



U.S. Department of Veterans Affairs
Office of Transition and Economic Development (TED)

2021 Post-Separation Transition Assistance Program (PSTAP) Assessment Technical Appendices

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Submitted by:

Economic Systems Inc. (Prime Contractor)

3120 Fairview Park Drive, Suite 500

Falls Church, VA 22042

703.642.5225

www.econsys.com

and

Westat, Inc. (Subcontractor)

1600 Research Boulevard

Rockville, MD 20850

301.251.1500

www.westat.com

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APPENDIX A. GLOSSARY

CRS	DoD's Career Readiness Standards
DHS	U.S. Department of Homeland Security
DoD	U.S. Department of Defense
DOL	U.S. Department of Labor
ED	U.S. Department of Education
GAO	U.S. Government Accountability Office
GPS	Transition Goals, Plans, Success
NDAA	National Defense Authorization Act
NRBA	Non-response bias analysis
OPM	U.S. Office of Personal Management
PMWG	TAP Interagency Performance Management Workgroup
PSTAP	Post-Separation Transition Assistance Program
SBA	U.S. Small Business Administration
TAP	Transition Assistance Program
TSMs	Transitioning Service Members
VA	U.S. Department of Veterans Affairs
VADIR	VA Department of Defense Identity Repository



2021 VA Post-Separation Transition Assistance Program (TAP) Longitudinal Survey

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Thinking back on the time when you were planning your separation from the military, the first series of questions are about the training you may have received under what is called the Transition Assistance Program, or "TAP." The TAP curriculum is comprised of several modules (or tracks or classes). The following sections address important aspects of your life experiences over the past 12 months. We want to track how your perceptions of TAP have changed over time as well as understand what role it has played in you achieving your long-term transition goals. Please use Blue or Black Pen.

1. To what extent do you agree or disagree with each of the following statements about the VA TAP Benefits and Services briefings?

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
a. Overall, the VA TAP Benefits and Services briefings were beneficial in helping me gain the information and skills I needed to prepare me for my post-military life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Overall, the courses provided the information I needed for a seamless transition to post-military life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Overall, I continue to use what I learned from the VA TAP Benefits and Services briefings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The information provided during the VA TAP Benefits and Services briefings courses continues to assist me in my transition to civilian employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. How knowledgeable are you about the process needed to:

	Not knowledgeable at all	Not very knowledgeable	Moderately knowledgeable	Very knowledgeable	Extremely knowledgeable	Not Applicable
a. Apply for VA benefits?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Prepare for changes in my economic situation after service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prepare for changes in my personal life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Avoid potential homelessness?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Apply for VA Health Care?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Obtain mental health counseling or assistance?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



3. In the last 12 months, have you applied for these VA benefits, or do you plan to apply in the future?

	No	Yes, I applied in the last 12 months	Yes, I plan to apply	Did not know about this benefit	Not sure
a. VA Disability Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. VA Education (e.g, post 9/11 GI Bill, Montgomery Bill, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. VA Life Insurance (e.g., Veterans' Group Life Insurance)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. VA Home Loans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. VA Veteran Readiness and Employment (formerly known as Vocational Rehabilitation and Employment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. VA Health Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. In the past 12 months, how useful was the information you received during the VA TAP Benefits and Services briefings?

- Not useful at all
- Not very useful
- Neutral
- Somewhat useful
- Extremely useful
- Not Applicable

To help us determine how we can better serve Veterans and transitioning Servicemembers, these next sections will be asking about some key life areas over the last 12 months. In this section, we would like to know more about your employment situation.

5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life?

	Extremely challenging	Very challenging	Moderately challenging	A little challenging	Not at all challenging	Not Applicable	Prefer not to answer
a. Managing my expectations about the salary earned in a civilian job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Knowing the steps in conducting a job search.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Understanding how my military experiences translate to civilian job requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Adapting to differences between military and civilian workforce cultures, norms, and behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Interacting with civilians who are not familiar with the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Working with civilians who share different values from me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



6. **What is your current employment status?** *Mark the answer that best describes your current employment*

- Self-employed
- Work for a business, non-profit, or government agency (not self-employed)
- Not employed - pursuing education/training → **SKIP TO Q19**
- Not employed - Retired and not pursuing further employment → **SKIP TO Q19**
- Not employed - I want to work but cannot find a job → **SKIP TO Q17**
- Not employed - I am currently taking time off (greater than 6 months) → **SKIP TO Q19**
- Not employed - Other Reason *Please specify:* → **SKIP TO Q19**
- Prefer not to answer

7. **Please describe your current employment:** *Mark the ONE answer that best describes your current employment*

- I work full-time (without an additional part-time job)
- I work full-time, and have an additional part-time job
- I don't have a full-time job, I work part-time by choice
- I work part-time at one job, but would like full-time employment
- I work part-time at more than one job, but would like full-time employment

8. **Are you currently working in a permanent position or one that is temporary or seasonal?** *Mark one answer*

- Permanent
- Temporary or Seasonal

9. **Do you currently work more than one job?**

- Yes
- No → **SKIP TO Q11**

10. **Why do you work more than one job?** *Mark all that apply*

- By choice
- Could not find a full-time job
- Because one job did not provide enough for myself and/or my family

11. **In the last 12 months, did you receive a promotion or raise with your current employer?** *Mark all that apply*

- Promotion
- Raise
- Did not receive a promotion or raise

12. **How well does your current job match with the skills you have built through your military service?**

- Does not match skillset
- Does not match skillset because I wanted to pursue a different line of work
- Slightly matches
- Somewhat matches
- Considerably matches
- Completely matches my skillset

13. During the last 12 months, have you engaged in any entrepreneurial activities? *Mark one answer*

- Yes, I own my own company and have employees excluding myself
- Yes, I have a side-business/hobby I use to supplement my income
- Yes, I have taken tangible steps to start a business during the last 12 months (by myself or with others)
- No

14. In the last 12 months, were you let go or laid off from a job?

- Yes, was let go or laid off from a job
- No

15. In the last 12 months, have you quit or resigned from a job?

- Yes, I quit or resigned from a job
- No → SKIP TO Q17

16. Please rank your top three reasons you quit or resigned: *Please rank up to three reasons for quitting or resigning by placing a 1, 2, and 3 in the boxes below with one being the primary or most important reason for resigning.*

- | | |
|---|--|
| <input type="checkbox"/> Higher pay | <input type="checkbox"/> Better training and educational opportunities |
| <input type="checkbox"/> Better fit for my skills and abilities | <input type="checkbox"/> Better hours |
| <input type="checkbox"/> Want a permanent position | <input type="checkbox"/> Want more hours/full-time position |
| <input type="checkbox"/> Job satisfaction/better work environment | <input type="checkbox"/> More opportunities for advancement |
| <input type="checkbox"/> Something more interesting | <input type="checkbox"/> Shorter commute |
| <input type="checkbox"/> More flexible schedule | <input type="checkbox"/> Prefer not to answer |

17. Are you actively looking for a new job? *Mark one answer*

- Yes
- No → SKIP TO Q19

18. What are the primary reasons you are looking for another job? *Please rank up to three reasons you are looking for another job by placing a 1, 2, and 3 in the boxes below with one being the primary or most important reason.*

- | | |
|---|--|
| <input type="checkbox"/> Higher pay | <input type="checkbox"/> Better training and educational opportunities |
| <input type="checkbox"/> Better fit for my skills and abilities | <input type="checkbox"/> Better hours |
| <input type="checkbox"/> Want a permanent position | <input type="checkbox"/> Want more hours/full-time position |
| <input type="checkbox"/> Job satisfaction/better work environment | <input type="checkbox"/> More opportunities for advancement |
| <input type="checkbox"/> Something more interesting | <input type="checkbox"/> Shorter commute |
| <input type="checkbox"/> More flexible schedule | <input type="checkbox"/> Prefer not to answer |

19. In the past 12 months, have you enrolled, registered, or established a profile or online account with any of the following? *Mark all that apply*

	Enrolled/ registered in the past 12 months	Enrolled/ registered prior to past 12 months	Used services in the past 12 months	Used services prior to past 12 months	Never used	Not Applicable
a. VA Health Care System (e.g., myHealthVet.gov)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Department of Labor's American Job Center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. VA Benefits Website (e.g., eBenefits)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Commercial job site (e.g., Indeed, LinkedIn, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. USAJOBS (federal employment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. In the past 12 months, did you use any of these resources to assist in obtaining employment? *Mark all that apply*

- USAJOBS (e.g., federal jobs)
- VA Veteran Readiness and Employment (formerly known as Vocational Rehabilitation and Employment)
- Department of Labor's American Job Center
- U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track
- Commercial job site (e.g., Indeed, LinkedIn, etc.)
- Private or non-profit sector (e.g., applying directly, through a recruiter, Veteran hiring initiative, etc.)
- Other *Please specify:*
- None

Education and training are an important part of your success in civilian life. We would like to know about the changes you have made to your education status over the past 12 months.

21. In the past 12 months, did you engage in any education and/or training programs? *Mark all that apply*

- Education at a college or university, full-time
- Education at a college or university, part-time
- Technical or vocational training/obtain license or certificate, full-time
- Technical or vocational training/obtain license or certificate, part-time
- Other *Please specify:*
- No → **SKIP TO Q27**

22. In the past 12 months, have you engaged in an apprenticeship or internship program? *Mark all that apply*

- Yes, apprenticeship
- Yes, internship
- No

23. In the past 12 months, have you obtained any new degrees or certifications?

- Yes
- No → **SKIP TO Q25**

24. Please select all degrees and certifications you have obtained in the last 12 months. Mark all that apply

- | | |
|--|--|
| <input type="checkbox"/> Trade/technical school certification/degree | <input type="checkbox"/> Master's degree (e.g., MA, MS, MSW, MBA) |
| <input type="checkbox"/> Apprenticeship certification | <input type="checkbox"/> Professional degree (e.g., MD, DDS, DVM, LLB, JD) |
| <input type="checkbox"/> Associate degree (e.g., AA, AS) | <input type="checkbox"/> Doctorate degree (e.g., PhD, EdD) |
| <input type="checkbox"/> 4-year college degree (e.g., BA, AB, BS) | <input type="checkbox"/> Prefer not to answer |

25. Please rank the methods you are using to pay for your education/training: For each method used, please rank the selections beginning with 1 for the primary method.

- Student Loans
- GI Bill
- Working part-time or full-time
- Scholarship
- Money from other sources (e.g., parents, relatives, savings, etc.)
- Other (e.g., VR&E, Target Foundation, etc.)
- Prefer not to answer

26. If you did not choose GI Bill above, why did you not use your GI Bill to pay for your education? Mark all that apply

- Transfer to another beneficiary
- Saving it for future educational purposes
- Have used all of my funds/eligibility
- Did not know about GI Bill
- Other *Please specify:*
- Not applicable

27. Does your current level of education allow you to pursue your career goals?

- Yes
- No

28. Does your current level of education allow you to meet your personal salary goals?

- Yes
- No

Two very important life areas that impact your overall transition are your health and relationships since your transition. The next set of questions will help us determine if your needs are being met in your civilian life and how we can better prepare Servicemembers during TAP.

29. Do you have an ongoing physical health condition, illness, or disability (e.g., high blood pressure, pain)?

- Yes
- No → SKIP TO Q32

30. Did you develop this condition within the last 12 months?

- Yes
- No

31. Are you currently seeking treatment for your physical health condition(s)?

- Yes
- No

32. Do you have an ongoing mental/emotional health condition, illness, or disability (e.g., depression, anxiety)?

- Yes
- No → SKIP TO Q35

33. Did you develop this condition within the last 12 months?

- Yes
- No

34. Are you currently seeking treatment for your mental/emotional health condition(s)?

- Yes
- No

35. Select all of the healthcare resources in which you are currently enrolled? *Mark all that apply*

- | | |
|---|---|
| <ul style="list-style-type: none"> <input type="checkbox"/> Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union) <input type="checkbox"/> A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.) <input type="checkbox"/> TRICARE | <ul style="list-style-type: none"> <input type="checkbox"/> VA <input type="checkbox"/> Medicaid <input type="checkbox"/> Medicare <input type="checkbox"/> Other government assisted health plan <input type="checkbox"/> Something else <i>Please specify:</i>
<input style="width: 250px; height: 15px;" type="text"/> <input type="checkbox"/> Prefer not to answer |
|---|---|

36. Of the healthcare resources selected above, please select your one primary source of healthcare.

- | | |
|---|---|
| <ul style="list-style-type: none"> <input type="checkbox"/> Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union) <input type="checkbox"/> A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.) <input type="checkbox"/> TRICARE | <ul style="list-style-type: none"> <input type="checkbox"/> VA <input type="checkbox"/> Medicaid <input type="checkbox"/> Medicare <input type="checkbox"/> Other government assisted health plan <input type="checkbox"/> Something else <i>Please specify:</i>
<input style="width: 250px; height: 15px;" type="text"/> <input type="checkbox"/> Prefer not to answer |
|---|---|

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37. Over the last 3 months, how satisfied have you been with:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. Your physical health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your emotional/mental health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your health care?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. What is your marital status? Mark one answer

- Living with a domestic partner → SKIP TO Q40 Separated
 Never married Divorced
 Married—first and only marriage → SKIP TO Q40 Widowed
 Married—second or later marriage → SKIP TO Q40 Prefer not to answer

39. Are you currently in a romantic relationship? Mark one answer

- Currently in a relationship
 Not currently in a relationship
 Prefer not to answer

40. Are you a parent or have you served in a parenting role during the past three months (including both your own biological children and other children for whom you have parenting responsibilities)? Mark one answer

- Yes
 No
 Prefer not to answer

41. FAMILY: Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc.

	None	One	Two	Three or Four	Five to Eight	Nine or more	Prefer not to answer
a. How many relatives do you see or hear from at least once a month?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How many relatives do you feel comfortable with talking about private matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How many relatives do you feel close to such that you could call on them for help?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

42. FRIENDSHIPS: Considering all of your friends including those who live in your neighborhood:

	None	One	Two	Three or Four	Five to Eight	Nine or more	Prefer not to answer
a. How many friends do you see or hear from at least once a month?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How many friends do you feel comfortable with talking about private matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How many friends do you feel close to such that you could call on them for help?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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43. Please tell us a little about your connection with others

	Never	Hardly ever	Some of the time	Often
a. How often do you feel that you lack companionship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How often do you feel left out?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How often do you feel isolated from others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The final area we'd like to ask you about is your financial situation. VA wants to understand whether TAP services can be enhanced to help improve the long-term financial outcomes for Servicemembers. If you are not sure how to answer some of these questions, please take your best guess.

