

## Appendix D: General Results\_Section By Section

Results are reported following the order of the survey instrument.

*Screener: ..... Veteran Status and Sex*

Which of the following describes your military status? (Base: 2,114)

- Discharged, separated or retired: ..... 77.8 percent
- Never in the Military: ..... .9 percent
- Currently on active duty: ..... 11.6 percent
- Reserve: ..... 9.1 percent
- Not on active duty: ..... .6 percent

Any answer other than discharged, separated or retired and respondents were exited from the survey.

Are you female? (Base: 1,633)

- Yes: ..... 99.8 percent
- No: ..... .2 percent

An answer other than female exited respondents from the survey.

*You and the Military*

### **Branch of Service/Rank**

In which branch of the service did you serve? (Base: 1,606 )

Respondents were asked about their service in regular services, reserve and guard. Aggregate totals were created for each branch of service and are reported here.

- Total Army: ..... 45.9 percent
- Total Navy: ..... 24.4 percent
- Total Air Force: ..... 22.3 percent
- Total Marine Corps: ..... 9.7 percent
- Total Coast Guard: ..... .9 percent
- Public Health Services: ..... .2 percent
- Other: ..... .2 percent

What was your pay grade when you left the service? (Base: 200)

Commission Officer (O-1 to O-10): .....

Top 3 Pay Grades:

- O-3: ..... 32.5 percent
- O-4: ..... 17.0 percent
- O-5: ..... 21.5 percent

Warrant Officer (W-1 to W-5): ..... (Base: 20)

- W-1: ..... 20 percent
- W-2: ..... 15 percent
- W-3: ..... 45 percent
- W-4: ..... 15 percent
- W-5: ..... 5 percent

Enlisted (E-1 to E-10): ..... (Base: 1,398)

Top 4 Pay Grades:

- E-4: ..... 26.1 percent
- E-5: ..... 25.7 percent
- E-6: ..... 15.7 percent
- E-7: ..... 15.7 percent

### Service History

What was the reason for separation from the military? (Base: 1,599)

- Retired: ..... 34.7 percent
- Completed Contract: ..... 17.6 percent
- Tour of duty ended-honorable discharge: ..... 29.2 percent
- Medical discharge: ..... 10 percent
- Discharged under EO 10240: ..... .1 percent
- Discharged under Public Law No. 103-160: ..... .1 percent
- Prefer not to state reason: ..... 1.8 percent
- Other: ..... 7.8 percent

How many years were you in the military? (Base:1,579 )

Respondents were asked to enter a number. The responses were then aggregated into ranges.

- 2 years or less: ..... 5.4 percent
- 3 – 4 years: ..... 21.6 percent
- 5-9 years: ..... 26.1 percent
- 10-19 years: ..... 12.8 percent
- 20-24 years: ..... 28.1 percent
- 25 years or more: ..... 6 percent

How many years have you been out of the service? (Base:1,581 )

Respondents were asked to enter a number. The responses were then aggregated into ranges.

- 5 years or less: ..... 62.1 percent
- 6-10 years: ..... 14.7 percent
- 11-20 years: ..... 12.2 percent
- 21-25 years: ..... 3.5 percent
- Over 25 years: ..... 6.5 percent

Did you serve in combat/war zone? (Base:1,582 )

- Yes: ..... 37 percent
- No: ..... 63 percent

How old were you when you were discharged, separated or retired from the military? (Base: 1,588 )

Respondents were asked to enter a number. The responses were then aggregated into ranges.

- 20 years or under: ..... 2.5 percent
- 21-24 years: ..... 21.5 percent
- 25-29 years: ..... 23.5 percent
- 30-34 years: ..... 11.9 percent
- 35-39 years: ..... 12.2 percent
- 40-49 years: ..... 24.1 percent
- 50 years or above: ..... 4.1 percent

Were you married at the time you were discharged, separated or retired from the military? (Base: 1,594 )

- Yes: ..... 51.6 percent
- No: ..... 48.4 percent

(If yes) was your spouse also in the military at that time? (Base: 821)

- Yes: ..... 58.6 percent
- No: ..... 41.4 percent

(If yes to “were you married at the time”) are you still married to the same spouse? (Base: 821 )

- Yes: ..... 70.8 percent
- No: ..... 29.2 percent

Did you have a dependent at the time you were discharged, separated or retired from the military? (Base:1,587)

- Yes: ..... 53.2 percent
- No: ..... 46.7 percent

What was the highest level of education you had completed at the time of separation?

(Base: 1,595 )

- Less than high school: ..... None
- High school graduate: ..... 16.2 percent
- Vocational/Technical school: ..... 2.7 percent
- Some college: ..... 38.3 percent
- Associate Degree: ..... 13.9 percent
- 4-Year College Degree: ..... 15.4 percent
- Postgraduate study, no degree: ..... 4.1 percent
- Master’s Degree: ..... 8.6 percent
- Working toward Ph.D.: ..... .4 percent
- Ph.D.: ..... .4 percent

81.1 percent of women veterans responding had completed some college or better.

