Frequency	Percent
Missing	100	5.2	15137.3	5.0
YES	708	36.5	108786.4	35.7
NO	1133	58.4	180701.7	59.3
	1941	100.0	304625.4	100.0

F. How Much do Training, Skills, or Experiences in Military Apply to Civilian Job?

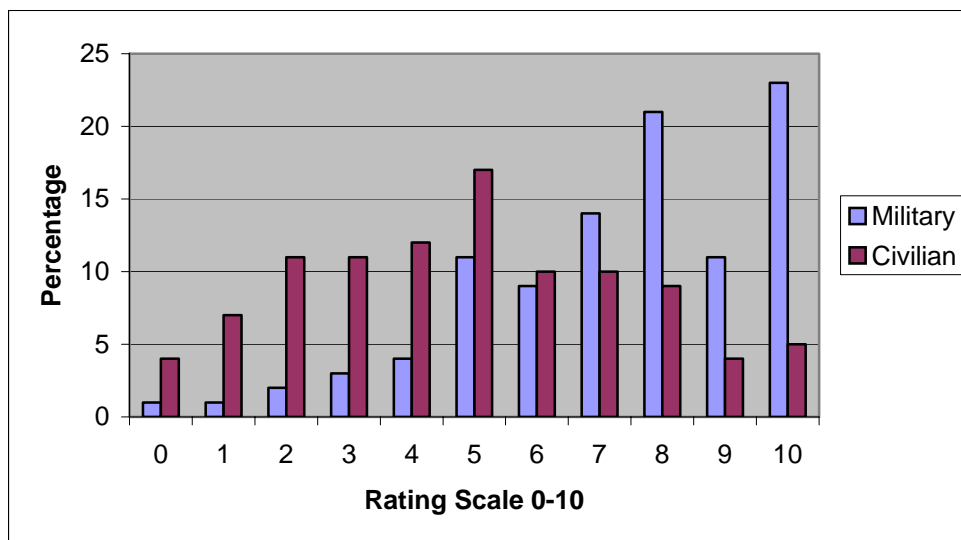
Distribution:

	Frequency	Percent	Frequency	Percent
			Weighted	
Missing	99	5.1	15087.0	4.9
A lot	648	33.4	99591.1	32.7
Some	490	25.2	74822.7	24.6
A little	353	18.2	57760.4	19.0
Not at all	351	18.1	57364.2	18.8
	1941	100.0	304625.4	100.0

G. Level of Physical Risk for Military and Civilian Occupations on a Scale of 0-10



H. Level of Mental Stress for Military and Civilian Occupations on a Scale of 0-10



I. Management level of RSS – Do Any Employees Report to You?

Distribution:	Frequency		Weighted	
	Frequency	Percent	Frequency	Percent
Missing	116	6.1	18109.9	5.9
YES	507	26.1	78408.6	25.7
NO	1318	67.9	208106.9	68.3
	1941	100.0	304625.4	100.0

J. Management level of RSS – Would You Describe Your Position As...

Distribution:	Frequency		Weighted	
	Frequency	Percent	Frequency	Percent
Missing	1442	74.4	227229.0	74.6
Senior management	85	4.4	14445.7	4.7
Middle management	179	9.2	25962.4	8.5
Supervisory	235	12.1	36988.3	12.1
	1941	100.0	304625.4	100.0

K. Annual Salary (Quartiles)

Distribution:	Frequency	Percent
Less than \$21,840	436	25
\$21,840-\$35,359	433	25
\$35,360-\$51,999	429	25
Greater than \$51,999	454	25
Total	1,752	100%

L. Employment Outcomes for Those Employed Prior to Active Duty Service

i. What is the main reason you stopped working at your most recent civilian job?

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
On Layoff	9	7.7	9	7.7
Retirement or Old Age	7	6.0	16	13.7
Childcare Problems	1	0.9	17	14.5
Other Family/Personal Obligations	8	6.8	25	21.4
Own Illness/Disability	12	10.3	37	31.6
Own Injury	2	1.7	39	33.3
School/Training	25	21.4	64	54.7
Discharged/Fired	4	3.4	68	58.1
Job Was Temporary and Ended	13	11.1	81	69.2
Quit to Take Another Job	4	3.4	85	72.7
Slack Work or Business Conditions	3	2.6	88	75.2
Unsatisfactory Business Arrangements	12	10.3	100	85.5
Quit for Some Other Reason	16	13.7	116	99.2
Don't Know	1	0.9	117	100.0