44. Are you able to pay for all necessary expenses each month, such as mortgage/rent, debt payments, and groceries?

- Yes
- No

45. Does your household have at least 3 months of your typical expenses set aside in case of an unexpected financial event?

- Yes
- No

46. Does your household have the insurance coverage you and/or your family would need if an unexpected financial event were to occur (e.g., disability insurance, property insurance, and/or life insurance)?

- Yes
- No

47. Has your household begun to set aside money for retirement?

- Yes
- No

48. Is your household more than one month behind on any debt payments (e.g., mortgage or credit card)?

Mark one answer

- No, my household is not more than one month behind in debt payments
- Yes, my household is over one month behind in debt payments
- Not applicable - my household does not have any debt
- Prefer not to answer

49. What is your current living situation? Mark one answer

- Rent an apartment, house, or room
 Own an apartment or house
 Live with a friend or relative and not paying rent
 Live in a dormitory at school
 Live in a medical or assisted living facility, such as a hospital or rehab center
 Live in transitional housing (e.g., a halfway house)
 Live in a car, on the street, or in a homeless shelter
 Somewhere else *Please specify:*

 Prefer not to answer

50. Are you currently concerned that you will lose your housing and be unable to find stable alternative housing?

Mark one answer

- Yes
 No
 Prefer not to answer

51. Please mark expected annual income range, including salary, as well as any retirement income such as your military retirement, any disability payments, real estate income, and any other sources of income, before taxes are taken out. If you are not sure, please make your best guess.

Income range	YOUR Annual Income	HOUSEHOLD
		Include all sources of income from all earners in your household. If you do not have other sources of income, and you are the only earner, this may be the same as your income.
Less than \$25,000	<input type="checkbox"/>	<input type="checkbox"/>
\$25,000 - \$40,000	<input type="checkbox"/>	<input type="checkbox"/>
\$40,001 - \$70,000	<input type="checkbox"/>	<input type="checkbox"/>
\$70,001 - \$100,000	<input type="checkbox"/>	<input type="checkbox"/>
\$100,001 - \$130,000	<input type="checkbox"/>	<input type="checkbox"/>
\$130,001 - \$160,000	<input type="checkbox"/>	<input type="checkbox"/>
Greater than \$160,000	<input type="checkbox"/>	<input type="checkbox"/>
Prefer not to answer	<input type="checkbox"/>	<input type="checkbox"/>

52. How many people are supported by your HOUSEHOLD income, including yourself, your significant other (if you have one), and anyone else partially or fully supported by this income whether or not they live with you?

- people
 Prefer not to answer

53. During the past 12 months, did you receive unemployment compensation?

- Yes
 No → SKIP TO Q55

54. How many weeks of unemployment did you receive?

- weeks

55. The following questions ask how **satisfied** you feel, on a scale from zero to 10. Zero means you feel no satisfaction at all and 10 means you feel completely satisfied.

	No satisfaction at all										Completely satisfied		Prefer not to answer
	0	1	2	3	4	5	6	7	8	9	10		
a. Thinking about your own life and personal circumstances, how satisfied are you with your life as a whole ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How satisfied are you with your quality of life ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How satisfied are you with your health ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. How satisfied are you with your personal relationships ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How satisfied are you with feeling part of your community ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. How satisfied are you with your future security ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

56. Thinking back to your transition process, is there anything else that VA could have done then or could be doing now to help you after your service?

57. In order to contact you for additional follow-on surveys, we want to make sure we have your most up to date email address. What is your primary email address?

Email address:

I do not have an email address

Thank you for completing this survey.

APPENDIX C. NONRESPONSE BIAS ANALYSIS REPORT

INTRODUCTION

The PSTAP Assessment is designed to determine whether there are meaningful differences in outcomes between transitioning Service members who did or did not receive Transition Assistance Program (TAP) training. The Longitudinal Survey was administered to a subset of respondents to the 2019 Cross-Sectional survey who agreed to be contacted for follow-up surveys. This survey focuses on long-term outcomes of TAP.

Given the expected size of the population of interest and relatively low assumed response rates, it was necessary to take a census in order to achieve the desired power for each survey. For the Longitudinal survey, all 2019 respondents who agreed to participate were surveyed. No sampling was performed.

The 2021 Longitudinal survey was based on the 2019 population and the 6-month cohort from the 2020 population, and included 2,484 responding cases. The 2019 PSTAP population contained 165,201 eligible cases with 4,834 responding cases analyzed for the 2019 Final Report, for a final response rate of 2.93%. The 2020 PSTAP 6-month cohort contained 38,037 eligible cases with 5,133 responding cases, for a final response rate of 27.42%. Details on the Longitudinal response rates by cohort are presented in Table 1 below.

Table 1: Population by Cohort, Longitudinal Survey

Cohort	All cases	Eligible cases	2019 Respondents	2020 Respondents	2021 Respondents	Response rate among base year respondents	Overall RR among likely eligible cases
2019 6 month	41,797	41,792	1,047	430	352	33.62%	0.85%
2019 12 month	58,360	58,351	1,794	657	518	28.87%	0.89%
2019 3 year	65,079	65,058	1,993	789	673	33.77%	1.05%
2019 Total	165,236	165,201	4,834	1,876	1,543	31.92%	0.94%
2020 6 month	38,058	38,037	-	5,133	941	18.33%	2.48%

Source: 2021 and 2020 Longitudinal Surveys and 2019 Cross-Sectional Survey

Note that the higher response rate among the 2020 PSTAP respondents, combined with year-over-year attrition in the 2019 sample, means that a large portion of the Longitudinal survey responses (37.9%) come from the 2020 PSTAP 6-month cohort (L4).

Nonresponse bias occurs when respondents to surveys differ from nonrespondents in characteristics that correlate with the outcome statistics, and such differences are not corrected through weighting adjustments. The potential impact of nonresponse bias is directly related to the response rate; the lower the response rate, the greater the potential impact. However, because the potential for nonresponse bias also depends on the differences between the full population of interest and respondents, it is possible to mitigate nonresponse bias by using nonresponse adjustments (weighting).

Ideally, we would be able to assess the potential for nonresponse bias on the survey outcomes directly. However, this is not possible because survey outcomes are only observed for respondents. Therefore we assume that characteristics observable via auxiliary frame variables, such as branch of service, grade, and race, are reasonable proxies for survey outcome variables. In Section 2, we examine the unweighted distributions of auxiliary variables available for all Service members to assess the potential for nonresponse bias. Because the Longitudinal survey has two stages of nonresponse (initial nonresponse in 2019 or 2020, and also attrition among those who responded in 2019 and/or 2020 but were nonrespondents in 2020 and/or 2021), both stages are investigated. In Section 3, we show how the potential for bias is mitigated by use of the nonresponse weights.

COMPARISON OF UNWEIGHTED DESCRIPTIVE STATISTICS

The most straightforward method of assessing whether responding cases are different than the population as a whole is by comparing descriptive statistics. Since survey data and survey weights are only available for survey respondents, this comparison is limited to administrative data only, unweighted to facilitate direct comparisons between the two groups.

The distributions of categorical variables such as cohort, grade, and race are presented in Table 2, while the respective distributions of the continuous variables age and length of services are presented in Table 3.

For the Longitudinal survey, we see some larger differences, exacerbated by the low response rates. For example, 34% of the initial population are Reserve Members, but this group only comprises just under 22% of the 2021 respondents. As compared to the initial population, 2021 respondents are more likely to be active duty (49% population vs. 58% of respondents), in the Air Force (18% population vs. 25% of respondents), white (74% vs. 77%), be on the VOW eligible list (58% vs. 69%), and be in a higher grade. Table 3 also shows that in each survey round, respondents are older with longer service lengths, on average, than the full population.

Table 1A. Distribution of Cohorts, Longitudinal Survey: Full Population vs. Respondents Only

Cohort	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp Rate*	Overall Resp Rate
1	41,797	20.56	430	6.13	352	14.17	81.86	0.84
2	58,360	28.71	657	9.37	518	20.85	78.84	0.89
3	65,079	32.01	789	11.26	673	27.09	85.30	1.03
4	38,058	18.72	5,133	73.23	941	37.88	18.33	2.47

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2B. Distribution of Component, Longitudinal Survey: Full Population vs. Respondents Only

Component	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp Rate*	Overall Resp Rate
Active-Duty Member	100,448	49.41	4,230	60.35	1,453	58.49	34.35	1.45
National Guard Member	25,353	12.47	789	11.26	278	11.19	35.23	1.10
Reserve Member	68,794	33.84	1,461	20.84	538	21.66	36.82	0.78
Reserve Retiree	8,699	4.28	529	7.55	215	8.66	40.64	2.47

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2C. Distribution of Grade, Longitudinal Survey: Full Population vs. Respondents Only

Grade	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
CAD	1	0.00	0	0.00	0	0.00	-	0.00
E-1	5,977	2.94	60	0.86	10	0.40	16.67	0.17
E-2	4,841	2.38	55	0.78	13	0.52	23.64	0.27
E-3	14,916	7.34	185	2.64	36	1.45	19.46	0.24
E-4	68,536	33.71	1,249	17.82	282	11.35	22.58	0.41
E-5	43,457	21.38	1,219	17.39	336	13.53	27.56	0.77
E-6	15,934	7.84	771	11.00	266	10.71	34.50	1.67
E-7	12,529	6.16	864	12.33	321	12.92	37.15	2.56
E-8	5,443	2.68	503	7.18	218	8.78	43.34	4.01
E-9	2,353	1.16	292	4.17	117	4.71	40.07	4.97
O-1	3,650	1.80	15	0.21	7	0.28	46.67	0.19
O-2	1,344	0.66	39	0.56	11	0.44	28.21	0.82
O-3	9,101	4.48	402	5.74	190	7.65	47.26	2.09
O-4	5,258	2.59	368	5.25	176	7.09	47.83	3.35
O-5	4,763	2.34	438	6.25	225	9.06	51.37	4.72
O-6	2,763	1.36	349	4.98	199	8.01	57.02	7.20
O-7	88	0.04	13	0.19	7	0.28	53.85	7.95
O-8	77	0.04	11	0.16	3	0.12	27.27	3.90
O-9	29	0.01	2	0.03	2	0.08	100.00	6.90
Missing	1,994	0.98	174	2.48	65	2.62	37.36	3.26

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2D. Distribution of Service Branch, Longitudinal Survey: Full Population vs. Respondents Only

Service Branch	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
Air Force	36,970	18.19	1,744	24.88	632	25.44	36.24	1.71
Army	94,735	46.60	2,987	42.62	1,063	42.79	35.59	1.12

Service Branch	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
Coast Guard	2,964	1.46	121	1.73	46	1.85	38.02	1.55
Marine Corps	35,493	17.46	876	12.50	249	10.02	28.42	0.70
Navy	32,875	16.17	1,255	17.91	486	19.57	38.73	1.48
Unknown	257	0.13	26	0.37	8	0.32	30.77	3.11

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2E. Distribution of Race, Longitudinal Survey: Full Population vs. Respondents Only

Race	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
Am Indian/ Alaskan Native	2,682	1.32	85	1.21	26	1.05	30.59	0.97
Asian/Pacific Islander	9,227	4.54	374	5.34	120	4.83	32.09	1.30
Black/African American	29,992	14.75	993	14.17	300	12.08	30.21	1.00
Unknown	11,435	5.62	453	6.46	130	5.23	28.70	1.14
White	149,958	73.76	5,104	72.82	1,908	76.81	37.38	1.27

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2F. Distribution of Census Region, Longitudinal Survey: Full Population vs. Respondents Only

Census Region	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
Continental	38,704	19.04	1,405	20.05	185	7.45	13.17	0.48
Northeast	48,651	23.93	1,597	22.78	216	8.70	13.53	0.44
Other	4,285	2.11	46	0.66	5	0.20	10.87	0.12
Pacific	45,944	22.60	1,530	21.83	213	8.57	13.92	0.46
Southeast	65,710	32.32	2,431	34.68	322	12.96	13.25	0.49
Unknown	-	-	-	-	-	1,543	62.12	-

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 2G. Distribution of TAP Eligible, Longitudinal Survey: Full Population vs. Respondents Only

TAP Eligible	Pop N	Pop %	2020 Resp N	2020 Resp %	2021 Resp N	2021 Resp %	2021 Resp rate*	Overall Resp rate
Yes	117,441	57.77	4,996	71.28	1,706	68.68	34.15	1.45
No	85,853	42.23	2,013	28.72	778	31.32	38.65	0.91

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*Denominator is 2020 respondents.

Table 3. Distribution of continuous variables, Longitudinal survey: full population vs. respondents only

	Age - Full population	Age - 2020 respondents only	Age - 2021 respondents only	LOS - Full population	LOS - 2020 respondents only	LOS - 2021 respondents only
Minimum	18	19	21	61	62	66
Lower Qu.	29	29	44	1,248	2,079	2,159
Median	35	38	59	1,826	4,670	5,268
Mean (SE)	40.64 (0.03)	40.14 (0.18)	52.34 (0.23)	2,927.15 (5.80)	4,753.03 (52.24)	5,432.32 (70.76)

	Age - Full population	Age - 2020 respondents only	Age - 2021 respondents only	LOS - Full population	LOS - 2020 respondents only	LOS - 2021 respondents only
Upper Qu.	55	49	61	3,651	7,328	8,108
Maximum	94	72	74	25,380	17,757	17,757

Source: 2021 and 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*LOS is Length of service (days)

This is reflected in the response rates by group as well. For the Longitudinal survey, the overall response rate is 1.22%, but again we see variation by group. Response rates are higher among the 2020 6-month cohort (2.47%), Service members with grade O-6 (7.20%), and Reserve Retirees (2.47%), and lower among the Marine Corps (0.66%), and Service members with grades O-1, E-1, E-2, and E-3 (0.27% or less). Similar chi-square tests of association were run between response status and each variable in Table 3; most p-values were again less than 0.0001, except for VA region (p=0.007) and race (p=0.001).