Were military benefits used to attain this level of education? (Base:1,590)

- Yes: ..... 57.7 percent
- No: ..... 42.3 percent

### **Initial Transition**

Since leaving the military, have you worked for pay as a member of the civilian workforce? (Base: 1,591)

- Yes: ..... 80.9 percent
- No: ..... 19.1 percent

If respondents answered “No,” they skipped to a shortened version of the survey which asked why they had not entered the civilian job market; they were then directed to final section of demographic questions.

Did you begin seeking a civilian job prior to or after your official separation from the military? (Base: 1,153)

Please approximate number of months prior:

**Prior to:** 48.3 percent (Base: 557)

Respondents were asked to enter a number. The responses were then aggregated into ranges.

Women who began

- 1 month or less: ..... 12.4 percent
- 2 months: ..... 18.1 percent
- 3-4 months: ..... 26.8 percent
- 5-6 months: ..... 27.4 percent
- 7-11 months: ..... 6.9 percent
- 12 to 24 months: ..... 6.6 percent
- 2 years or longer: ..... 1.8 percent

The average pre-separation search began 5.4 months prior to separation for those who responded to the survey. Among those women who had worked since leaving the military, those who began their search prior to separation secured a job within 5.3 months of leaving the military which is about four months earlier than women who said they began looking for a job only after leaving the military.<sup>37</sup>

It is recommended that those separating from the military begin preparing for their transition about a year before separation. The TAP Preparation Guide recommends that those leaving the military make an appointment with their Transition Assistance Office at least 180 days prior to separation; by law pre-separation counseling must occur no later than 90 days prior to separation.<sup>38</sup> Only 9.2 percent of women veterans surveyed began to look for a job one year or more before their official separation date.

Please approximate number of months after:

**After:** 51.7 percent (Base: 596)

Respondents were asked to enter a number. The responses were then aggregated into ranges.

Please approximate number of months after:

- 1 month or less: ..... 30.9 percent
- 2 months: ..... 11.5 percent
- 3-4 months: ..... 16.8 percent
- 5-6 months: ..... 13.8 percent
- 7-11 months: ..... 5.9 percent
- 1 to less than two years: ..... 9.9 percent
- 2 years or longer: ..... 11.2 percent

The average post-separation search began 9.3 months after separation for all women veterans surveyed. Among those who began looking for a job after leaving the military and who said they eventually did secure a position, the average time to secure a position was 9.2 months.

Even among the full group of those who began their search after leaving the military, there appears to be a division between those who began looking with at least two months of leaving service (40 percent) and those who waited

<sup>37</sup> The report references only those differences where they were deemed significant based on the results of t-test for the difference between two means or a chi-square distribution and the resulting odds ratios.

<sup>38</sup> (2007) *Preseparation Guide, Transitional Assistance Program*. Retrieved October 2007 from <http://www.transitionassistanceprogram.com/register.tpp>

longer. About 20 percent of these women veterans waited until more than a year out of service to begin their job search.

Anecdotal reports from those who work with women veterans indicate that a number of women veterans are beginning to say that they need a respite after they've left the military and before they re-enter the civilian workforce.<sup>39</sup> Say those who work with them closely, women veterans are returning home and are expected to resume care giving responsibilities immediately before they can even address their own needs.<sup>40</sup>

How long after separating from the military did it take you to secure your first job? Please approximate the number of months: ..... (Base:1,246)

Respondents were asked to enter a number. The responses were then aggregated into ranges.

On average, it took all respondents 7.7 months after separation to secure their first post-military job. Thirty-nine percent of women veterans secured their first job in one month or less.

- Less than one month: ..... 13.6 percent
- 1 month: ..... 24 percent
- 2 months: ..... 9.6 percent
- 3-4 months: ..... 14.4 percent
- 5-6 months: ..... 12.7 percent
- 7-11 months: ..... 8.2 percent
- 1 to less than two years: ..... 10 percent
- 2 years or longer: ..... 7.5 percent

When did you feel you completely adjusted to being in the civilian workforce? (Base:1,268)

- As soon as you were hired for your first civilian job: ..... 21.4 percent
- Not until you had been on the job for some time: ..... 27.6 percent
- You still don't feel completely adjusted: ..... 44.2 percent
- Other: ..... 6.8 percent

Was your post-military job at the same civilian workplace at which you were employed just prior to entering the military/active duty? (Base: 1,259)

- Yes: ..... 6.2 percent
- No: ..... 93.8 percent

As you think about when you needed resources and support to help you shift from the military into the civilian workforce, when do you think having these resources would have been most useful to you? Check all that apply. (Base:1,262)

- Before separation: ..... 70 percent
- Immediately after separation: ..... 41.1 percent
- For an extended period of time after separation: ..... 48.5 percent
- Even after securing your first post-military job: ..... 35 percent
- Other: ..... 4.3 percent

### *Post Military Employment Seeking Experiences*

#### **Post-Military Job Basics**

In what state was your first post-military job located? (Base: 1,241 )

<sup>39</sup> Trowell-Harris, Irene (E-mail) (October 12, 2007). Director, Center for Women Veterans.