ii. Highest Level of Physical Risk in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	39	3.0	39	3.0
1	12	0.9	51	3.9
2	37	2.8	88	6.7
3	47	3.6	135	10.3
4	42	3.2	177	13.5
5	164	12.5	341	25.9
6	119	9.1	460	35.0
7	154	11.7	614	46.7
8	203	15.4	817	62.1
9	99	7.5	916	69.7
10	396	30.1	1312	99.8
Missing	3	0.3	1315	100.0

iii. Highest Level of Mental Stress in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	12	0.9	12	0.9
1	7	0.5	19	1.5
2	29	2.2	48	3.7
3	36	2.7	84	6.4
4	57	4.3	141	10.7
5	142	10.8	283	21.6
6	128	9.8	411	31.3
7	177	13.5	588	44.8
8	279	21.3	867	66.0
9	148	11.3	1015	77.3
10	297	22.6	1312	99.9
Missing	1	0.1	1313	100.0

iv. Salary Quartile by Receipt of VA Disability Payments

Salary Quartile	Receipt of VA Disability Payments		Row Total
	Yes	No	
Less than \$21,840	41 (89.1%)	5 (10.9%)	46 (100.0%)
\$21,840-\$35,359	62 (93.9)	4 (6.1)	66 (100.0)
\$35,360-\$51,999	53 (84.1)	10 (15.9)	63 (100.0)
Greater than \$51,999	56 (84.9)	10 (15.2)	66 (100.0)

v. Receipt of non-VA Disability Payments by Salary Quartile

Non-VA Disability Payment Source	Salary Quartile				Row Total
	Less than \$21,840	\$21,840-\$35,359	\$35,360-\$51,999	Greater than \$51,999	
Military Disability	10 (20.8%)	13 (27.1%)	11 (22.9%)	14 (29.2%)	48 (100.0%)
Social Security	4 (80.0)	1 (20.0)	0 (0.0)	0 (0.0)	5 (100.0)
State, Medicaid, SSI	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)
Workers Compensation	1 (50.0)	0 (0.0)	1 (50.0)	0 (0.0)	2 (100.0)
Long-term Disability	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	1 (100.0)

vi. Management Level

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Middle Management	325	81.9	325	81.9
Senior Management	72	18.1	397	100.0

vii. Sources of Employment Information

Q12: Source of employment information	Use of Source of Employment Information			Row Total
	Yes	No	I Don't Know	
Small Business Administration from the Office of Veterans Business Development	61 (8.6%)	639 (90.3%)	8 (1.1%)	708 (100.0%)
State rehabilitation agency	40 (5.7)	660 (93.2)	8 (1.1)	708 (100.0)
State employment agency	253 (35.7)	447 (63.1)	8 (1.1)	708 (100.0)
Private employment agency	166 (23.5)	534 (75.4)	8 (1.1)	708 (100.0)
Internet job searches	555 (78.4)	145 (20.5)	8 (1.1)	708 (100.0)
Newspaper/help-wanted advertisements	410 (57.9)	290 (41.0)	8 (1.1)	708 (100.0)
Job fairs	235 (33.2)	465 (65.7)	8 (1.1)	708 (100.0)
College/university or school	147 (20.8)	553 (78.1)	8 (1.1)	708 (100.0)
Personal/professional contacts/networking	436 (61.6)	264 (37.3)	8 (1.1)	708 (100.0)
Federal job listings	377 (53.3)	323 (45.6)	8 (1.1)	708 (100.0)
Job Service/UI/VET Reps	86 (12.2)	614 (86.7)	8 (1.1)	708 (100.0)

8. Additional Employment Information

A. Those Self-employed

i. Highest Level of Physical Risk in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	1.0	1	1.0
2	2	2.0	3	3.1
3	5	5.1	8	8.2
4	6	6.1	14	14.3
5	11	11.2	25	25.5
6	15	15.3	40	40.8
7	7	7.1	47	48.0
8	12	12.2	59	60.2
9	10	10.2	69	70.4
10	28	28.6	97	99.0
Missing	1	1.0	98	100.0

ii. Highest Level of Mental Stress in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	1.0	1	1.0
1	2	2.0	3	3.1
2	2	2.0	5	5.1
3	3	3.0	8	8.2
4	2	2.0	10	10.2
5	11	11.2	21	21.4
6	7	7.1	28	28.6
7	16	16.3	44	44.9
8	23	23.5	67	68.4
9	10	10.2	77	78.6
10	21	21.4	98	100.0