This is evidence of strong associations between response status and each of these characteristics in both surveys. Without adjusting for nonresponse, therefore, there is a risk of nonresponse bias due to differential nonresponse among groups (such as grade) that may be related to survey outcomes.

COMPARISON OF DESCRIPTIVE STATISTICS AFTER WEIGHTING

The nonresponse adjustment weights were produced by first using a classification tree, which was run to determine which variables were most strongly predictive of response status; that is, which variables or combinations of variables showed the greatest variation in response rates¹. The initial nonresponse adjustment cells were formed by crossing grade (two-level), length of service (four-level), VA region (four-level), and separation reason (two-level). This resulted in 40 initial cells for the Longitudinal survey weights. However, many of these cells were very small or empty because of rare combinations (e.g., lower grades with 20+ years of service). After collapsing of small cells, the final nonresponse adjustments used 34 cells and 51 cells, respectively. These nonresponse adjusted weights were post-stratified to the respective cohort population totals to produce the final weights. This is the same general procedure used for the 2019 and 2020 PSTAP Assessments.

Tables 4 and 5 below show that the distributions of most auxiliary variables are substantially improved by the use of nonresponse weights. Most of the large relative

¹ The classification tree was run using PROC HPSPLIT in SAS 9.4, using the entropy criterion to grow the tree and cost-complexity as the pruning rule. The tree was also limited to a depth of 4 levels to limit the number of complex interactions identified.

differences remaining in the tables are related to very small population sample sizes, where even a small absolute change in a proportion results in a large relative change. The medians and means of age and length of service are also very close to the population statistics after weighting. This suggests that the nonresponse weights are successful in reducing the potential for nonresponse bias; possibly slightly less so for the Longitudinal survey after multiple waves of nonresponse.

Table 4A: Distribution of Cohort, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Cohort	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
1	41,797	20.56	14.17	31.08%	20.56	1.39	0.00%
2	58,360	28.71	20.85	27.36%	28.71	1.48	0.00%
3	65,079	32.01	27.09	15.37%	32.01	1.44	0.00%
4	38,058	18.72	37.88	-102.36%	18.72	0.88	0.00%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table 4B. Distribution of Component, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Component	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
Active Duty Member	100,448	49.41	58.49	-18.39%	47.64	1.53	3.58%
National Guard Member	25,353	12.47	11.19	10.26%	8.35	0.76	33.03%
Reserve Member	68,794	33.84	21.66	36.00%	35.69	1.61	-5.47%
Reserve Retiree	8,699	4.28	8.66	-102.27%	8.31	0.74	-94.31%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table 4C. Distribution of Grade, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Grade	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
CAD ^a	1	0.00	0.00	100.00%	-	-	
E-1	5,977	2.94	0.40	86.31%	1.14	0.39	61.36%
E-2	4,841	2.38	0.52	78.02%	1.27	0.42	46.48%
E-3	14,916	7.34	1.45	80.25%	2.89	0.54	60.55%
E-4	68,536	33.71	11.35	66.33%	29.70	1.60	11.91%
E-5	43,457	21.38	13.53	36.72%	31.19	1.57	45.90%
E-6	15,934	7.84	10.71	-36.62%	5.44	0.40	30.59%
E-7	12,529	6.16	12.92	-109.68%	5.04	0.36	18.21%
E-8	5,443	2.68	8.78	-227.79%	3.42	0.28	27.62%
E-9	2,353	1.16	4.71	-306.95%	1.59	0.17	37.47%

Grade	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
O-1	3,650	1.80	0.28	84.30%	0.99	0.41	44.65%
O-2	1,344	0.66	0.44	33.02%	1.19	0.40	79.68%
O-3	9,101	4.48	7.65	-70.86%	4.64	0.39	-3.74%
O-4	5,258	2.59	7.09	-173.95%	3.65	0.32	41.18%
O-5	4,763	2.34	9.06	-286.61%	4.16	0.33	77.57%
O-6	2,763	1.36	8.01	-489.45%	3.46	0.29	54.69%
O-7	88	0.04	0.28	-551.01%	0.12	0.05	74.22%
O-8	77	0.04	0.12	-218.86%	0.07	0.04	75.31%
O-9	29	0.01	0.08	-464.42%	0.04	0.03	50.26%
Missing	1,994	0.98	2.62	-166.78%	-	-	

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

^a CAD refers to a cadet or midshipman from the Service Academies

Table 4D. Distribution of Service Branch, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Service Branch	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
Air Force	36,970	18.19	25.44	-39.91%	20.40	1.18	12.19%
Army	94,735	46.60	42.79	8.17%	45.67	1.55	1.99%
Coast Guard	2,964	1.46	1.85	-27.01%	1.45	0.31	0.70%
Marine Corps	35,493	17.46	10.02	42.58%	13.61	1.14	22.02%
Navy	32,875	16.17	19.57	-20.99%	18.68	1.18	15.53%
Unknown	257	0.13	0.32	-154.76%	0.18	0.07	44.44%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table 4E. Distribution of Race, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Race	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
American Indian/ Alaskan Native	2,682	1.32	1.05	20.66%	1.26	0.37	4.21%
Asian/Pacific Islander	9,227	4.54	4.83	-6.44%	5.64	0.75	-24.28%
Black/African American	29,992	14.75	12.08	18.14%	11.26	0.93	23.67%
Unknown	11,435	5.62	5.23	6.96%	4.25	0.57	24.51%
White	149,958	73.76	76.81	-4.13%	77.59	1.27	-5.18%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table 4F. Distribution of TAP Eligible, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

TAP Eligible	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
Yes	117,441	57.77	68.68	-18.89%	57.77	1.58	0.00%
No	85,853	42.23	31.32	25.84%	42.23	1.58	0.00%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table 5. Distribution of continuous variables, full population vs. respondents only

	Age - Full pop	Age- Unwtd resps	Age - Wtd resps	LOS* - Full pop	LOS - Unwtd resps	LOS - Wtd resps
Median	35	59	39	1,826	5,268	2,018
Mean (SE)	40.64 (0.03)	52.34 (0.23)	44.17 (0.41)	2,927.15 (5.80)	5,432.32 (70.76)	3,128 (62.60)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

*LOS is Length of service (days).

However, weighting based on auxiliary variables is only successful in mitigating nonresponse bias if the auxiliary variables are also associated with survey outcomes of interest.

To verify this, we looked at two survey variables among respondents. For the Longitudinal survey, we examined:

Q6, What is your current employment status? (collapsed to Yes/No)

Q7, Please describe your current employment (collapsed to full-time vs. part-time).

Chi-squared tests of association between Q6 and each categorical auxiliary variable examined in the tables above resulted in p-values less than 0.01 for all variables, except for the tests between Q6 and military service branch (p=0.0216), race (p=0.0217), and VOW status (p=0.0525). Chi-squared tests run on Q7 and the same set of variables resulted in a statistically significant association for only grade (p=0.0002) and race (p=0.0404). T-tests showed significant differences in average age by both Q6 and Q7, but not by length of service.

Overall, this is moderate evidence of an association between the auxiliary variables used in nonresponse adjustments and survey outcomes of interest for each survey. Therefore, the nonresponse adjusted weights are likely to be effective in reducing nonresponse bias.

An important caveat is that these analyses were only performed for the auxiliary variables available and for two survey outcomes per survey; nonresponse bias may exist for other survey outcomes, and/or auxiliary variables that were not available for all cases on the frame.

APPENDIX D. LONGITUDINAL SURVEY DEMOGRAPHIC TABLES

Table D1. Demographic Characteristics of 2021 Longitudinal Study Universe and Survey Respondents - Race

Race	Study Universe L1 %	Study Universe L2 %	Study Universe L3%	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
American Indian/Alaskan Native	1.1	1.3	1.6	1.2	0.1	1.3	2.2	0.8
Asian or Pacific Islander	4.6	4.7	4.3	4.7	9.9	3.6	3.5	7.8
Black/African American	14.6	14.6	14.9	15.0	9.0	11.2	10.5	15.3
Unknown	4.6	5.3	5.1	6.8	4.6	2.8	4.2	6.2
White	74.8	74.1	74.1	71.5	76.4	81.1	79.7	69.9
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Note: Percentage (%) is weighted for Survey Respondents; N is unweighted.

Table D2. Demographic Characteristics of 2020 Longitudinal Study Universe and Survey Respondents – Gender

Gender	Study Universe L1 %	Study Universe L2 %	Study Universe L3%	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
Female	16.4	16.6	16.3	17.1	19.0	23.0	22.8	22.6
Male	83.4	83.4	83.6	82.9	81.0	77.0	77.2	77.4
N/A	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Note: Percentage (%) is weighted for Survey Respondents; N is unweighted

Table D3. Demographic Characteristics of 2020 Longitudinal Study Universe and Survey Respondents – Military Service Branch

Military Service Branch	Study Universe L1 %	Study Universe L2 %	Study Universe L3 %	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
Air Force	18.9	18.3	16.4	20.4	18.8	18.6	18.6	24.7
Army	50.5	45.2	45.7	45.9	51.8	47.7	47.7	42.2
Coast Guard	0.7	1.8	2.0	1.0	0.4	2.0	2.1	0.6
Marine Corps	17.2	17.9	17.8	16.5	16.5	13.1	10.2	17.0
Navy	12.6	16.7	18.0	16.1	11.6	18.6	25.2	15.4
Unknown	0.2	0.1	0.1	0.1	0.8	0.0	0.0	0.1
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Note: Percentage (%) is weighted for Survey Respondents; N is unweighted

Table D4. Demographic Characteristics of 2020 Longitudinal Survey Invitees and Survey Respondents – Military Component

Military Component	Study Universe L1 %	Study Universe L2 %	Study Universe L3 %	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
Active Duty Member	46.0	48.9	51.1	51.1	40.1	44.2	50.9	55.6
National Guard Member	14.5	12.0	11.5	12.7	12.2	6.4	7.8	8.0
Reserve Member	35.8	34.9	33.0	31.5	40.0	40.2	31.5	31.2
Reserve Retiree	3.7	4.2	4.5	4.7	7.7	9.1	9.8	5.2
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
 Note: Percentage (%) is weighted for Survey Respondents; N is unweighted

Table D5. Demographic Characteristics of 2020 Longitudinal Survey Invitees and Survey Respondents – Pay Grade

Pay Grade	Study Universe L1 %	Study Universe L2 %	Study Universe L3 %	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
E-1 to E-3	10.7	11.0	15.9	11.8	3.6	2.4	6.8	8.5
E-4 to E-6	67.4	62.4	59.9	64.0	65.3	63.3	63.6	69.4
E-7 to E-9	10.4	10.1	8.9	11.4	12.1	9.4	9.0	9.5
O-1 and above	9.4	12.8	12.1	10.9	17.6	22.1	18.5	11.1
Other	1.2	1.3	0.8	1.2	1.3	2.9	2.2	1.5
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
 Note: Percentage (%) is weighted for Survey Respondents; N is unweighted

Table D6. Demographic Characteristics of 2020 Longitudinal Survey Invitees and Survey Respondents - Age

Average Age	Study Universe L1 %	Study Universe L2 %	Study Universe L3 %	Study Universe L4 %	Survey Resp. L1 %	Survey Resp. L2 %	Survey Resp. L3 %	Survey Resp. L4 %
	33.6	34.0	34.8	32.5	34.2	34.9	37.0	35.4
Total Respondents (N)	(41,797)	(58,360)	(65,079)	(38,058)	(352)	(518)	(673)	(941)

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
 Note: Percentage (%) is weighted for Survey Respondents; N is unweighted

APPENDIX E. LONGITUDINAL SURVEY DATA

This section provides detailed responses for almost all survey questions in the 2021 Longitudinal Survey. The surveys questions omitted in this section are questions 56 and 57. Question 56 is a write-in question. The analysis of these questions can be found in Appendix F. Question 57 asks Veterans to provide updated contact information to be reached for future surveys.

Question 1A. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Only Veterans who took TAP)

Overall, the VA TAP Benefits and Services briefings were beneficial in helping me gain the information and skills I needed to prepare me for my post-military life.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Strongly disagree	3.1%	8	6.5%	19	7.3%	23	6.4%	40
Disagree	18.9%	27	11.6%	35	15.8%	37	9.5%	57
Neither agree nor disagree	11.4%	25	13.7%	46	15.7%	70	14.8%	81
Agree	45.6%	110	48.0%	170	36.6%	178	42.0%	310
Strongly agree	20.3%	68	18.6%	93	23.6%	111	26.1%	227
Subtotal		238		363		419		715
Data Unavailable		114		155		254		226
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 1B. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Veterans Who Participated in TAP)

Overall, the courses provided the information I needed for a seamless transition to post-military life.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Strongly disagree	4.2%	8	5.8%	18	11.1%	30	6.8%	46
Disagree	22.1%	35	15.7%	59	17.1%	54	14.3%	86
Neither agree nor disagree	15.9%	38	18.8%	54	21.4%	86	18.3%	110
Agree	40.8%	101	42.6%	169	32.9%	167	41.7%	314
Strongly agree	16.9%	56	15.9%	64	16.9%	82	18.2%	159
Subtotal		238		364		419		715
Data Unavailable		114		154		254		226
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 1C. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Veterans Who Participated in TAP)

Overall, I continue to use what I learned from the VA TAP Benefits and Services briefings.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Strongly disagree	5.2%	9	9.5%	25	10.6%	34	7.6%	46
Disagree	22.3%	47	15.3%	54	26.2%	81	18.1%	103
Neither agree nor disagree	26.1%	49	23.5%	84	19.7%	82	18.1%	129
Agree	29.2%	81	35.1%	136	27.5%	154	37.4%	282
Strongly agree	17.3%	52	13.4%	58	15.1%	65	17.4%	151
Subtotal		238		363		419		711
Data Unavailable		114		155		254		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 1D. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Veterans Who Participated in TAP)