<sup>40</sup> Hart, Velma (Interview) (July 2, 2007). National Finance Director of AMVETS.

Top five states only reported here.

- California: ..... 10.6 percent
- Virginia: ..... 10.6 percent
- Texas: ..... 10.5 percent
- Florida: ..... 7.2 percent
- Georgia: ..... 6.4 percent
- North Carolina: ..... 5.4 percent

In what employment sector was your first post-military job? (Base:1,260)

- For profit: ..... 47.3 percent
- Nonprofit: ..... 8.1 percent
- Government, non-military: ..... 19.8 percent
- Military as civilian: ..... 9.3 percent
- Self-employed: ..... 1.8 percent
- Other: ..... 13.7 percent

If respondents answered “self-employed,” they skipped to a shortened version of the survey which asked why they had not entered the civilian job market; they were then directed to final section of demographic questions.

Was your first post-military job full-time or part-time? (Base:1,233)

- Full-time: ..... 78 percent
- Part-time: ..... 22 percent

If respondents answered “part-time,” they skipped to a shortened version of the survey which asked why they opted for a part-time position; they were then directed to final section of demographic questions.

If respondents answered “full-time,” they were asked to complete the sections of the survey starting here with the section described as Job Goals, Aims and Fulfillment through the final demographic section.

Did you seek full-time or part-time? Based on those who responded “part-time” to the prior question. (Base: 271)

- Full-time: ..... 62 percent
- Part-time: ..... 37.6 percent
- Neither/retired: ..... .4 percent

### **Job Goals, Aims and Fulfillment**

When a woman veteran felt her first post-military job exhibited the following characteristics, her responses correlated with a greater likelihood of saying the job was what she was looking for when she left the military.

The job was:

- Something important
- Something challenging
- Something interesting
- A job where you could apply knowledge learned in the military
- Something that gave you confidence in what you could do

Respondents were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

What you wanted (from your first post-military job): ..... (Base: 785 to 805)

- To do something important...True: ..... 68.8 percent (Very True: ..... 50 percent)
- To do something challenging...True: ..... 72.4 percent (Very True: ..... 50.8 percent)
- To do something interesting...True: ..... 80.8 percent (Very True: ..... 58.5 percent)
- A job where you could apply knowledge you learned in the military...True: ..... 64.3 percent (Very True: ..... 46.7 percent)
- A job different from what you did in the military...True: ..... 27.3 percent
- A job that was physically easy...True: ..... 27.8 percent
- A job that was not emotionally stressful...True: ..... 39 percent
- To gain confidence in what you could do...True: ..... 61 percent (Very True: ..... 42.9 percent)
- You wanted to return to the job you had prior to going into active duty...True: ..... 5.4 percent (Not at all true: ..... 77.8 percent)

What you received (from your first post-military job): ..... (Base: 792 to 805)

- Something important...True: ..... 38.8 percent
- Something challenging...True: ..... 41.6 percent
- Something interesting...True: ..... 42.4 percent
- A job where you could apply knowledge you learned in the military...True: ..... 64.7 percent
- A job different from what you did in the military...True: ..... 46.4 percent A job that was physically easy...True: ..... 46.3 percent
- A job that was not emotionally stressful...True: ..... 27.4 percent
- Confidence in what you could do...True: ..... 52.1 percent
- Returned to the job you had prior to going into active duty...True: ..... 7 percent (Not at all True: ..... 81.2 percent)

### **Interview Experiences**

In examining the results of the survey, it appears women veterans that reported encountering positive attitudes towards their military experience from prospective employers during the job search were more likely to have said that their first post-military job was what they had been looking for when they left the military.

When encountering employers in general on their job search, women veterans that reported positive responses to the following statements were also more likely to have reported finding the right job than those who did not:

- You talked a lot about your military career
- Your military experience gave you an advantage in the workplace
- Employers appreciated your service to your country
- Employers valued your military training
- Employers valued the skills you learned in the military

Positive responses by women veterans to the following statements related to their first post-military employer correlated with feeling they had found the job for which they had been looking: .....

- You talked a lot about your military career

Respondents were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

What was the impact of a woman veteran's skills and military experience on her job seeking experience with employers in general with which she interviewed and with her first-post military employer in general? (Paraphrase of actual question.)