iii. Salary Quartile by Receipt of VA Disability Payments

Salary Quartile	Receipt of VA Disability Payments		Row Total
	Yes	No	
Less than \$21,840	2 (40.0%)	3 (60.0%)	5 (100.0%)
\$21,840-\$35,359	1 (100.0)	0 (0.0)	1 (100.0)
\$35,360-\$51,999	0 (0.0)	0 (0.0)	0 (100.0)
Greater than \$51,999	3 (100.0)	0 (0.0)	3 (100.0)

iv. Receipt of non-VA Disability Payments by Salary Quartile

Non-VA Disability Payment Source	Salary Quartile				Row Total
	Less than \$21,840	\$21,840-\$35,359	\$35,360-\$51,999	Greater than \$51,999	
Military Disability	2 (66.7%)	0 (0.0)	0 (0.0)	1 (33.3)	3 (100.0)
Social Security	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
State, Medicaid, SSI	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
Workers Compensation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
Long-term Disability	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)

v. Management Level

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Middle Management	7	18.9	7	18.9
Senior Management	30	91.1	37	100.0

vi. Sources of Employment Information

Q12: Source of employment information	Use of Source of Employment Information			Row Total
	Yes	No	I Don't Know	
Small Business Administration from the Office of Veterans Business Development	9 (19.2%)	36 (76.6%)	2 (4.3%)	47 (100.0%)
State rehabilitation agency	2 (4.3)	43 (91.5)	2 (4.3)	47 (100.0%)
State employment agency	20 (42.6)	25 (53.2)	2 (4.3)	47 (100.0)
Private employment agency	11 (23.4)	34 (72.3)	2 (4.3)	47 (100.0)
Internet job searches	38 (80.9)	7 (14.9)	2 (4.3)	47 (100.0)
Newspaper/help-wanted advertisements	32 (68.1)	13 (27.7)	2 (4.3)	47 (100.0)
Job fairs	14 (29.8)	31 (66.0)	2 (4.3)	47 (100.0)
College/university or school	10 (21.3)	35 (74.5)	2 (4.3)	47 (100.0)
Personal/professional contacts/networking	37 (78.7)	8 (17.0)	2 (4.3)	47 (100.0)
Federal job listings	29 (61.7)	16 (34.0)	2 (4.3)	47 (100.0)
Job Service/UI/VET Reps	7 (14.9)	38 (80.9)	2 (4.3)	47 (100.0)

B. Those Employed Full-time

i. Highest Level of Physical Risk in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	42	3.1	42	3.1
1	12	0.9	54	3.9
2	42	3.1	96	7.0
3	54	3.9	150	10.9
4	3	3.1	193	14.1
5	172	12.6	365	26.6
6	134	9.8	499	36.4
7	170	12.4	669	48.8
8	201	14.7	870	63.5
9	99	7.2	969	70.7
10	399	29.1	1368	99.8
Missing	3	0.2	137	100.0

ii. Highest Level of Mental Stress in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	14	1.0	14	1.02
1	7	0.5	21	1.53
2	27	2.0	48	3.51
3	33	2.4	81	5.92
4	59	4.3	140	10.23
5	153	11.2	293	21.40
6	127	9.3	420	30.68
7	193	14.1	613	44.78
8	283	20.7	896	65.45
9	158	11.5	1054	76.99
10	314	22.9	1368	99.93
Missing	1	0.1	1369	100.00

iii. Salary Quartile by Receipt of VA Disability Payments

Salary Quartile	Receipt of VA Disability Payments		Row Total
	Yes	No	
Less than \$21,840	12 (85.7%)	2 (14.3%)	14 (100.0%)
\$21,840-\$35,359	67 (90.5)	7 (9.5)	74 (100.0)
\$35,360-\$51,999	61 (83.6)	12 (16.4)	73 (100.0)
Greater than \$51,999	73 (89.0)	9 (11.0)	82 (100.0)

iv. Receipt of non-VA Disability Payments by Salary Quartile

Non-VA Disability Payment Source	Salary Quartile				Row Total
	Less than \$21,840	\$21,840-\$35,359	\$35,360-\$51,999	Greater than \$51,999	
Military Disability	5 (8.9%)	17 (30.4)	15 (26.8)	19 (33.9)	56 (100.0)
Social Security	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)
State, Medicaid, SSI	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
Workers Compensation	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	1 (100.0)
Long-term Disability	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)