The information provided during the VA TAP Benefits and Services briefings courses continues to assist me in my transition to civilian employment.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Strongly disagree	5.9%	13	7.5%	26	11.5%	45	8.8%	52
Disagree	21.2%	43	23.2%	70	22.8%	78	20.2%	118
Neither agree nor disagree	25.0%	51	20.9%	78	23.7%	106	17.3%	142
Agree	29.5%	81	33.1%	120	24.7%	123	34.1%	241
Strongly agree	17.6%	43	11.0%	51	14.4%	63	18.0%	137
Subtotal		231		345		405		690
Data Unavailable		121		173		268		251
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2A. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Apply for VA benefits	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	2.4%	4	4.2%	9	8.2%	15	5.1%	25
Not very knowledgeable	10.9%	14	10.4%	29	11.4%	39	12.9%	77
Moderately knowledgeable	46.9%	101	43.4%	154	36.7%	180	40.1%	272
Very knowledgeable	25.6%	77	26.7%	114	27.5%	118	27.0%	234
Extremely knowledgeable	14.2%	42	14.3%	58	15.2%	68	13.8%	106
Subtotal		238		364		419		714
Data Unavailable		114		154		260		227
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2B. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Prepare for changes in my economic situation after service	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	0.5%	2	5.0%	8	4.4%	9	5.0%	25
Not very knowledgeable	10.4%	15	10.8%	27	13.2%	34	13.7%	65
Moderately knowledgeable	32.8%	72	33.5%	114	33.0%	114	32.4%	230
Very knowledgeable	30.9%	92	31.0%	133	29.9%	160	33.1%	273
Extremely knowledgeable	22.7%	53	19.3%	82	18.5%	97	14.1%	122
Subtotal		234		364		414		715
Data Unavailable		118		153		259		226
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2C. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Prepare for changes in my personal life	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	2.2%	5	5.0%	8	5.2%	14	5.0%	26
Not very knowledgeable	16.9%	23	10.3%	24	12.1%	36	15.1%	79
Moderately knowledgeable	19.5%	60	35.2%	129	34.0%	121	29.7%	207
Very knowledgeable	38.0%	97	30.2%	128	30.1%	148	31.0%	266
Extremely knowledgeable	23.0%	51	18.1%	74	18.0%	100	17.6%	135
Subtotal		238		363		419		713
Data Unavailable		114		154		254		
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2D. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Avoid potential homelessness	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	5.6%	12	2.4%	8	7.5%	16	4.5%	26
Not very knowledgeable	8.6%	13	13.5%	25	9.5%	24	11.4%	51
Moderately knowledgeable	21.2%	38	16.2%	58	19.8%	60	21.0%	120
Very knowledgeable	26.0%	72	26.9%	99	25.5%	122	29.8%	227
Extremely knowledgeable	35.9%	86	37.0%	155	33.0%	178	29.3%	248
Subtotal		221		345		400		672
Data Unavailable		131		173		273		269
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2E. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Apply for VA health care	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	4.8%	5	4.4%	14	8.2%	19	9.4%	42
Not very knowledgeable	14.2%	27	16.0%	38	16.9%	61	14.8%	96
Moderately knowledgeable	39.4%	76	27.8%	110	29.3%	127	28.9%	200
Very knowledgeable	23.7%	73	32.9%	132	22.1%	114	28.3%	220
Extremely knowledgeable	16.9%	52	18.4%	67	21.2%	89	16.9%	149
Subtotal		233		361		410		707
Data Unavailable		119		157		263		234
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 2F. How knowledgeable are you about the process needed to: (Veterans Who Participated in TAP)

Obtain mental health counseling or assistance	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not knowledgeable at all	7.3%	10	6.8%	13	11.4%	25	8.3%	43
Not very knowledgeable	16.9%	30	15.7%	43	14.0%	49	17.7%	101
Moderately knowledgeable	35.8%	74	30.8%	121	28.9%	124	26.7%	179
Very knowledgeable	24.2%	69	27.0%	107	21.8%	107	26.5%	219
Extremely knowledgeable	13.4%	41	18.1%	70	20.3%	98	18.1%	149
Subtotal		224		354		403		691
Data Unavailable		128		164		270		250
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3A. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Disability Compensation	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	54.9%	141	57.0%	231	64.9%	300	28.2%	190
Yes, I applied in the last 12 months	28.8%	77	28.3%	94	22.2%	74	56.7%	439
Yes, I plan to apply	10.5%	13	10.2%	27	7.3%	36	9.6%	61
Did not know about this benefit	0.8%	2	2.5%	5	2.5%	5	0.8%	6
Not sure	5.0%	6	2.0%	9	3.1%	8	4.6%	22
Subtotal		239		366		423		718
Data Unavailable		113		152		250		223
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3B. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Education (e.g., post 9/11 GI Bill, Montgomery Bill, etc.)	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	42.7%	115	37.4%	153	58.1%	260	23.0%	221
Yes, I applied in the last 12 months	43.9%	86	36.2%	124	28.3%	100	47.0%	280
Yes, I plan to apply	11.1%	30	20.5%	67	9.4%	45	25.3%	177
Did not know about this benefit	0.2%	1	1.4%	5	0.2%	2	1.0%	10
Not sure	2.1%	6	4.5%	17	4.0%	17	3.6%	31
Subtotal		238		366		424		719
Data Unavailable		114		152		249		222
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3C. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Life Insurance (e.g., Veterans' Group Life Insurance)	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	72.5%	186	73.0%	291	78.5%	354	53.0%	384
Yes, I applied in the last 12 months	12.2%	28	9.2%	36	6.8%	19	16.2%	174
Yes, I plan to apply	5.7%	13	4.8%	12	3.6%	11	10.9%	61
Did not know about this benefit	7.0%	7	7.3%	11	6.8%	17	7.7%	36
Not sure	2.7%	4	5.6%	14	4.4%	21	12.2%	65
Subtotal		238		364		422		720
Data Unavailable		114		154		251		221
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3D. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Home Loans	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	46.6%	119	44.1%	171	51.2%	245	27.7%	213
Yes, I applied in the last 12 months	27.7%	76	25.3%	119	22.7%	88	30.0%	256
Yes, I plan to apply	20.7%	34	26.4%	58	21.9%	66	30.5%	183
Did not know about this benefit	2.0%	2	0.2%	2	0.2%	2	4.0%	16
Not sure	3.0%	5	4.0%	12	3.9%	19	7.8%	44
Subtotal		236		362		420		712
Data Unavailable		116		156		253		229
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3E. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Veteran Readiness and Employment (formerly known as Vocational Rehabilitation and Employment)	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	67.8%	175	66.0%	260	77.5%	341	47.3%	383
Yes, I applied in the last 12 months	11.8%	18	8.6%	31	6.2%	15	13.7%	93
Yes, I plan to apply	3.8%	16	7.4%	25	6.9%	22	13.4%	99
Did not know about this benefit	13.0%	18	9.2%	22	4.9%	22	13.6%	68
Not sure	3.6%	9	8.8%	27	4.4%	22	11.9%	77
Subtotal		236		365		422		720
Data Unavailable		116		153		251		221
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 3F. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Veterans Who Participated in TAP)

VA Health Care	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	56.2%	124	49.6%	196	68.3%	286	26.4%	179
Yes, I applied in the last 12 months	33.4%	90	34.6%	120	20.3%	80	52.3%	406
Yes, I plan to apply	3.6%	11	8.3%	25	7.2%	31	11.4%	77
Did not know about this benefit	2.4%	3	0.4%	4	1.3%	5	2.8%	16
Not sure	4.5%	10	7.2%	19	2.9%	17	7.1%	42
Subtotal		238		364		419		720
Data Unavailable		114		154		254		221
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 4. In the past 12 months, how useful was the information you received during the VATAP Benefits and Services briefings? (Veterans Who Participated in TAP)

Usefulness	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Not useful at all	12.2%	20	10.1%	27	13.9%	42	9.4%	44
Not very useful	12.9%	25	12.5%	46	18.5%	56	9.7%	62
Neutral	20.1%	34	25.8%	79	23.1%	109	22.3%	131
Somewhat useful	29.5%	86	32.8%	135	26.7%	124	30.4%	218
Extremely useful	16.4%	61	14.7%	68	12.5%	71	27.4%	258
Subtotal		226		355		402		713
Data Unavailable		126		163		271		228
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5A. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Managing my expectations about the salary earned in a civilian job.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	10.3%	13	8.4%	21	7.3%	22	10.8%	68
Very challenging	15.2%	23	13.3%	29	13.4%	36	16.3%	102
Moderately challenging	11.6%	35	16.8%	58	17.1%	55	20.4%	140
A little challenging	17.8%	49	22.5%	86	23.2%	97	18.9%	150
Not at all challenging	29.6%	82	29.4%	121	28.0%	155	21.7%	168
Prefer not to answer	2.5%	3	0.9%	2	0.4%	3	2.3%	8
Subtotal		205		327		368		636
Data Unavailable		147		191		305		305
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5B. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Knowing the steps in conducting a job search.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	1.0%	3	3.6%	9	6.2%	13	6.2%	29
Very challenging	10.9%	16	6.0%	22	7.6%	27	10.2%	75
Moderately challenging	14.5%	30	13.9%	54	16.6%	48	18.3%	122
A little challenging	24.7%	57	23.2%	78	16.4%	80	23.6%	178
Not at all challenging	34.2%	88	42.4%	144	36.2%	157	32.2%	228
Prefer not to answer	0.9%	1	1.0%	2	1.5%	3	1.4%	7
Subtotal		195		309		328		639
Data Unavailable		157		209		345		302
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5C. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Understanding how my military experiences translate to civilian job requirements.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	10.2%	15	10.5%	22	10.8%	28	10.0%	62
Very challenging	9.5%	18	12.0%	39	11.2%	37	14.6%	99
Moderately challenging	20.5%	41	11.9%	53	12.2%	42	21.1%	130
A little challenging	23.9%	64	23.2%	86	24.3%	95	21.3%	173
Not at all challenging	26.3%	69	34.5%	130	30.9%	155	25.4%	195
Prefer not to answer	0.0%	0	0.9%	1	0.2%	2	0.9%	5
Subtotal		207		331		359		664
Data Unavailable		145		485		314		277
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5D. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Adapting to differences between military and civilian workforce cultures, norms, and behaviors.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	8.9%	17	15.4%	36	13.3%	39	14.9%	89
Very challenging	12.4%	26	10.2%	47	8.4%	40	15.8%	105
Moderately challenging	14.6%	42	14.1%	50	18.9%	67	20.0%	145
A little challenging	25.8%	61	30.7%	110	22.5%	100	19.1%	155
Not at all challenging	29.6%	66	23.3%	94	26.6%	131	23.6%	160
Prefer not to answer	0.0%	0	0.9%	1	0.8%	1	0.9%	5
Subtotal		212		338		378		659
Data Unavailable		140		180		295		282
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5E. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Interacting with civilians who are not familiar with the military	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	11.8%	21	13.8%	38	9.5%	27	14.2%	85
Very challenging	6.5%	17	8.4%	25	12.8%	50	11.3%	78
Moderately challenging	10.8%	34	14.3%	59	16.0%	59	18.5%	128
A little challenging	28.8%	69	25.6%	89	22.1%	106	20.4%	161
Not at all challenging	34.2%	79	32.4%	134	32.2%	144	30.1%	215
Prefer not to answer	0.0%	0	0.9%	1	0.0%	0	1.8%	8
Subtotal		220		346		386		675
Data Unavailable		132		172		287		266
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 5F. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Veterans Who Participated in TAP)

Working with civilians who share different values from me.	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Extremely challenging	9.6%	19	14.8%	37	9.6%	36	10.6%	76
Very challenging	9.5%	20	6.4%	29	10.6%	49	11.7%	79
Moderately challenging	15.8%	40	14.3%	56	14.7%	67	16.3%	102
A little challenging	20.3%	56	26.5%	92	27.5%	110	20.8%	161
Not at all challenging	35.8%	82	31.2%	119	30.5%	123	30.6%	206
Prefer not to answer	0.0%	0	1.0%	2	0.0%	0	0.8%	5
Subtotal		217		335		385		629
Data Unavailable		135		183		288		312
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 6. What is your current employment status? (Veterans Who Participated in TAP)

Current Employment Status	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Self-employed	3.6%	12	8.2%	24	8.7%	31	4.9%	39
Work for a business, non-profit, or government agency (not self-employed)	62.7%	152	70.2%	246	70.9%	301	58.1%	431
Not employed - pursuing education/training	15.5%	29	6.2%	26	6.9%	15	18.6%	95
Not employed - Retired and chose not to pursue further employment	2.9%	17	3.8%	27	4.2%	33	1.6%	28
Not employed - I want to work but cannot find a job	2.3%	6	2.4%	10	2.8%	11	5.3%	36
Not employed - I am currently taking time off (greater than 6 months)	3.7%	8	3.1%	9	1.3%	8	2.9%	35
Not employed - Other reason	6.1%	10	5.1%	20	5.1%	20	6.8%	49

Current Employment Status	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Prefer not to answer	3.1%	5	1.0%	3	0.2%	2	1.8%	8
Subtotal	239		365		368		636	
Data Unavailable	113		153		305		305	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 7. Please describe your current employment (Veterans Who Participated in TAP)

Current Employment	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
I work full-time	87.4%	137	74.5%	210	79.3%	279	68.3%	364
I work full-time, and have an additional part-time job	6.5%	10	12.8%	30	10.1%	21	9.1%	38
I don't have a full-time job, I work part-time by choice	5.1%	13	6.9%	21	4.4%	22	11.6%	40
I work part-time at one job, but would like full-time employment	1.0%	4	3.1%	9	3.1%	6	9.0%	28
I work part time at more than one job, but would like full-time employment	0.0%	0	2.7%	3	3.2%	4	1.9%	6
Subtotal	164		273		332		476	
Data Unavailable	188		245		341		465	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 8. Please describe your current employment (Veterans Who Participated in TAP)

Current Employment Type	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Permanent	92.1%	154	90.5%	252	93.5%	314	83.0%	417
Temporary or Seasonal	7.9%	11	9.5%	21	6.5%	18	17.0%	59
Subtotal	165		273		332		476	
Data Unavailable	187		245		341		465	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 9. Do you currently work more than one job? (Veterans Who Participated in TAP)

Work more than one job?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	90.6%	153	82.8%	234	82.2%	291	87.2%	416
Yes	9.4%	15	17.2%	39	17.8%	42	12.8%	62
Subtotal	168		273		333		478	
Data Unavailable	184		245		340		463	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 10. Why do you work more than one job? (Veterans Who Participated in TAP)