For employers, in general, encountered during the job search: ..... (Base: 773 to 780)

- You talked a lot about your military career during your job interview(s)...True: ..... 42.8 percent
- Your military experience gave you an advantage in the workplace...True: ..... 46.6 percent
- Employer(s) appreciated your service to your country...True: ..... 48.8 percent
- Employer(s) valued your military training...True: ..... 45.2 percent
- Employer(s) valued the skills you learned in the military...True: ..... 45.9 percent
- Employer(s) had no opinion about military service...True: ..... 12.2 percent (Not at all True: ..... 40.3 percent)
- Employer(s) dismissed your military service...True: ..... 11.3 percent (Not at all True: ..... 52.5 percent)

For the first post-military employer: ..... (Base:773 to 776)

- You talked a lot about your military career during your job interview(s)...True: ..... 43.7 percent
- Your military experience gave you an advantage in the workplace...True: ..... 46.6 percent
- Employer(s) appreciated your service to your country...True: ..... 48.5 percent
- Employer(s) valued your military training...True: ..... 45.9 percent
- Employer(s) valued the skills you learned in the military...True: ..... 47.5 percent
- Employer(s) had no opinion about military service...True: ..... 10.6 percent (Not at all True: ..... 46.3 percent)
- Employer(s) dismissed your military service...True: ..... 6.1 percent (Not at all True: ..... 55.4 percent)

### **Skill Readiness**

The skill categories used in this section are adapted from the Secretary's Commission on Achieving Necessary Skills (SCANS Report for America: 2000) Report which listed skills and attributes identified by employers as critical to the success of entry-level/incoming employees. Women veterans consistently scored themselves high in each category intimating that they felt prepared to meet the skills-based demands of the civilian workforce when leaving the military.

A high proportion of women veterans surveyed expressed confidence in their job skills. Further analysis of the data indicated that women veterans that expressed higher levels of confidence in certain job skills were more likely than those expressing less confidence to have said that their first post-military job was what they had been looking for when they left the military<sup>41</sup>. Confidence in some concrete and highly transferable skills was associated with those who had felt they'd found the right job.

When women veterans expressed confidence in the following skill sets, they were more likely than those who did not to have said they had found the right job: .....

- Ability to locate, understand and interpret written information
- Ability to communicate effectively with co-workers
- Useful computer skills
- Ability to think creatively
- Decision-making abilities
- Ability to recognize and solve problems
- Ability to learn on the job
- Ability to use reason to uncover rules and principles of job
- A sense of responsibility

<sup>41</sup> This section refers only to data about women veterans who had indicated they had secured a paid position since leaving the military.

## WWSOII: Women Veterans in Transition

- A sense of self-esteem
- Ability to demonstrate friendliness
- Ability to set and achieve goals

Respondents were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

When you left the military, you felt for your first post-military that you possessed (an ability to: ..... (Base: 739 to 767)

- Locate, understand and interpret written information... Very True: ..... 69.7 percent
- Accurately communicate thoughts, ideas, information and messages in writing... Very True: ..... 65 percent
- Use math skills in job-related tasks such as budgeting, interpreting graphs, etc. . . Very True: ..... 44.5 percent
- Allocate and manage resources well... Very True: ..... 55.6 percent
- Communicate effectively with your supervisors and colleagues... Very True: ..... 60.6 percent
- Learn about and use any office technology... Very True: ..... 70.4 percent
- Useful computer skills... Very True: ..... 63.3 percent
- Think creatively, to combine ideas and information in new ways... Very True: ..... 62.3 percent
- Decision-making abilities... Very True: ..... 64.6 percent
- Recognize problems and then define and implement solutions... Very True: ..... 64 percent
- Learn on the job and to apply and adapt new knowledge to changing situations... Very True: ..... 66.3 percent
- Use reason to uncover the rules and principles applied on the job... Very True: ..... 58.3 percent
- Use your “mind’s eye” to organize and process symbols, graphs, pictures... Very True: ..... 50.4 percent
- A sense of responsibility... Very True: ..... 72.6 percent
- A positive self-esteem... Very True: ..... 61.2 percent
- An ability to demonstrate friendliness, adaptability, empathy and politeness to customers and colleagues... Very True: ..... 67.2 percent
- Set and achieve realistic and well-defined personal goals... Very True: ..... 58.8 percent
- Honesty and integrity... Very True: ..... 82.6 percent
- Work well on a team... Very True: ..... 76.6 percent
- Work with men and women and with a variety of ethnic, social, religious or educational backgrounds... Very True: ..... 81.2 percent
- Exercise leadership appropriately... Very True: ..... 68.4 percent
- Conflict resolution and negotiating skills... Very True: ..... 58.5 percent

### *Job Search Services/Activities*

#### **General**

Respondents were asked to score their responses from 1 to 7 where one was “not at all useful” and seven was “very useful.” In reporting their responses, “True” percentages reflect the total of responses scored from six to seven, “very useful.” (Four marked the mid-range as “somewhat useful.”) Respondents also had the option of indicating Not Sure/Not applicable or Not Used. On those occasions when survey participants responded strongly with high instances of seven, “very useful,” or one, “not at all useful,” or “not used,” these responses are highlighted.