v. Management Level

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Middle Management	346	86.9	346	86.9
Senior Management	52	13.1	398	100.0

vi. Sources of Employment Information

Q12: Source of employment information	Use of Source of Employment Information			Row Total
	Yes	No	I Don't Know	
Small Business Administration from the Office of Veterans Business Development	57 (7.2%)	732 (92.0%)	7 (0.9%)	796 (100.0%)
State rehabilitation agency	45 (5.6)	744 (93.5)	7 (0.9%)	796 (100.0%)
State employment agency	278 (34.9)	511 (64.2)	7 (0.9%)	796 (100.0)
Private employment agency	192 (24.1)	597 (75.0)	7 (0.9%)	796 (100.0)
Internet job searches	630 (79.2)	159 (20.0)	7 (0.9%)	796 (100.0)
Newspaper/help-wanted advertisements	435 (54.7)	354 (44.5)	7 (0.9%)	796 (100.0)
Job fairs	289 (36.3)	500 (62.8)	7 (0.9%)	796 (100.0)
College/university or school	158 (19.9)	631 (79.3)	7 (0.9%)	796 (100.0)
Personal/professional contacts/networking	485 (60.9)	304 (38.2)	7 (0.9%)	796 (100.0)
Federal job listings	448 (56.3)	341 (42.8)	7 (0.9%)	796 (100.0)
Job Service/UI/VET Reps	105 (13.2)	684 (85.9)	7 (0.9%)	796 (100.0)

C. Those Employed Part-time

i. Highest Level of Physical Risk in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	7	4.9	7	4.9
1	3	2.1	10	6.9
2	8	5.6	18	12.5
3	8	5.6	26	18.1
4	3	2.1	29	20.1
5	14	9.7	43	29.9
6	14	9.7	57	39.6
7	20	13.9	77	53.5
8	22	15.3	99	68.7
9	8	5.6	107	74.3
10	37	25.7	144	100.0

ii. Highest Level of Mental Stress in Military Occupation on a Scale of 0-10 (with 10 Being Highest)

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.7	1	0.69
2	6	4.2	7	4.86
3	8	5.6	15	10.42
4	3	2.1	18	12.50
5	17	11.8	35	24.31
6	13	9.0	48	33.33
7	22	15.3	70	48.61
8	30	20.8	100	69.44
9	16	11.1	116	80.56
10	28	19.4	144	100.00

iii. Salary Quartile by Receipt of VA Disability Payments

Salary Quartile	Receipt of VA Disability Payments		Row Total
	Yes	No	
Less than \$21,840	15 (88.2%)	2 (11.8%)	17 (100.0%)
\$21,840-\$35,359	4 (100.0)	0 (0.0)	4 (100.0)
\$35,360-\$51,999	1 (100.0)	0 (0.0)	1 (100.0)
Greater than \$51,999	2 (100.0)	0 (0.0)	2 (100.0)

iv. Receipt of non-VA Disability Payments by Salary Quartile

Non-VA Disability Payment Source	Salary Quartile				Row Total
	Less than \$21,840	\$21,840-\$35,359	\$35,360-\$51,999	Greater than \$51,999	
Military Disability	1 (25.0%)	2 (50.0)	0 (0.0)	1 (25.0%)	4 (100.0)
Social Security	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)
State, Medicaid, SSI	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)
Workers Compensation	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)
Long-term Disability	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (100.0)

v. Management Level

	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Middle Management	24	96.0	24	96.0
Senior Management	1	4.0	25	100.0

vi. Sources of Employment Information

Q12: Source of employment information	Use of Source of Employment Information			Row Total
	Yes	No	I Don't Know	
Small Business Administration from the Office of Veterans Business Development	12 (10.6%)	100 (88.5%)	1 (0.9%)	113 (100.0%)
State rehabilitation agency	8 (5.6)	104 (93.5)	1 (0.9%)	113 (100.0%)
State employment agency	37 (32.7)	75 (66.4)	1 (0.9%)	113 (100.0)
Private employment agency	17 (15.0)	95 (84.1)	1 (0.9%)	113 (100.0)
Internet job searches	86 (76.1)	26 (23.0)	1 (0.9%)	113 (100.0)
Newspaper/help-wanted advertisements	72 (63.7)	40 (35.4)	1 (0.9%)	113 (100.0)
Job fairs	33 (29.2)	79 (69.9)	1 (0.9%)	113 (100.0)
College/university or school	38 (33.6)	74 (65.5)	1 (0.9%)	113 (100.0)
Personal/professional contacts/networking	65 (57.5)	47 (41.6)	1 (0.9%)	113 (100.0)
Federal job listings	41 (36.3)	71 (62.8)	1 (0.9%)	113 (100.0)
Job Service/UI/VET Reps	16 (14.2)	96 (85.0)	1 (0.9%)	113 (100.0)