Reasons for working more than one job	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
By choice	97.9%	14	70.7%	30	62.3%	30	63.4%	40
Could not find a full-time job	0.0%	0	0.0%	0	18.0%	4	6.6%	4
Because one job did not provide enough for myself and/or my family	2.1%	1	37.2%	11	54.8%	15	42.9%	21
Subtotal		15		41		49		65
Data Unavailable		337		477		624		876
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 11. In the last 12 months, did you receive a promotion or raise with your current employer? (Veterans Who Participated in TAP)

Promotion or Raise	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Promotion	19.5%	36	15.3%	49	19.0%	71	19.7%	79
Raise	50.5%	94	53.4%	154	52.5%	192	43.5%	213
Did not receive promotion or raise	46.2%	67	43.5%	109	41.4%	122	50.2%	242
Subtotal		197		263		385		534
Data Unavailable		155		255		288		407
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 12. How well does your current job match with the skills you have built through your military service? (Veterans Who Participated in TAP)

Skills match?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Does not match skillset	19.8%	21	17.7%	31	22.0%	44	19.8%	66
Doesn't match skillset, wanted to pursue different work	17.8%	18	9.1%	16	11.9%	27	19.8%	60
Slightly matches	7.7%	8	14.8%	32	13.9%	33	14.3%	58
Somewhat matches	17.1%	30	20.3%	48	16.2%	59	15.1%	86
Considerably matches	23.4%	60	25.9%	94	21.5%	90	21.4%	126
Completely matches my skillset	14.2%	30	12.3%	51	14.5%	80	9.6%	80
Subtotal		167		272		333		476
Data Unavailable		185		246		340		465
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 13. During the last 12 months, have you engaged in any entrepreneurial (e.g., starting your own business) activities? (Veterans Who Participated in TAP)

Entrepreneurial Activity?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	79.9%	136	79.8%	217	71.3%	263	85%	394
Yes, I own my own company & have employees	3.8%	6	5.3%	19	6.6%	16	2.3%	19
Yes, I have a side-business/hobby I use to supplement my income	12.6%	16	8.3%	22	13.5%	32	6.7%	36
Yes, I have taken tangible steps to start a business during the last 12 months	3.7%	8	6.6%	14	8.6%	25	5.9%	29
Subtotal		166		272		336		478
Data Unavailable		186		246		182		463
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 14. In the last 12 months, were you let go or laid off from a job? (Veterans Who Participated in TAP)

Let go or laid off from job?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	95.8%	158	90.5%	252	92.6%	320	90.8%	439
Yes, I was laid off from a job	4.2%	9	9.5%	19	7.4%	16	9.2%	37
Subtotal		167		271		336		476
Data Unavailable		185		247		182		465
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 15. In the last 12 months, have you quit or resigned from a job? (Veterans Who Participated in TAP)

Quit or resigned from job?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	77.0%	143	81.9%	233	81.3%	297	73.7%	374
Yes, I quit or resigned from a job	23.0%	25	18.1%	40	18.7%	37	26.3%	103
Subtotal		168		273		334		477
Data Unavailable		184		245		339		464
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned: (Veterans Who Participated in TAP)

Higher pay	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	43.7%	9	18.5%	7	36.7%	10	39.3%	39
2	20.1%	3	9.0%	4	6.2%	3	14.7%	12
3	3.0%	2	17.8%	9	0.6%	1	4.6%	6
Better fit for my skills and abilities	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	19.4%	4	21.9%	5	4.3%	2	3.7%	6
2	4.0%	3	17.4%	9	14.8%	6	17.9%	18
3	8.6%	1	3.5%	3	15.5%	4	10.4%	9

Higher pay	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Want a permanent position	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.9%	1	3.9%	4	0.6%	1	1.3%	3
2	0.0%	0	8.1%	3	0.0%	0	2.3%	2
3	0.0%	0	6.0%	1	0.6%	1	3.2%	5
Job satisfaction/better work environment	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	15.3%	5	29.1%	15	26.8%		29.3%	26
2	23.8%	5	28.2%	7	27.2%		10.7%	15
3	4.3%	4	17.2%	4	17.2%		13.8%	17
Something more interesting	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0%	0	2.0%	2	0.0%	0	0.0%	0
2	1.5%	1	22.5%	5	12.1%	6	4.5%	5
3	10.1%	2	9.1%	3	11.8%	4	8.2%	9
More flexible schedule	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0%	0	0.0%	0	0.0%	0	6.1%	4
2	9.5%	2	1.4%	2	0.0%	0	10.5%	10
3	0.0%	0	11.8%	2	12.8%	4	5.4%	6
Better training and educational opportunities	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0%	0	5.7%	1	1.9%	2	0.0%	0
2	0.0%	0	1.6%	1	10.4%	2	0.0%	0
3	9.7%	2	5.1%	1	0.6%	1	6.6%	5
Better hours	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0%	0	5.7%	1	5.7%	2	1.1%	4
2	1.9%	2	0.9%	1	12.1%	2	10.0%	10
3	21.0%	4	14.1%	3	18.7%	3	4.7%	6
Want more hours/full-time position	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0%	0	0.0%	0	0.0%	0	0.4%	1
2	17.6%	2	1.4%	1	5.8%	1	2.0%	1
3	0.0%	0	1.4%	1	5.4%	1	5.5%	3
More opportunities for advancement	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	9.9%	2	0.7%	1	18.4%	5	0.5%	2
2	1.5%	1	8.2%	4	8.7%	3	1.8%	5
3	22.3%	4	8.9%	3	6.2%	2	6.2%	7
Shorter commute	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	1.0%	1	12.4%	3	0.0%	0	4.3%	3
2	9.5%	2	0.0%	0	1.5%	2	5.1%	5
3	10.6%	3	5.7%	1	8.4%	3	2.0%	2
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 17. Are you actively looking for a new job? (Veterans Who Participated in TAP)

Are you actively looking for a new job?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	79.3%	146	72.3%	215	75.1%	271	66.0%	341
Yes	20.7%	28	27.7%	66	24.9%	72	34.0%	168
Subtotal		174		281		343		509
Data Unavailable		178		237		330		432
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Veterans Who Participated in TAP)

Higher pay	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	23.9%	6	31.0%	17	44.4%	19	36.1%	55
2	45.6%	7	20.9%	12	11.5%	9	18.1%	25
3	2.1%	2	15.6%	9	7.1%	7	16.9%	25
Better fit for my skills and abilities	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	11.5%	4	13.8%	9	19.1%	11	15.6%	31
2	17.7%	7	21.1%	11	17.1%	11	11.4%	25
3	14.4%	2	10.2%	5	13.6%	13	6.1%	12
Want a permanent position	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	1.1%	1	5.3%	3	3.7%	5	7.3%	13
2	2.6%	1	5.3%	4	8.0%	2	5.1%	8
3	9.8%	1	1.0%	2	7.2%	2	2.4%	4
Job satisfaction/better work environment	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	34.0%	7	19.2%	15	13.2%	16	12.1%	21
2	3.6%	3	24.9%	15	13.4%	12	16.9%	32
3	30.1%	5	17.3%	11	6.3%	5	12.2%	22
Something more interesting	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	10.8%	2	1.3%	3	0.4%	1	1.6%	3
2	12.2%	2	1.6%	3	9.5%	10	6.6%	15
3	3.7%	3	4.7%	5	10.0%	7	6.9%	13
More flexible schedule	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0 %	0	1.1%	2	7.8%	5	0.4%	2
2	2.1%	2	4.8%	2	0.0 %	0	5.2%	8
3	0.0 %	0	6.0%	3	10.9%	6	3.4%	6
Better training and educational opportunities	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0 %	0	8.2%	2	0.0 %	0	4.3%	4
2	0.0 %	0	0.4%	1	5.1%	2	9.2%	9
3	13.2%	3	9.7%	4	16.9%	5	4.7%	8

Better hours	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	1.1%	1	0.4%	1	0.4%	1	0.2%	1
2	14.4%	3	1.7%	2	0.9%	2	1.6%	3
3	1.8%	1	0.7%	1	3.4%	4	3.1%	8
Want more hours/full-time position	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	1.8%	1	0.0 %	0	0.0 %	0	3.0%	2
2	0.0 %	0	0.0 %	0	0.0%	0	1.5%	1
3	1.5%	1	0.4%	1	4.7%	1	6.8%	8
More opportunities for advancement	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	14.3%	3	8.8%	3	5.3%	2	5.2%	7
2	0.0 %	0	5.9%	5	18.2%	8	7.7%	13
3	1.8%	2	23.3%	11	9.5%	6	16.1%	23
Shorter commute	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	0.0 %	0	3.5%	4	0.4%	1	5.0%	10
2	0.0 %	0	5.5%	3	7.2%	3	0.5%	3
3	1.1%	1	0.6%	1	2.1%	4	1.0%	6
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 19A. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Veterans Who Participated in TAP)

VA Health Care System	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Enrolled/registered in the past 12 months	14.4%	32	12.0%	35	9.4%	36	27.8%	220
Enrolled/registered prior to past 12 months	30.8%	98	35.0%	133	28.8%	115	32.3%	255
Used services in the past 12 months	33.4%	72	27.3%	115	32.4%	110	26.1%	197
Used services prior to past 12 months	31.5%	68	28.7%	111	24.8%	105	18.6%	137
Never used	15.5%	37	18.9%	70	29.4%	118	19.0%	122
Subtotal	307		464		484		931	
Data Unavailable	45		54		189		10	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 19B. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Veterans Who Participated in TAP)

Department of Labor's American Job Center	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Enrolled/registered in the past 12 months	0.3%	1	4.3%	11	4.3%	8	4.0%	27
Enrolled/registered prior to past 12 months	4.5%	20	8.0%	31	7.1%	26	6.9%	58
Used services in the past 12 months	0.0%	0	3.3%	10	1.8%	5	2.3%	17
Used services prior to past 12 months	11.5%	24	10.6%	45	5.2%	35	6.5%	45
Never used	81.3%	177	67.8%	251	77.9%	323	74.6%	546
Subtotal		222		348		397		693
Data Unavailable		130		170		276		248
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 19C. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Veterans Who Participated in TAP)

VA Benefits Website (e.g., eBenefits)	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Enrolled/registered in the past 12 months	14.4%	32	12.0%	35	9.4%	36	27.8%	220
Enrolled/registered prior to past 12 months	30.8%	98	35.0%	133	28.8%	115	32.3%	255
Used services in the past 12 months	33.4%	72	27.3%	115	32.4%	110	26.1%	197
Used services prior to past 12 months	31.5%	68	28.7%	111	24.8%	105	18.6%	137
Never used	15.5%	37	18.9%	70	29.4%	118	19.0%	122
Subtotal		307		464		484		931
Data Unavailable		45		54		189		10
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 19D. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Veterans Who Participated in TAP)

Commercial job site	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Enrolled/registered in the past 12 months	0.3%	1	4.3%	11	4.3%	8	4.0%	27
Enrolled/registered prior to past 12 months	4.5%	20	8.0%	31	7.1%	26	6.9%	58
Used services in the past 12 months	0.0%	0	3.3%	10	1.8%	5	2.3%	17
Used services prior to past 12 months	11.5%	24	10.6%	45	5.2%	35	6.5%	45
Never used	81.3%	177	67.8%	251	77.9%	323	74.6%	546
Subtotal		222		348		397		693
Data Unavailable		130		170		276		248
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 19E. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Veterans Who Participated in TAP)

USAJOBS (federal employment)	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Enrolled/registered in the past 12 months	14.4%	32	12.0%	35	9.4%	36	27.8%	220
Enrolled/registered prior to past 12 months	30.8%	98	35.0%	133	28.8%	115	32.3%	255
Used services in the past 12 months	33.4%	72	27.3%	115	32.4%	110	26.1%	197
Used services prior to past 12 months	31.5%	68	28.7%	111	24.8%	105	18.6%	137
Never used	15.5%	37	18.9%	70	29.4%	118	19.0%	122
Subtotal		307		464		484		931
Data Unavailable		45		54		189		10
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 20. In the past 12 months, did you use any of these resources to assist in obtaining employment? (Veterans Who Participated in TAP)

Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
USAJOBS (e.g., federal jobs)	32.4%	75	37.2%	118	31.6%	126	35.0%	283
Vocational Rehabilitation and Employment	7.3%	15	7.8%	28	2.6%	12	9.4%	66
Department of Labor's American Job Center	0.7%	4	3.0%	8	2.8%	5	3.3%	29
U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track	0.4%	2	0.7%	1	2.1%	4	1.7%	13
Commercial job site (e.g., Indeed, LinkedIn, etc.)	36.0%	72	24.9%	86	23.6%	82	33.7%	248
Private or non-profit sector	13.1%	32	19.5%	69	10.7%	40	14.6%	116
Other	2.5%	9	4.5%	19	2.9%	13	6.4%	48
Subtotal	209		329		282		803	
Data Unavailable	143		189		391		138	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

** Percentages may total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 21. In the past 12 months, did you engage in any education and/or training programs? (Veterans Who Participated in TAP)

Education/Training Program?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Education at a college/university, full-time	33.6%	54	32.3%	80	25.0%	69	39.1	178
Education at a college/university, full-time	15.7%	23	9.9%	40	17.2%	44	8.4	63
Technical or vocational training/obtain license or certificate, full-time	4.1%	8	6.0%	14	0.9%	9	9.4	65
Technical or vocational training/obtain license or certificate, part-time	8.1%	20	5.0%	30	5.1%	24	7.1	64
Other	7.8%	16	4.8%	24	3.0%	20	3.7	31
No	39.1%	125	49.4%	193	53.7%	273	40.6%	363
Subtotal	238		364		424		715	
Data Unavailable	114		154		249		226	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 22. In the past 12 months, have you engaged in an apprenticeship or internship program? (Veterans Who Participated in TAP)

Apprenticeship or Internship?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Yes, apprenticeship	0.0%	0	0.5%	2	4.2%	5	6.6%	18
Yes, internship	10.4%	12	14.4%	16	12.1%	15	7.3%	23
No	89.6%	99	85.1%	151	83.7%	127	86.6%	302
Subtotal	111		169		147		343	
Data Unavailable	241		349		526		598	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 23. In the past 12 months, have you obtained any new degrees or certifications? (Veterans Who Participated in TAP)