Indicate the usefulness of each career transition support resource used in the job hunt. (Base: 452 to 734)

## WWSOII: Women Veterans in Transition

- Transition Assistance Program...Useful: ..... 36.1 percent (Very Useful: ..... 27.2 percent; Not Used 17.1 percent)
- Veteran – focused job search services (i.e. HireVetsFirst, RecruitMilitary, Bradley-Morris, Inc., Corporate Gray)...Useful: ..... 19.2 percent (Not Used: ..... 32.6 percent)
- Women-focused job search services...Useful: ..... 4.4 percent (Not Used: ..... 59.1 percent)
- General job search services...Useful: ..... 28.1 percent (Not Used: ..... 15.9 percent)
- Job search services through local veterans organizations...Useful: ..... 13 percent (Not Used: ..... 44.9 percent)
- An informal network of other veterans ...Useful: ..... 19.7 percent (Not Used: ..... 37.4 percent)
- Your network of personal friends and family to ...Useful: ..... 37.2 percent (Not Used: ..... 19.6 percent)
- Contacts you made prior to entering the military...Useful: ..... 11 percent (Not Used: ..... 44.5 percent)
- Civilian contacts made as part of your military service...Useful: ..... 21.8 percent (Not Used: ..... 36.2 percent)
- Not applicable, you returned to your pre-military employer: ..... Not at all Useful: ..... 23.4 percent (Not Used: ..... 49.6 percent)

Indicate the usefulness of each career transition activity used in the job hunt. (Base: 615 to 723)

- Working with a mentor...Useful: ..... 12 percent (Not Used: ..... 62.6 percent)
- Going to job fairs...Useful: ..... 19.1 percent (Not Used: ..... 32.3 percent)
- Taking classes in job search related skills (i.e. resume writing)...Useful: ..... 27.1 percent (Not Used: ..... 39 percent)
- Using online resources in job search related skills (i.e. resume writers)... Useful: ..... 39.5 percent (Not Used: ..... 24.6 percent)
- Hiring a head hunter... Useful: ..... 8.1 percent (67.3 percent)
- Posting your resume online...Useful: ..... 37 percent (Not Used: ..... 21.3 percent)
- Taking classes to improve job-specific skills...Useful: ..... 20.6 percent (Not Used: ..... 52.6 percent)
- Not applicable, you returned to your pre-military employer: ..... Not at all Useful: ..... 12.8 percent (Not Used: ..... 61.1 percent)

### Memberships

Civilian job hunters are often encouraged to join or make use of business, social or professional networks to help them find jobs. Survey participants were asked if they joined any veteran, professional or women's organizations to help them find their first post-military job. Overwhelmingly, women veterans that participated in this survey said they did not join any such organizations in order to find a job (**93.7 percent**). Additional questions within this section were designed to ascertain which organizations respondents joined and the usefulness of membership services to those job seekers. Given the extremely small response rate, the usefulness of this information is in question and responses to these questions are not being included in this initial report.

Did you join a veteran's, professional or women's organization to help you find your first post-military job? (Base: 734)

- Yes: ..... 6.3 percent
- No: ..... 93.7 percent

First Post-Military Employment Experiences

**Job Experiences**

As women veterans answered questions about their first post-military job experience attitude-related aspects of their first full-time job experience seemed to correlate with whether or not veterans felt that their first full-time post-military job was what they had been looking for when they first left the military.<sup>42</sup>

For example, those who said they felt their military experience was appreciated by their co-workers were three times as likely as other to say the job was what they had been looking for.<sup>43</sup> The likelihood of feeling their first post-military job was what they were looking for was also correlated with: .....

- Feeling it was exactly like the job they had done in the military
- Thinking in military terms being seen as a help on the job
- Feeling that military experience was NOT an obstacle on the job
- Having an easier time communicating with colleagues
- Feeling they did not have problems with civilian workplace culture

Respondents were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

The following questions concern your feelings about your first post-military job. You felt: ..... (Base:771-722)

- That the job was just what you were looking for when you first left the military...True: ..... 23.9 percent (Not at all True: ..... 34.4 percent)
- This job was exactly what you did in the military...True: ..... 14.4 percent (Not at all True: ..... 51 percent)
- Well-prepared for the demands of this job...True: ..... 62.5 percent (Very True: ..... 44 percent)
- That compared to what you did in the military, this job was easy...True: ..... 52.7 percent (Very True: ..... 42.1 percent)
- That being able to think in military terms helped you in this job...True: ..... 44.5 percent
- This job required very different skills than the ones you learned in the military...True: ..... 23.7 percent (Not at all True: ..... 28.1 percent)
- That having military experience was an obstacle as far as this job was concerned...True: ..... 7.2 percent (Not at all True: ..... 66.4 percent)
- Your co-workers appreciated your military background...True: ..... 38.9 percent
- You had an easy time calling your civilian managers by their first names...True: ..... 35.9 percent
- You had an easy time communicating with your colleagues...True: ..... 52.2 percent
- You worked better under pressure than your non-military co-workers...True: ..... 59 percent (Very True: ..... 42.7 percent)
- That you had problems with the workplace culture in the civilian world...True: ..... 19.2 percent (Not at all True: ..... 36.6 percent)
- That military experience neither helped nor hindered you on this job...True: ..... 14.2 percent (Not at all True: ..... 43.9 percent)

<sup>42</sup> This section refers to data about women veterans who had indicated they had secured a paid position since leaving the military.

<sup>43</sup> The report references only those differences where they were deemed significant based on the results of t-test for the difference between two means or a chi-square distribution and the resulting odds ratios.