D. Reason No Longer Working at Most Recent Civilian Job (For Those Who Have Worked Since Separation, but Are Currently Unemployed)

	Frequency	Percent
On Layoff	12	0.6
Retirement or Old Age	9	0.5
Childcare Problems	6	0.3
Other Family/Personal Obligations	15	0.8
Own Illness/Disability	17	0.9
Own Injury	3	0.2
School/Training	57	2.9
Discharged/Fired	9	0.5
Employer Sold Business	1	0.1
Job Was Temporary and Ended	24	1.2
Quit to Take Another Job	5	0.3
Slack Work or Business Conditions	3	0.2
Unsatisfactory Work Arrangements	18	0.9
Quit for Some Other Reason	31	1.6
Missing	1731	89.2
Total	1941	100.0

E. Currently Unemployed and Looking for Work

i. Main Reason for Unemployment Since Separation

	Frequency	Percent
Temporarily unable to work because of an illness	2	7.4
Unable to work because of chronic health condition or disability	3	11.1
Retired	1	3.7
Taking care of children/other persons	3	11.1
Going to school	13	48.2
Unable to find work	5	18.5
Total	27	100.0

ii. Reason No Longer Working at Most Recent Civilian Job

	Frequency	Percent
On Layoff	10	8.2
Retirement or Old Age	2	1.6
Childcare Problems	5	4.1
Other Family/Personal Obligations	5	4.1
Own Illness/Disability	8	6.6
Own Injury	3	2.5
School/Training	26	21.3
Discharged/Fired	8	6.6
Job Was Temporary and Ended	15	12.3
Quit to Take Another Job	3	2.5
Slack Work or Business Conditions	2	1.6
Unsatisfactory Work Arrangements	15	12.3
Quit for Some Other Reason	18	14.8
Missing	2	1.6
Total	122	100.0

iii. Sources of Employment Information

Q12: Source of employment information	Use of Employment Information		Row Total
	Yes	No	
Small Business Administration from the Office of Veterans Business Development	13 (8.3%)	143 (91.7%)	156 (100.0%)
State rehabilitation agency	10 (6.4)	146 (93.6)	156 (100.0%)
State employment agency	64 (41.0)	92 (59.0)	156 (100.0)
Private employment agency	55 (35.3)	101 (64.7)	156 (100.0)
Internet job searches	129 (82.7)	27 (17.3)	156 (100.0)
Newspaper/help-wanted advertisements	103 (66.0)	53 (34.0)	156 (100.0)
Job fairs	62 (39.7)	94 (60.3)	156 (100.0)
College/university or school	47 (30.1)	109 (69.9)	156 (100.0)
Personal/professional contacts/networking	93 (59.6)	63 (40.4)	156 (100.0)
Federal job listings	81 (51.9)	75 (48.1)	156 (100.0)
Job Service/UI/VET Reps	27 (17.3)	129 (82.7)	156 (100.0)

F. Currently Unemployed and Not Looking for Work

i. Main Reason for Unemployment Since Separation

	Frequency	Percent
Temporarily unable to work because of an injury	2	2.9
Temporarily unable to work because of an illness	1	1.5
Unable to work because of chronic health condition or disability	17	25.0
Retired	5	7.4
Pregnancy/Childbirth	1	1.5
Taking care of children/other persons	12	17.7
Going to school	26	38.2
Not interested in working	2	2.9
Something Else	2	2.9
Total	68	100.0

ii. Reasons for Unemployment (For Those Who Have Worked Since Separation, but Are Currently Unemployed)

	Frequency	Percent
On Layoff	2	2.3
Retirement or Old Age	7	7.9
Childcare Problems	1	1.1
Other Family/Personal Obligations	10	11.2
Own Illness/Disability	9	10.1
School/Training	31	34.8
Discharged/Fired	1	1.1
Employer Sold Business	1	1.1
Job Was Temporary and Ended	9	10.1
Quit to Take Another Job	1	1.1
Slack Work or Business Conditions	1	1.1
Unsatisfactory Work Arrangements	3	3.4
Quit for Some Other Reason	13	14.6
Total	89	100.0