Degrees or Certifications?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	55.9	67	52.8	100	44.4	76	65.5	209
Yes	44.1	44	47.2	69	55.6	72	34.5	135
Subtotal	111		169		148		344	
Data Unavailable	241		349		525		597	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 24. Please select all degrees and certifications you have obtained in the last 12 months. (Veterans Who Participated in TAP)

Degrees or Certifications?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Trade/technical school certification/degree	35.2%	18	46.0%	34	32.6%	24	52.5%	74
Some college	3.9%	2	11.7%	8	6.8%	2	21.6%	17
Apprenticeship certification	5.2%	2	2.0%	3	2.0%	3	5.2%	10
4-year college degree	35.1%	11	30.8%	14	35.6%	23	16.8%	20
Master's degree	12.1%	9	15.6%	13	24.8%	15	16.2%	22
Professional	0.5%	1	2.4%	3	2.7%	5	0.0%	0
Doctorate degree	1.3%	1	0.0%	0	0.5%	1	0.2%	1
Prefer not to answer	15.3%	3	0.0%	0	7.4%	5	4.8%	7
Subtotal	44		69		71		134	
Data Unavailable	308		449		602		807	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25A. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

Student Loans	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	2.9%	1	5.3%	6	7.4%	7	4.4%	11
2	2.5%	3	3.9%	6	3.5%	8	6.1%	15
3	4.6%	2	2.7%	4	3.8%	8	2.9%	7
4	7.9%	3	0.9%	2	4.9%	23	1.8%	4
5	0.5%	1	4.2%	4	2.1%	13	1.1%	3
6	3.1%	4	0.8%	3	1.9%	1	2.5%	6
7	3.3%	2	6.4%	4	2.2%	5	5.6%	18
Subtotal		102		162		143		331
Data Unavailable		250		356		530		610
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25B. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

GI Bill	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	63.8%	60	63.4%	78	59.8%	74	61.5%	180
2	7.4%	5	1.6%	5	8.9%	10	5.1%	16
3	0.3%	1	4.4%	3	0.5%	1	3.0%	7
4	0.0%	0	0.2%	1	2.1%	2	0.1%	1
5	0.0%	0	0.0%	0	0.2%	1	0.7%	2
6	0.0%	0	0.0%	0	0.6%	2	0.9%	5
7	8.5%	5	5.5%	6	1.2%	1	3.0%	9
Subtotal		102		162		143		331
Data Unavailable		250		356		530		610
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25C. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

Working part-time or full-time	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	7.9%	12	7.7%	22	12.1%	20	7.9%	33
2	21.8%	17	18.9%	23	24.3%	21	17.7%	39
3	8.5%	5	7.4%	7	11.9%	11	9.4%	22
4	0.0%	0	7.3%	7	3.0%	5	2.2%	7
5	0.0%	0	4.1%	5	2.1%	2	0.5%	3
6	8.5%	5	2.7%	2	0.5%	2	1.8%	8
7	0.6%	2	0.0%	0	0.0%	0	1.2%	2
Subtotal	102		162		143		331	
Data Unavailable	250		356		530		610	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25D. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

Scholarship	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	4.9%	3	2.5%	3	3.6%	7	1.9%	5
2	11.0%	8	9.4%	12	13.8%	14	11.9%	30
3	6.0%	3	10.4%	11	2.3%	4	6.7%	17
4	0.5%	1	2.7%	5	1.7%	2	5.5%	12
5	13.2%	7	0.2%	1	2.6%	4	1.6%	7
6	0.0%	0	0.0%	0	0.3%	2	3.0%	6
7	0.3%	1	0.2%	1	0.2%	1	0.1%	1
Subtotal	102		162		143		331	
Data Unavailable	250		356		530		610	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25E. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

Money from other sources	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	5.2%	8	3.6%	12	2.0%	7	6.7%	28
2	6.9%	9	5.5%	10	3.9%	8	10.1%	32
3	7.6%	7	9.3%	10	12.8%	11	8.2%	19
4	9.6%	5	1.8%	4	2.3%	3	2.4%	7
5	4.9%	3	2.9%	3	3.6%	3	4.4%	9
6	2.8%	2	5.1%	6	3.7%	4	3.3%	6
7	3.2%	2	0.2%	1	1.7%	2	1.0%	3
Subtotal	209		329		282		803	
Data Unavailable	143		189		391		138	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 25F. Please rank the methods you are using to pay for your education/training: (Veterans Who Participated in TAP)

Other	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
1	13.0%	10	10.0%	27	11.6%	18	9.8%	45
2	5.3%	4	4.8%	5	2.1%	3	4.2%	13
3	8.3%	5	1.1%	3	2.0%	4	1.2%	5
4	4.8%	3	3.8%	4	3.7%	5	4.9%	12
5	2.1%	1	2.9%	3	0.3%	1	4.3%	10
6	6.7%	3	3.6%	3	3.0%	4	2.0%	5
7	0.5%	1	2.3%	3	1.7%	1	0.9%	3
Subtotal	209		329		282		803	
Data Unavailable	143		189		391		138	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 26. If you did not choose GI Bill above, why did you not use your GI Bill to pay your education? (Veterans Who Participated in TAP)

Reason for not using GI Bill	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Transfer to another beneficiary	4.7%	15	7.8%	33	3.9%	16	4.7%	15
Saving it for future educational purposes	13.1%	16	7.8%	19	7.8%	11	13.1%	16
Have used all my funds/eligibility	7.0%	8	5.8%	13	14.7%	19	2.6%	18
Did not know about GI Bill	0.0%	0	0.0%	0	0.2%	1	0.6%	1
Other	13.3%	11	16.6%	28	11.0%	14	8.5%	35
Not applicable	65.9%	59	65.3%	76	65.7%	87	66.4%	185
Subtotal		109		169		148		270
Data Unavailable		250		349		525		671
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 27. Does your current level of education allow you to pursue your career goals? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	35.2%	56	28.5%	73	24.2%	70	39.9%	201
Yes	64.8%	183	71.5%	292	75.8%	353	60.1%	515
Subtotal		239		365		423		716
Data Unavailable		113		153		250		225
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 28. Does your current level of education allow you to meet your personal salary goals? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	37.7%	61	32.5%	90	37.4%	100	50.6%	269
Yes	62.3%	178	67.5%	275	62.6%	323	49.4%	447
Subtotal		239		365		423		716
Data Unavailable		113		153		250		225
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 29. Do you have an ongoing physical health condition, illness, or disability (e.g., high blood pressure, pain)? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	23.9%	47	25.8%	77	27.1%	97	20.1%	120
Yes	76.2%	190	74.2%	289	72.9%	326	79.9%	592
Subtotal		237		366		423		712
Data Unavailable		115		152		250		229
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 30. Did you develop this condition in the last 12 months? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	81.6%	154	91.0%	246	92.3%	290	85.3%	504
Yes	18.4%	31	9.0%	37	7.7%	27	14.7%	79
Subtotal		185		283		317		583
Data Unavailable		167		235		356		358
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 31. Are you currently seeking treatment for your physical health condition(s)? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	23.9%	25	22.5%	50	22.3%	62	23.3%	99
Yes	76.1%	160	77.5%	233	77.7%	256	76.7%	482
Subtotal		185		283		318		581
Data Unavailable		167		235		355		360
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 32. Do you have an ongoing mental/emotional health condition, illness, or disability (e.g., depression, anxiety)? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	54.4%	121	53.2%	200	48.5%	229	36.5%	281
Yes	45.6%	118	46.8%	165	51.5%	192	63.5%	430
Subtotal		239		365		421		711
Data Unavailable		113		153		252		923
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 33. Did you develop this condition within the last 12 months? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	81.1%	101	94.8%	147	91.7%	173	85.5%	380
Yes	18.9%	15	5.2%	15	8.3%	15	14.5%	40
Subtotal		116		162		188		420
Data Unavailable		236		356		484		521
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 34. Are you currently seeking treatment for your mental/emotional health condition(s)? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	29.7%	34	25.8%	54	27.9%	64	31.8%	122
Yes	70.3%	82	74.2%	108	72.1%	124	68.2%	298
Subtotal		116		162		188		420
Data Unavailable		236		356		484		521
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 35. Select all of the healthcare resources in which you are currently enrolled? (Veterans Who Participated in TAP)

Healthcare Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Employer-provided health insurance	37.6%	74	41.1%	117	41.2%	129	33.0%	209
A plan you purchased through a healthcare exchange	1.6%	2	0.9%	2	3.4%	9	1.2%	6
TRICARE	35.0%	153	36.4%	230	37.4%	276	32.1%	411
VA	76.2%	180	72.2%	258	65.3%	265	67.6%	492
Medicaid	1.6%	2	3.7%	5	1.5%	4	2.5%	11
Medicare	0.2%	1	1.0%	5	2.3%	16	0.8%	5
Other government assisted plan	2.8%	4	0.5%	2	0.7%	3	0.5%	5
Something else	2.2%	7	2.9%	7	3.4%	10	5.0%	23
Prefer not to answer	1.4%	1	1.0%	1	0.5%	1	4.1%	17
Subtotal		238		367		423		710
Data Unavailable		114		151		250		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

** Percentages total more than 100% since more than one choice was allowed.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 36. Are you currently seeking treatment for your mental/emotional health condition(s)? (Veterans Who Participated in TAP)

Healthcare Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Employer-provided health insurance	26.0%	40	29.4%	69	29.4%	80	21.5%	120
A plan you purchased through a healthcare exchange	1.4%	1	0.0%	0	0.9%	4	0.4%	1
TRICARE	20.3%	85	22.6%	131	25.2%	183	18.0%	242
VA	49.3%	107	43.1%	149	43.2%	144	50.1%	301
Medicaid	0.0%	0	2.1%	3	0.2%	1	1.8%	7
Medicare	0.0%	0	0.6%	2	0.5%	5	0.7%	2
Other government assisted plan	0.0%	0	0.0%	0	0.0%	0	0.4%	3
Something else	1.6%	3	1.3%	4	0.2%	1	2.8%	14
Prefer not to answer	1.4%	1	0.8%	1	0.5%	1	4.4%	18
Subtotal		237		359		419		708
Data Unavailable		115		159		254		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 37A. Over the last 3 months, how satisfied have you been with: (Veterans Who Participated in TAP)

Your physical health	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Very dissatisfied	4.6%	10	3.7%	18	6.6%	27	10.3%	53
Somewhat dissatisfied	21.1%	40	26.4%	66	25.9%	79	27.8%	192
Neither satisfied nor dissatisfied	18.0%	33	15.1%	65	16.9%	63	21.8%	134
Somewhat satisfied	36.0%	110	39.3%	146	27.2%	152	29.8%	245
Very satisfied	20.3%	46	15.5%	69	23.4%	100	10.4%	84
Subtotal		239		364		421		708
Data Unavailable		113		154		252		233
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 37B. Over the last 3 months, how satisfied have you been with: (Veterans Who Participated in TAP)

Your emotional/mental health	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Very dissatisfied	3.7%	10	7.4%	17	10.9%	32	15.3%	78
Somewhat dissatisfied	25.2%	41	22.0%	68	22.3%	59	22.5%	141
Neither satisfied nor dissatisfied	16.0%	39	20.7%	67	14.2%	63	20.1%	136
Somewhat satisfied	29.2%	78	29.6%	122	29.0%	129	25.8%	212
Very satisfied	25.9%	69	20.3%	90	23.6%	139	16.2%	144
Subtotal		237		364		422		711
Data Unavailable		115		154		251		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 37C. Over the last 3 months, how satisfied have you been with: (Veterans Who Participated in TAP)

Your health care	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Very dissatisfied	3.3%	7	1.6%	8	7.1%	19	8.6%	48
Somewhat dissatisfied	9.4%	19	8.3%	26	10.6%	35	11.4%	66
Neither satisfied nor dissatisfied	29.6%	44	30.7%	78	23.5%	76	25.5%	151
Somewhat satisfied	28.3%	84	30.9%	142	32.7%	141	32.3%	270
Very satisfied	29.5%	84	28.5%	111	26.1%	149	22.2%	176
Subtotal		237		364		422		711
Data Unavailable		115		154		251		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 38. What is your marital status? (Veterans Who Participated in TAP)

Marital Status	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Living with a domestic partner	6.3%	10	5.0%	13	6.3%	15	6.6%	32
Never married	19.3%	23	18.9%	42	12.4%	31	28.2%	112
Married - first and only marriage	48.1%	115	49.1%	203	48.5%	226	42.1%	338
Married - second or later marriage	15.9%	56	12.4%	73	19.4%	92	10.0%	141
Separated	0.6%	3	4.4%	9	1.3%	9	2.3%	14
Divorced	8.8%	28	8.2%	22	10.5%	41	8.2%	64
Widowed	0.7%	2	0.0 %	0	0.1%	1	0.2%	1
Prefer not to answer	0.3%	2	1.9%	4	1.3%	7	2.4%	10
Subtotal	239		366		422		712	
Data Unavailable	113		152		251		229	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 39. Are you currently in a romantic relationship? (Veterans Who Participated in TAP)

Relationship Status	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Currently in a relationship	25.4%	11	36.5%	25	18.4%	18	24.5%	49
Not currently in a relationship	73.1%	41	54.5%	46	69.9%	57	65.6%	132
Prefer not to answer	1.5%	3	8.9%	6	11.7%	12	9.9%	17
Subtotal	55		77		87		198	
Data Unavailable	297		441		586		743	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 40. Are you a parent or have you served in a parenting role during the past three months (including both your own biological children and other children for whom you have parenting responsibilities)? (Veterans Who Participated in TAP)

Parent/Parenting Role	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	49.2%	87	45.6%	131	33.2%	111	55.8%	286
Yes	50.2%	148	52.3%	231	66.5%	306	43.2%	418
Prefer not to answer	0.6%	4	2.1%	4	0.3%	2	1.0%	7
Subtotal	239		366		419		711	
Data Unavailable	113		152		254		230	
Total	(352)		(518)		(673)		(941)	

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 41A. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Veterans Who Participated in TAP)