### Importance and Receipt of Benefits

Respondents were asked to score their responses about the importance of certain benefits from one to seven where one was “not at all important” and seven was “very important.” In reporting their responses, “true” percentages reflect the total of responses scored from six to seven, “very important.” (Four marked the mid-range as “somewhat important.”) On those occasions when survey participants responded strongly with high instances of seven, “very important,” or one, “not at all important,” these responses are also highlighted.

Women veterans were also asked a follow-up question about benefits to ascertain if they received the benefits that they valued.

Indicate how important it was to receive the following benefits from your first post-military job. (Base:766 to 774)

Did you receive this benefit in your first post-military job? (Base: ..... 772 to 777)

- Paid vacations...Very Important: ..... 59.9 percent  
Yes/Received: ..... 75.5 percent
- Child care coverage/reimbursement...Important: ..... 26.3 percent  
Yes/Received: ..... 9.7 percent
- Retirement plan...Very Important: ..... 53.7 percent  
Yes/Received: ..... 62.4 percent
- Family leave...Very Important: ..... 44.9 percent  
Yes/Received: ..... 48.4 percent
- Health insurance coverage...Very Important: ..... 56.3 percent  
Yes/Received: ..... 71.3 percent
- Dental insurance coverage...Very Important: ..... 57.2 percent  
Yes/Received: ..... 67.3 percent
- Flexible work schedule...Very Important: ..... 41 percent  
Yes/Received: ..... 47.2 percent
- Job sharing...Important: ..... 18.4 percent  
Yes/Received: ..... 14.2 percent
- Opportunities for advancement...Very Important: ..... 63.9 percent  
Yes/Received: ..... 51.5 percent
- Help with relocation costs...Important: ..... 33.1 percent  
Yes/Received: ..... 11.1 percent
- Training/professional development...Very Important: ..... 55.7 percent  
Yes/Received: ..... 54.4 percent
- Fair compensation with male counterpart...Very Important: ..... 72.3 percent  
Yes/Received: ..... 50.5 percent

#### *Part-time Job Overview*

Respondents who replied that their first post-military job was part-time were asked the following series of questions regarding their decision to take a part-time job.

Women veterans were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

Indicate how true each of the following statements is regarding your decision to take a part-time job. (Base: 255 to 259)

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- You were interested only in a part-time job... True: ..... 22.8 percent (Not at all True: ..... 54.9 percent)
- You have not found a full-time position to apply for... True: ..... 22.2 percent (Not at all True: ..... 53.7 percent)
- You have not found a full-time position that you wanted... True: ..... 24.2 percent (Not at all True: ..... 45.3 percent)
- You needed the money so you took a part-time job... True: ..... 63.2 percent (Very True: ..... 56.9 percent; Not at all True: ..... 17.3 percent)
- You were completely retired from the paid workforce... True: ..... 6.2 percent (Not at all True: ..... 87.9 percent)
- You are still seeking a full-time position... True: ..... 37.2 percent (Not at all True: ..... 41.6 percent)
- You are no longer seeking a full-time position... True: ..... 27 percent (Not at all True: ..... 52.1 percent)
- You are the primary caregiver for your children and care giving obligations keep you from taking a full-time position... True: ..... 10.3 percent (Not at all True: ..... 72.9 percent)
- You are the primary caregiver for an elderly or ill relative and care giving obligations keep you from taking a full-time position... True: ..... 2.4 percent (Not at all True: ..... 91.7 percent)
- You find that potential employers do not value your service to your country... True: ..... 35.4 percent
- You find that military training did not prepare you for the civilian work marketplace... True: ..... 28 percent
- You are seeking to return to military service... True: ..... 6.3 percent (Not at all True: ..... 68.2 percent)
- A physical disability keeps you from seeking a full-time position... True: ..... 9.2 percent (Not at all True: ..... 74.7 percent)
- A mental or emotional disability keeps you from seeking a full-time position... True: ..... 7 percent (Not at all True: ..... 83.6 percent)

If a physical disability keeps you from seeking a full-time position, was it incurred while in the service? (Base: 263)

- Yes: ..... 19.8 percent
- No: ..... 7.2 percent
- Does not apply: ..... 73 percent

If a mental or emotional disability keeps you from seeking a full-time position, was it incurred while in service? (Base 265)

- Yes: ..... 11.7 percent
- No: ..... 6.4 percent
- Does not apply: ..... 81.9 percent

### *Non-Traditional Job or Unemployed*

Respondents who replied that they had either not worked for pay since leaving the military or were self-employed were asked the following series of questions regarding their experiences since leaving the military.

