

POLICY BRIEF | DECEMBER 2021

# Emerging Evidence about Transition Employment Support

*\*This brief is based on insights extracted from research from the Veterans Metrics Initiative funded by the Henry M. Jackson Foundation.*

## FEATURED STUDY - VETERANS METRICS INITIATIVE

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

3-year longitudinal study (public dataset available)

- Coordinated by the Henry M. Jackson Foundation for the Advancement of Military Medicine, Inc.

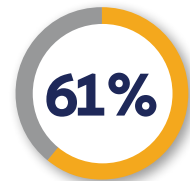
National sample of **9,566 veterans** who completed the survey at Wave 1

- Participants were recruited in the fall of 2016 and assessments were administered at approximately 6-month intervals between November 2016 and May 2019
- **23% response rate** by newly separated U.S. veterans

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

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## VETERAN UNDEREMPLOYMENT FINDINGS THREE YEARS POSTTRANSITION

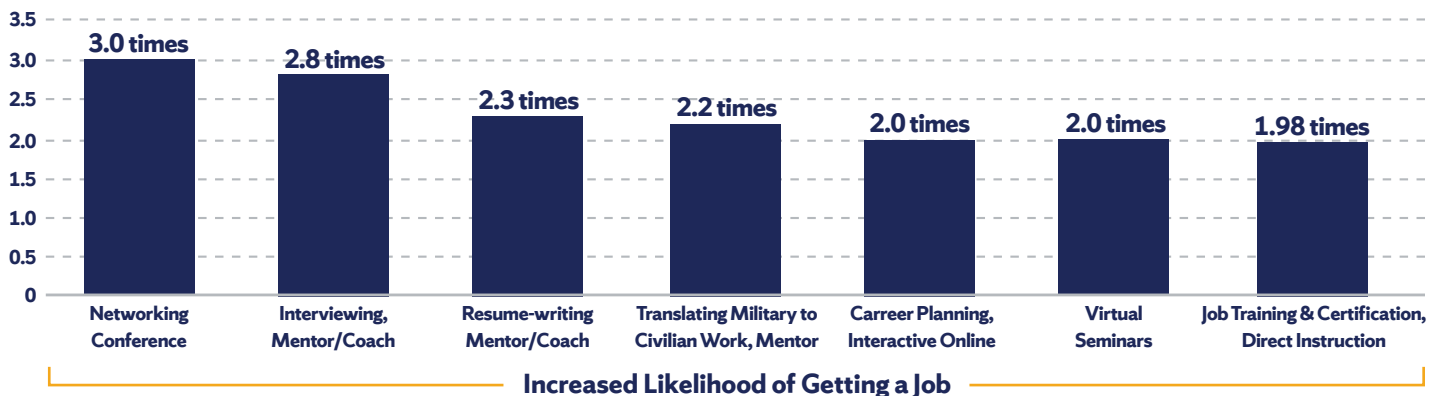


**Underemployed**  
(n = 2,506)



**Not Underemployed**  
(n = 1,601)

## LIKELIHOOD OF IMPROVED EMPLOYMENT OUTCOMES



## ■ WHY THIS IS IMPORTANT:

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

\* GAO report: <https://www.gao.gov/products/gao-20-416>

## ■ CALLS TO ACTION:

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

## MOST COMMONLY UTILIZED COMPONENTS

(n = 1,162)

TOP 5 COMPONENTS:		
RANK	TOPIC	%
1	Career Planning	47%
2	Resume Writing	32%
3	Interviewing	27%
4	Job Board, Search Engine	25%
5	Job Training & Certification	20%

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

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



**3X**

more likely to find a job if they engaged with a mentor/coach for interviewing content



**3X**

more likely to find a job if they used mentor/coach with resume writing content



**2.5X**

more likely to find a job if they used direct instruction and mentors for career planning and exploration

## WHAT IS COVERED UNDER THE TRANSITION ASSISTANCE PROGRAM (TAP)?

- Resume Writing
- Basic Skills Translation
- Basic Career Planning
- Initial Exposure to Entrepreneurship

## WHAT IS NOT COVERED UNDER TAP?

(THIS CONTENT IS PROVIDED BY NONPROFIT PROVIDERS)

- Networking
- Interviewing with a Mentor/Coach
- In-depth Career Planning
- Job Training and Certifications

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