How many relatives do you see or hear from at least once a month?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	3.2%	6	1.4%	6	3.4%	11	4.9%	25
One	7.9%	18	6.5%	20	8.1%	31	10.3%	57
Two	14.2%	26	16.3%	48	18.9%	59	16.2%	108
Three or Four	33.7%	91	31.8%	118	37.8%	153	32.9%	240
Five to Eight	26.6%	67	28.4%	127	21.3%	113	25.2%	196
Nine or more	14.2%	30	14.4%	43	10.3%	54	8.3%	73
Prefer not to answer	0.1%	1	1.2%	4	0.1%	1	2.2%	10
Subtotal		239		365		419		710
Data Unavailable		113		153		254		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 41B. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Veterans Who Participated in TAP)

How many relatives do you feel at ease with that you can talk about private matters?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	10.1%	27	15.4%	45	16.3%	51	17.2%	96
One	24.7%	47	19.9%	78	23.5%	81	18.8%	134
Two	26.1%	60	25.9%	84	24.4%	100	23.6%	163
Three or Four	28.2%	72	24.5%	101	24.9%	123	25.7%	196
Five to Eight	5.6%	21	8.8%	35	7.8%	47	9.1%	81
Nine or more	5.2%	11	4.3%	18	2.5%	15	2.8%	24
Prefer not to answer	0.1%	1	1.2%	4	0.7%	2	2.9%	16
Subtotal		239		365		419		710
Data Unavailable		113		153		254		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 41C. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Veterans Who Participated in TAP)

How many relatives do you feel close to such that you could call on them for help?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	6.9%	19	9.5%	31	11.8%	37	14.2%	81
One	14.5%	36	12.4%	51	16.5%	49	12.6%	95
Two	26.3%	51	24.0%	75	20.7%	80	23.9%	150
Three or Four	33.3%	77	29.1%	106	32.9%	138	24.4%	190
Five to Eight	12.5%	36	13.1%	62	11.7%	75	15.0%	122
Nine or more	6.3%	17	10.6%	34	6.2%	37	6.8%	55
Prefer not to answer	0.1%	1	1.3%	4	0.2%	2	3.0%	14
Subtotal	237		363		418		707	
Data Unavailable	115		155		255		234	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 42A. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Veterans Who Participated in TAP)

How many of your friends do you see or hear from at least once a month?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	13.6%	24	13.7%	37	11.9%	48	12.0%	74
One	13.8%	30	12.6%	39	12.2%	45	12.9%	89
Two	14.4%	40	19.4%	73	21.0%	79	22.1%	151
Three or Four	28.6%	72	29.5%	116	30.4%	118	32.0%	233
Five to Eight	17.3%	46	14.0%	59	15.8%	80	13.1%	103
Nine or more	10.5%	24	9.3%	35	7.9%	49	4.8%	46
Prefer not to answer	1.7%	3	1.4%	6	0.8%	3	3.0%	15
Subtotal	239		365		422		71	
Data Unavailable	113		153		251		230	
<i>Total</i>	<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>	

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 42B. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Veterans Who Participated in TAP)

How many friends do you feel at ease with that you can talk about private matters?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	18.9%	42	20.1%	65	20.0%	80	20.7%	122
One	17.9%	43	21.0%	73	20.8%	72	19.6%	138
Two	21.0%	55	20.7%	82	20.9%	97	23.2%	182
Three or Four	26.1%	65	26.4%	99	27.1%	117	24.1%	170
Five to Eight	11.1%	25	6.4%	31	6.9%	30	7.1%	60
Nine or more	3.5%	7	4.2%	11	2.7%	18	1.7%	21
Prefer not to answer	1.5%	2	1.3%	5	1.6%	5	3.6%	16
Subtotal		239		366		419		709
Data Unavailable		113		152		254		232
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 42C. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Veterans Who Participated in TAP)

How many friends do you feel close to such that you could call on them for help?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
None	19.6%	39	19.6%	61	17.9%	62	19.9%	116
One	16.3%	35	16.6%	60	17.8%	68	17.7%	128
Two	22.2%	58	18.1%	74	19.5%	89	25.9%	177
Three or Four	23.3%	66	29.8%	104	30.3%	128	21.7%	161
Five to Eight	11.6%	22	6.8%	35	10.2%	43	9.8%	77
Nine or more	5.4%	17	6.9%	26	3.7%	29	2.3%	35
Prefer not to answer	1.5%	2	2.2%	6	0.6%	2	2.8%	12
Subtotal		239		366		421		706
Data Unavailable		113		152		252		235
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 43A. Please tell us a little about your sense of connection with others (Veterans Who Participated in TAP)

How often do you feel that you lack companionship?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Never	23.0%	58	27.6%	105	26.9%	140	18.3%	175
Hardly Ever	24.2%	62	22.3%	99	21.7%	101	21.3%	166
Some of the Time	28.6%	74	36.4%	117	35.5%	126	33.3%	226
Often	24.2%	43	13.8%	44	16.0%	56	27.1%	145
Subtotal		237		365		423		712
Data Unavailable		115		153		250		229
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 43B. Please tell us a little about your sense of connection with others (Veterans Who Participated in TAP)

How often do you feel left out?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Never	24.5%	60	24.9%	97	25.1%	133	18.3%	173
Hardly Ever	28.2%	77	27.3%	122	27.3%	127	23.8%	190
Some of the Time	28.2%	64	33.2%	98	32.3%	114	33.1%	205
Often	19.0%	36	14.7%	46	15.3%	49	24.8%	143
Subtotal		237		363		423		711
Data Unavailable		115		155		250		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 43C. Please tell us a little about your sense of connection with others (Veterans Who Participated in TAP)

How often do you feel isolated from others?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Never	19.6%	54	28.5%	107	26.5%	139	18.0%	167
Hardly Ever	26.8%	72	20.7%	96	22.7%	115	20.2%	169
Some of the Time	31.6%	73	29.1%	99	25.8%	100	31.7%	201
Often	22.0%	38	21.7%	64	25.0%	68	30.1%	174
Subtotal		237		366		422		711
Data Unavailable		115		152		251		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 44. Are you able to pay for all necessary expenses each month, such as mortgage/rent, debt payments, and groceries? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	7.4%	9	12.0%	21	10.0%	19	16.2%	77
Yes	92.6%	229	88.0%	344	90.0%	401	401%	83.8
<i>Subtotal</i>		238		365		420		710
Data Unavailable		114		153		253		231
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 45. Does your household have at least 3 months of your typical income set aside in case of an unexpected financial event? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	29.2%	60	42.0%	112	44.1%	130	45.8%	266
Yes	70.8%	178	58.0%	254	55.9%	290	376%	54.2
<i>Subtotal</i>		238		366		420		710
Data Unavailable		114		152		253		231
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 46. Does your household have the insurance coverage you and/or your family would need if an unexpected financial event were to occur (e.g., disability insurance, property insurance, and/or life insurance)? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	14.9%	22	13.2%	35	18.3%	43	25.1%	115
Yes	85.1%	216	86.8%	331	81.7%	376	376%	74.9
<i>Subtotal</i>		238		366		419		710
Data Unavailable		114		152		254		231
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 47. Has your household begun to set aside money for retirement? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	16.7%	27	17.8%	42	26.3%	63	35.0%	619
Yes	83.3%	211	82.2%	323	73.7%	356	356%	65.0
<i>Subtotal</i>		238		365		419		709
Data Unavailable		114		153		254		232
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 48. Is your household more than one month behind on your debt payments (e.g., mortgage or credit card)? (Veterans Who Participated in TAP)

Household Debt Payment	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No, my household is not more than one month behind in debt payments	77.7%	194	75.0%	289	80.0%	342	65.2%	518
Yes, my household is over one month behind in debt payments	5.9%	7	8.5%	15	6.0%	15	9.5%	49
Not applicable- my household does not have any debt	15.7%	35	14.7%	57	12.4%	58	19.2%	115
Prefer not to answer	0.7%	2	1.7%	5	1.6%	4	6.0%	27
Subtotal		238		366		419		709
Data Unavailable		114		152		254		232
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 49. What is your current living situation? (Veterans Who Participated in TAP)

Living Situation	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Rent an apartment, house, or room	27.2%	46	35.6%	81	30.5%	87	40.4%	206
Own an apartment or house	67.1%	180	56.8%	268	63.1%	317	45.5%	437
Live with a friend or relative and not paying rent	5.2%	10	3.6%	6	4.6%	9	10.2%	41
Live in a dormitory at school	0.0%	0	0.8%	1	0.0%	0	0.0%	0
Live in a medical or assisted living facility, such as a hospital or rehab center	0.0%	0	0.0%	0	0.0%	0	0.4%	2
Live in transitional housing	0.2%	1	0.8%	1	1.5%	4	2.1%	14
Live in a car, on the street, or in a homeless shelter	0.2%	1	2.3%	5	0.3%	2	1.3%	10
Somewhere else	27.2%	46	35.6%	81	30.5%	87	40.4%	206
Prefer not to answer	67.1%	180	56.8%	268	63.1%	317	45.5%	437
Subtotal		238		362		419		710
Data Unavailable		114		156		254		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 50. Are you currently concerned that you will lose your housing and be unable to find stable alternative housing? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	91.1%	226	88.9%	347	89.5%	391	81.4%	619
Yes	8.6%	10	6.6%	11	8.4%	22	22%	11.2
Prefer not to answer	0.4%	2	4.5%	8	2.1%	5	5%	7.4
<i>Subtotal</i>		238		366		418		711
Data Unavailable		114		152		255		230
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 51A. Please mark expected annual income range, including salary, as well as any retirement income much as your military retirement, any disability payments, real estate income, and any other sources of income, before taxes are taken out. If you are not sure, please make your best guess. (Only Employed TAP Veterans)

Your Annual Income	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Less than \$25,000	14.1%	12	10.4%	20	10.9%	22	21.7%	79
\$25,000 - \$40,000	18.4%	23	16.3%	29	13.6%	34	23.2%	103
\$40,001 - \$70,000	16.4%	40	27.4%	75	26.8%	85	19.9%	152
\$70,001 - \$100,000	21.5%	54	16.4%	72	19.7%	76	14.5%	113
\$100,001 - \$130,000	13.9%	43	7.7%	39	11.3%	68	6.6%	82
\$130,001 - \$160,000	6.1%	18	7.1%	36	6.4%	40	3.7%	47
Greater than \$160,000	5.3%	31	9.2%	66	7.8%	77	4.1%	78
Prefer not to answer	4.3	14	5.5	21	3.6	13	6.5	51
<i>Subtotal</i>		237		365		416		709
Data Unavailable		131		175		285		275
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 51B. Please mark expected annual income range, including salary, as well as any retirement income such as your military retirement, any disability payments, real estate income, and any other sources of income, before taxes are taken out. If you are not sure, please make your best guess. (Follow-up 2020, Only Employed TAP Veterans)

Household Income	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Less than \$25,000	8.5%	8.0	7.1%	16.0	7.8%	17.0	10.1%	36.0
\$25,000 - \$40,000	11.5%	13.0	8.6%	18.0	7.6%	19.0	19.3%	75.0
\$40,001 - \$70,000	14.1%	27.0	23.3%	51.0	25.8%	59.0	18.1%	111.0
\$70,001 - \$100,000	19.1%	39.0	14.7%	49.0	18.0%	62.0	16.4%	114.0
\$100,001 - \$130,000	14.0%	43.0	13.3%	45.0	10.0%	57.0	10.0%	75.0
\$130,001 - \$160,000	10.1%	23.0	9.1%	46.0	11.4%	50.0	6.4%	55.0
Greater than \$160,000	18.2%	55.0	16.9%	95.0	15.6%	10.0	9.0%	134.0
Prefer not to answer	4.4%	13.0	7.0%	23.0	3.8%	14.0	10.7%	66.0
Subtotal		221		343		388		666
Data Unavailable		131		175		285		275
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.
Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 52. How many people are supported by your HOUSEHOLD income, including yourself, your significant other (if you have one), and anyone else partially or fully supported by this income whether or not they live with you? (Veterans Who Participated in TAP)

Number of People	L1 (Mean and N)		L2 (Mean and N)		L3 (Mean and N)		L4 (Mean and N)	
Number of People	2.6	221	2.5	352	2.9	402	2.1	642
Data Unavailable		131		166		271		299
<i>Total</i>		(352)		(518)		(673)		(941)

* Mean is weighted; N is unweighted.
Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 53. During the past 12 months, did you receive unemployment compensation? (Veterans Who Participated in TAP)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
No	95.3%	230	91.3%	346	93.1%	402	84.6%	633
Yes	4.7%	6	8.7%	18	6.9%	16	16%	15.4
<i>Subtotal</i>		352		518		673		941
Data Unavailable		115		153		257		232
<i>Total</i>		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.
Source 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 54. How many weeks of unemployment did you receive? (Veterans Who Participated in TAP)

Number of weeks	L1 (Mean and N)		L2 (Mean and N)		L3 (Mean and N)		L4 (Mean and N)	
Number of People	11.7	6	13.5	17	12.5	16	25.3	73
Data Unavailable		346		501		657		868
<i>Total</i>		(352)		(518)		(673)		(941)

* Mean is weighted; N is unweighted.
Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 55A. The following questions ask how satisfied you feel, on a scale from zero to 10. (Veterans Who Participated in TAP)

Thinking about your own life and personal circumstances, how satisfied are you with your life as a whole?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	1.3%	1	1.7%	3	2.7%	7	6.2%	25
1	2.1%	5	1.6%	3	0.2%	2	2.4%	14
2	0.3%	2	0.3%	2	3.2%	10	3.1%	21
3	2.3%	7	3.1%	9	5.7%	15	6.2%	28
4	5.9%	10	7.8%	19	5.8%	18	7.4%	40
5	14.2%	21	10.2%	28	10.8%	27	12.5%	86
6	6.75%	16	8.9%	23	14.2%	39	11.6%	75
7	19.7%	39	17.2%	72	18.8%	70	16.2%	109
8	17.9%	46	22.6%	89	14.5%	79	14.6%	123
9	17.4%	55	13.9%	67	11.2%	68	9.7%	94
10 (Completely satisfied)	10.6%	31	12.8%	50	12.7%	79	8.0%	84
Prefer not to answer	1.7%	4	0.0%	0	0.2%	2	2.2%	10
Subtotal		237		365		416		709
Data Unavailable		115		153		257		232
Total		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 55B. The following questions ask how satisfied you feel, on a scale from zero to 10. (Veterans Who Participated in TAP)