Women veterans were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

Indicate how true each of the following statements is regarding your decision to not enter the civilian workforce or to be self-employed. (Base: 307 to 314)

- You are actively seeking a civilian job... Very True: ..... 53.1 percent
- You are seeking a return to military service... True: ..... 5.2 percent (Not at all True: ..... 77.8 percent)
- You are taking time off between military service and a civilian job... True: ..... 17.5 percent

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- (Not at all True: ..... 47.9 percent)
- You retired from the military and had no interest in a civilian job...True: ..... 3.5 percent  
(Not at all True: ..... 84.1 percent)
- You are interested in volunteer or pro bono work...True: ..... 12.1 percent  
(Not at all True: ..... 46.2 percent)
- You own your business/self-employed...True: ..... 9.7 percent (Not at all True: ..... 79.3 percent)
- You were completely retired from the paid workforce...True: ..... 5.7 percent  
(Not at all True: ..... 88.6 percent)
- You are a stay-at-home parent...True: ..... 21.2 percent (Not at all True: ..... 61.5 percent)
- You are the primary caregiver for an elderly or ill relative...True: ..... 3.5 percent  
(Not at all True: ..... 91.8 percent)
- You are attending school or college...True: ..... 36.1 percent (Not at all True: ..... 47.5 percent)
- You are coping with a physical disability which hinders your ability to job search...True: ..... 10.1 percent
- You are coping with an emotional or mental disability which hinders your ability to job search...  
True: ..... 7.7 percent
- You are deciding what to do next in your life...True: ..... 31 percent

If coping with a physical disability hinders your ability to job search, was it incurred while in service? (Base: 310)

- Yes: ..... 25.5 percent
- No: ..... 8.1 percent
- Does not apply: ..... 66.4 percent

If coping with an emotional or mental disability hinders your ability to job search, was it incurred while in service?  
(Base: 310)

- Yes: ..... 19.9 percent
- No: ..... 8.0 percent
- Does not apply: ..... 72.1 percent

### *Life Since the Military*

When examining the data as it related to women veterans who had secured a paid position since leaving the military veterans, those who had expressed more positive feelings about their post-military life were also more likely to have said their first post-military position was what they had been looking for when they left the military. Those who responded positively to the following (paraphrased) statements were more likely to have said they found the right first post-military job:

- You feel like you are free to decide how to live your life
- You really like the people you interact with
- People tell you are good at what you do
- You get along with people
- People in your life care about you
- Most days you feel a sense of accomplishment
- You feel you can be yourself
- People are friendly toward you

Conversely, women veterans who said they missed the military life were only two-thirds as likely as others to say their first post-military job was what they had wanted when they left the military.

The general responses below reflect the total responses from all women veterans that completed the survey including those who had worked part-time since leaving the military, were self-employed or had not worked for pay since leaving the military.

## WWSOII: Women Veterans in Transition

Respondents were asked to score their responses from one to seven where one was “not at all true” and seven was “very true.” In reporting their responses, the “True” percentages reflect the total of responses scored for six and seven, “very true.” (Four marks the mid-way point as “somewhat true.”) On those occasions when survey participants responded strongly, with high instances of seven, “very true,” or one, “not at all true,” these responses are highlighted.

Indicate how true the following statements are regarding how has your life turned out since leaving the military. (Base: 1,392 to 1,410)

- You feel like you are free to decide for yourself how to live your life...True: ..... 67.3 percent (Very True: ..... 54.5 percent)
- You really like the people you interact with...True: ..... 56.4 percent
- You feel pressured in your life...True: ..... 27.7 percent
- People you know tell you that you are good at what you do...True: ..... 75 percent (Very True: ..... 52 percent)
- You get along with people you come in contact with...True: ..... 79 percent (Very True: ..... 50 percent)
- People in your life care about you...True: ..... 79.8 percent (Very True: ..... 59.2 percent)
- Most days you feel a sense of accomplishment from what you do...True: ..... 51.5 percent
- You feel like you can pretty much be yourself in your daily situations...True: ..... 65 percent (Very True: ..... 43.7 percent)
- People are generally pretty friendly with you...True: ..... 76.3 percent (Very True: ..... 47 percent)
- You miss the military life...True: ..... 41 percent

### Current Demographics

This section outlines the current demographics for all respondents at the time of the survey (April 27, 2007 to July 31, 2007) including those who indicated their first post-military jobs were full-time, part-time or self-employment as well as those who have indicated that had not worked for pay since separating from the military.

Do you live within 100 miles of a military base? (Base: 1,416 )

- Yes: ..... 85.5 percent
- No: ..... 14.5 percent

Are you involved in any organizations or associations associated with the military (i.e. volunteer, member)? (Base: 1,414 )

- Yes: ..... 34.7 percent
- No: ..... 65.3 percent

What is your age? (Base: 1,422)

- 25 or under: ..... 10.3 percent
- 26-30: ..... 15.9 percent
- 31-35: ..... 10.9 percent
- 36-40: ..... 11 percent
- 41-45: ..... 18.6 percent
- 46-50: ..... 15.6 percent
- 51-55: ..... 11.3 percent
- 56-60: ..... 4.1 percent
- 66 and above: ..... 1.4 percent

What is your race/ethnicity? (Base: 1,413)

- Black/Non-Hispanic: ..... 29.8 percent
- White/Non-Hispanic: ..... 54.3 percent

## WWSOII: Women Veterans in Transition

- Hispanic: ..... 9.1 percent
- Asian/Pacific Islander: ..... 2.5 percent
- Alaskan Native/Inuit: ..... .1 percent
- Native American: ..... 1.2 percent
- Other: ..... 3 percent

Do you have a disability? (Answer all that apply) (Base: 1,388 )

- Physical disability: ..... 38.3 percent
- Mental disability: ..... 10.7 percent
- Other disability: ..... 8.3 percent
- Do not have a disability: ..... 53.5 percent

(If yes, had a disability,) was the disability incurred, related to your military service? (Base:645)

- Yes: ..... 94.9 percent
- No: ..... 5.1 percent

Are you? (Base:1,419)

- Married/Living with a partner: ..... 52.3 percent
- Single: ..... 21.7 percent
- Divorced/Separated: ..... 24.6 percent
- Widow: ..... 1.4 percent

How many dependents do you currently have? (Base:1,398)

- One or more: ..... 57.2 percent
- None: ..... 42.8 percent
  - One: ..... 25.8 percent
  - Two: ..... 19.8 percent
  - Three: ..... 8.4 percent
  - Four: ..... 2.3 percent
  - Five or more: ..... .9 percent

Average: ..... 1.1 dependents

Currently, what is the highest level of education you have completed? (Base: 1,418)

- Less than high school: ..... None:
- High school graduate: ..... 5.9 percent
- Vocational/Technical school: ..... 3.0 percent
- Some college: ..... 30.9 percent
- Associate Degree: ..... 15.8 percent
- 4-year college degree; 20.8 percent
- Postgraduate study, no degree: ..... 7.5 percent
- Master's degree: ..... 13.4 percent
- Working toward Ph.D.: ..... 1.4 percent
- Ph.D.: ..... 1.3 percent

91.1 percent achieved some college or better.

Were veterans benefits used to acquire this level of education? (Base: 1,410)

- Yes: ..... 60.4 percent
- No: ..... 39.6 percent

In what type of area do you currently live? (Base:1,415 )

- Rural: ..... 21.1 percent
- Suburban: ..... 53.4 percent
- Urban: ..... 22.3 percent
- Other: ..... 3.2 percent

In what sector are you currently employed? (Base: 1,405)

- For profit: ..... 27.4 percent
- Nonprofit: ..... 5.6 percent
- Government, non-military: ..... 20 percent
- Military as civilian: ..... 7.5 percent
- Self-employed:4.2 percent
- Retired: ..... 7.3 percent
- Other: ..... 6 percent
- School/University: ..... 1.6 percent (write-in response)
- Unemployed: ..... 15.6 percent (write-in response)
- Disabled, not working: ..... 1 percent (write-in response)
- Student: ..... 2.2 percent (write-in response)
- Homemaker: ..... 1.6 percent (write-in response)

What is your current personal income (not including others in your family)? (Base: 1,387)

Average salary: ..... \$39,740

- Less than 15,000: ..... 21.5 percent
- 15,000 - 19,999: ..... 8.3 percent
- 20,000 – 29,999: ..... 16.3 percent
- 30,000 – 39,999: ..... 16 percent
- 40,000 - 49,999: ..... 11.2 percent
- 50,000- 59,999: ..... 8.3 percent
- 60,000-69,999: ..... 5.8 percent
- 70,000 – 79,999: ..... 7.3 percent
- 80,000-89,999: ..... 2.7 percent
- 90,000-99,999: ..... 1.6 percent
- 100,000-149,999: ..... 3.1 percent
- 150,000 or more: ..... .9 percent

What percent of your total household income does your income comprise? (Base: 1,394)

For 52.3 percent of respondents, their personal income comprises more than 50 percent of their household income.

- 0 percent: ..... 10.7 percent
- 1-10 percent: ..... 7.6 percent
- 11-25 percent: ..... 8.5 percent
- 26-50 percent: ..... 20.9 percent
- 51-75 percent: ..... 14.8 percent
- 76-100 percent: ..... 37.5 percent

In what state do you currently live? If outside the U.S., in which country?

The top five responses only are listed in these results. (Base:1,401)

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- Texas: ..... 12.2 percent
- California: ..... 10.8 percent
- Virginia: ..... 9.4 percent
- Florida: ..... 8.6 percent
- Georgia: ..... 7.9 percent

With which political party do you identify?

- Democrat: ..... 38 percent
- Independent: ..... 9.8 percent
- Republican: ..... 25.6 percent
- None: ..... 24.4 percent
- Other: ..... 2.2 percent

### *Comments—General Categories*

Would you like to participate in focus groups or interviews as part of the study? (Base: 1,397)

- Yes: ..... 64.1 percent
- No: ..... 35.9 percent

Recommended other women veterans to take the study: ..... (Base: 1,388)

- Yes: ..... 14.8 percent
- No: ..... 85.2 percent

Over 770 women veterans submitted personal comments about their experiences in transferring to the military to the civilian workforce. Examples of their comments are interspersed throughout this report. These comments will be compiled into a subsequent report.



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