How satisfied are you with your quality of life?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	3.0%	2	1.0%	2	1.9%	4	3.8%	17
1	0.0 %	0	2.0%	3	0.1%	1	1.9%	13
2	1.3%	4	1.1%	3	3.0%	5	4.2%	19
3	3.5%	3	3.1%	9	1.6%	7	5.5%	27
4	6.0%	10	5.2%	11	5.8%	19	8.2%	47
5	5.4%	13	6.1%	22	10.8%	31	11.1%	66
6	4.6%	14	11.5%	27	15.8%	39	8.8%	59
7	15.7%	26	15.3%	50	17.0%	61	17.1%	112
8	22.5%	52	20.8%	82	12.9%	69	15.4%	116
9	21.6%	61	19.0%	85	14.0%	84	12.2%	115
10 (Completely satisfied)	14.7%	48	15.0%	71	16.8%	96	9.9%	108
Prefer not to answer	1.7%	4	0.0 %	0	0.1%	1	1.9%	9
Subtotal		237		365		417		708
Data Unavailable		115		153		256		233
Total		(352)		(518)		(673)		(941)

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 55C. The following questions ask how satisfied you feel, on a scale from zero to 10. (Veterans Who Participated in TAP)

How satisfied are you with your health?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	0.9%	1	2.2%	4	3.0%	7	5.3%	24
1	1.3%	4	1.1%	3	1.6%	4	4.0%	23
2	3.3%	6	1.3%	5	2.8%	8	3.9%	22
3	8.3%	12	7.2%	20	4.0%	15	8.3%	48
4	9.1%	14	7.5%	24	10.1%	30	10.3%	62
5	8.4%	21	14.9%	43	11.7%	45	15.4%	108
6	3.8%	15	10.4%	40	14.0%	53	12.5%	97
7	22.5%	48	21.0%	82	20.0%	78	18.7%	132
8	26.4%	58	19.3%	77	10.4%	66	9.3%	94
9	13.2%	42	10.8%	48	9.8%	54	7.6%	69
10 (Completely satisfied)	2.5%	13	4.2%	18	12.1%	53	3.8%	26
Prefer not to answer	0.3%	2	0.0 %	0	0.5%	4	0.9%	6
Subtotal		236		364		417		71
Data Unavailable		116		154		256		230
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2011 Longitudinal Survey merged with VA administrative and DoD data.

Question 55D. The following questions ask how satisfied you feel, on a scale from zero to 10. (Follow-up 2020, Only TAP Veterans)

How satisfied are you with your personal relationships?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	3.5%	4	3.1%	6	3.3%	9	6.2%	30
1	2.5%	4	1.1%	3	2.3%	7	3.3%	20
2	2.0%	5	3.7%	12	5.3%	17	5.3%	26
3	9.0%	10	3.4%	17	4.2%	14	6.1%	37
4	3.6%	8	2.9%	13	7.5%	21	8.8%	46
5	7.6%	20	10.3%	36	10.8%	40	12.1%	71
6	3.6%	15	7.1%	26	9.4%	33	8.5%	58
7	13.5%	32	17.9%	56	14.5%	60	11.6%	96
8	23.2%	51	20.9%	73	11.9%	53	14.7%	116
9	14.3%	48	16.8%	73	15.1%	74	10.2%	99
10 (Completely satisfied)	16.8%	37	12.8%	50	14.9%	83	10.9%	99
Prefer not to answer	0.5%	3	0.0%	0	0.9%	5	2.4%	12
Subtotal		237		365		416		710
Data Unavailable		115		153		257		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 55E. The following questions ask how satisfied you feel, on a scale from zero to 10. (Follow-up 2020, Only TAP Veterans)

How satisfied are you with feeling part of your community?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	8.5%	11	6.8%	12	6.9%	17	14.2%	58
1	4.9%	10	0.7%	5	8.0%	16	5.3%	32
2	3.2%	6	5.8%	15	5.7%	16	6.9%	41
3	6.9%	13	5.9%	18	2.4%	12	8.9%	58
4	4.1%	8	9.7%	33	11.6%	34	8.3%	58
5	20.6%	30	14.0%	50	12.4%	57	10.5%	79
6	8.1%	31	12.3%	37	9.3%	40	10.6%	78
7	13.1%	39	16.7%	63	12.8%	59	13.2%	101
8	13.9%	38	13.8%	61	8.3%	45	10.6%	97
9	7.3%	26	6.9%	40	8.6%	49	4.4%	52
10 (Completely satisfied)	7.6%	21	5.4%	26	13.2%	69	4.4%	39
Prefer not to answer	1.7%	4	1.9%	4	1.0%	4	2.6%	17
Subtotal		237		364		418		710
Data Unavailable		115		154		255		231
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

Question 55F. The following questions ask how satisfied you feel, on a scale from zero to 10. (Veterans Who Participated in TAP)

How satisfied are you with your future security?	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
0 (No satisfaction at all)	3.8%	3	7.1%	10	5.2%	12	9.3%	42
1	2.8%	4	0.2%	2	3.3%	5	5.1%	28
2	2.9%	4	0.1%	1	3.0%	5	5.0%	24
3	1.1%	4	5.7%	17	2.2%	7	6.3%	38
4	3.3%	6	4.2%	16	7.3%	21	5.2%	31
5	13.9%	22	8.4%	26	11.6%	36	10.0%	61
6	8.8%	24	6.2%	29	12.3%	42	7.5%	60
7	13.4%	31	20.8%	63	12.1%	51	14.6%	99
8	25.1%	49	19.9%	71	13.0%	69	15.5%	131
9	13.1%	47	13.1%	63	14.0%	77	11.7%	99
10 (Completely satisfied)	11.4%	40	12.8%	63	15.9%	89	7.9%	85
Prefer not to answer	0.3%	2	1.4%	2	0.3%	3	1.7%	10
Subtotal		236		363		417		708
Data Unavailable		116		155		256		233
<i>Total</i>		<i>(352)</i>		<i>(518)</i>		<i>(673)</i>		<i>(941)</i>

* Percentage (%) is weighted; N is unweighted.

Source: 2021 Longitudinal Survey merged with VA administrative and DoD data.

APPENDIX F. COMMENTS ANALYSIS

INTRODUCTION

This document provides a summary of the comments received in response to the open-ended question asked in the 2021 Post-Separation Transition Assistance Program (PSTAP) Assessment Longitudinal Survey. The open-ended question was: Longitudinal Question 56: Thinking back to your transition process, is there anything else that VA could have done then or could be doing now to help you after your service?

The study team assigned each response to one of the study life domains (i.e., employment, education, health and relationships, financial circumstances, and personal satisfaction) and also identified if the comment was positive or a critique.

SUMMARY OF COMMENTS BY STUDY LIFE DOMAINS

For Question 56 (Table 3), most comments fell under the life domain of “Employment” and around 94 percent of Veterans from each cohort responded with a critique. “Health & Relationships” had the second highest number of comments, with over 96 percent of Veterans from each cohort responding with critiques. Some Veterans also discussed the COVID-19 pandemic in their comments, but at the same rate as Veterans participating in the 2021 Cross-Sectional Survey.

Table 3. Distribution of Responses to Longitudinal Question 56 by Life Domain, Cohort and Type of Comment

Life Domain	Cohort 1		Cohort 2		Cohort 3		Cohort 4	
	Critique	Positive	Critique	Positive	Critique	Positive	Critique	Positive
Education	100.00%	0.00%	91.11%	8.89%	93.33%	6.67%	85.48%	14.52%
	(29)	(0)	(41)	(4)	(42)	(3)	(53)	(9)
Employment	93.81%	6.19%	98.90%	1.10%	97.45%	2.55%	89.90%	10.10%
	(91)	(6)	(180)	(2)	(191)	(5)	(267)	(30)
Experience with TAP	94.74%	6.26%	96.92%	3.08%	92.25%	7.75%	89.27%	10.73%
	(90)	(5)	(126)	(4)	(119)	(10)	(233)	(28)
Financial Circumstances	94.64%	5.36%	97.75%	2.25%	97.06%	2.94%	88.34%	11.66%
	(53)	(3)	(87)	(2)	(99)	(3)	(144)	(19)
Health & Relationships	99.07%	0.93%	98.06%	1.94%	92.86%	7.14%	95.93%	4.07%
	(107)	(1)	(152)	(3)	(169)	(13)	(259)	(11)
Covid	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
	(2)	(0)	(2)	(0)	(1)	(0)	(13)	(0)

Source: 2021 Longitudinal Survey

MOST FREQUENTLY USED WORDS

Table 4 provides the most frequently used words in response to the open-ended question to identify the most common topics and themes. The most frequently used unique word was “Benefits.” Additionally, many comments had words related to the “Health & Relationships” life domain such as “Medical,” “Health,” and “Mental.”

Table 4. Most Frequent Words Used in Response to Open-Ended Question 56: Thinking back to your transition process, is there anything else that VA could have done then or could be doing now to help you after your service? (N=1,516)

Word	Frequency	Number of Unique Comment Appearances	Percentage of Unique Comment Appearances
Benefits	199	170	11.21%
Job	207	167	11.02%
Disability	153	128	8.44%
Health	128	109	7.19%
Medical	100	75	4.95%
Mental	59	52	3.43%
Healthcare	61	49	3.23%
Jobs	56	46	3.03%
Education	47	44	2.90%
Resume	53	42	2.77%
Employment	45	39	2.57%
Support	44	39	2.57%
Claims	46	37	2.44%
Tricare	33	30	1.98%
School	33	27	1.78%
Compensation	31	26	1.72%
Insurance	27	22	1.45%
Appointments	23	20	1.32%
Covid	19	18	1.18%

Source: 2021 Longitudinal Survey

The next section provides an analysis of overarching themes from comment responses. Finally, the last section compares and contrasts comments provided in response to the open-ended questions from the 2021 and 2020 Longitudinal Surveys.

OVERARCHING THEMES

There were several themes identified during analysis of Question 56 of the Longitudinal Survey. This section discusses some of the overarching themes from Question 56.

EMPLOYMENT

Employment was an important topic to many Service members. Several issues surrounding employment were uncovered through analysis of the comments. Table 5 provides an overall rundown of the number of comments referencing employment.

Table 5. Frequency of *Employment* Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	772	50.92%

Source: 2021 Longitudinal Survey

The first issue that was uncovered in the comments analysis was that Veterans felt **TAP/VA should assist them more in finding employment**. Many Veterans would like VA to provide more assistance in searching for jobs (with platforms like USAJOBS) or provide outlets for Veterans to get work immediately. One sentiment that changed from last year was about mock interviews, as some Veterans felt they weren't effectively carried out. Comments regarding these issues include:

- “Wish I had known more about the civilian job market. I had this thought of "getting my foot in the door" with my current employer and accepted a position that is not commensurate with my skills and abilities. I have not been able to secure better positions and feel I "pigeon-holed" myself. I have been retired 5-years and now feel no one values my previous 25-year military experience. I have applied for almost 100 jobs for which I am over qualified, but have received only a couple of follow ups. I believe employers only see my current position and do not view my previous experience as current or relevant.” (L3)
- “I left the Marine Corps over two years ago. I did not like the transition classes provided to me. I was constantly looking for a new job while working at my first post military job. I returned to full active duty in the Marine Corps three months ago and life is great. I look forward to seeing great improvements in the VA when it is time for me to retire.” (L2)
- “A six month Employment transitioning program, which allows services members to Intern with civilian companies to include Federal and State government agency.” (L1)
- “I found that the transition was easy the day after. 180 days after, not so much. The VA does a decent job helping vets prepare. It would be great if the VA did more on outreach to premium employers and educate them about veteran skills, potential, and experience. I've found that, even those companies who want to do well by veterans, often don't because hiring managers don't actually understand how to translate veterans to civilians.” (L4)

- “Better help with actual resume writing, job hunting for jobs that fit my skills and abilities. Improved outreach to civilian companies that aid veterans in getting jobs. I have had lots of call backs and interviews but due to my age, the lack of translatable skills, being told I'm "over qualified", or an unwillingness for employers to hire veterans I have been transitioned from service for two years and still have no meaningful job opportunities that pay a decent living wage.” (L2)

Veterans also expressed **difficulty in translating their military skills to civilian skills**. Veterans feel that civilian employers may not understand the skills they have acquired through their time in service, which makes it difficult to obtain employment. Comments for this topic include:

- “Even with all the training there are so many challenges trying to convert military skills to help employers see what they want to hire. The worst part is that being older is held against me as a potential employee.” (L4)
- “I think most members leaving the military do not fully appreciate what civilian life will truly be like. They have lived in an environment with job security, no health insurance premiums, being shown appreciation for their work, and the list goes on. I was fortunate to know what civilian life would be like from previous experience and had reasonable expectations. Most of my shipmates I have kept in contact with struggle with the realities of life. The transition period should begin long before the member leaves the service and should be reminded just how good they have it in the service. I think if members had a more realistic view of civilian life they could be better prepared. Many of the tasks I performed in the military DO NOT translate to the civilian world like we were constantly told. Members leave the service with a false sense of the value of their skills and struggle to adapt.” (L2)
- “I had a really good transition out of the service if there is one thing the transition process should look to change is the over inflating the earning power on service members when they transition. I do allot of veteran hiring where I work the biggest battle I have is every service member thinking they should start out at six figures plus. I get senior NCO's with no college no experience in the industry demanding six figures to start while learning the industry.” (L4)
- “Better help in finding jobs, internships for those separating/retiring. Better expectation management, understanding & practical skills about finding jobs away from military community.” (L3)
- “Certification, qualifications are some of the more difficult or barriers encountered. Set you up for unemployment right out front.” (L4)

DEPARTMENT OF VETERANS AFFAIRS

There were several themes dealing with VA identified in the comments. Table 6 provides the frequency of comments related to VA across both questions.

Table 6. Frequency of VA Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	587	38.72%

Source: 2021 Longitudinal Survey

Veterans had positive comments regarding the **information and benefits they receive from VA**. Veterans commented that it was a very useful course to their transition and they still use that information to this day. Comments include:

- “All information that I got from VA helps me to get ready for a civilian world. It gives me a lot of time to adjust and adopt a civilian world. (L4)
- “I am satisfied with the VA process. I was able to include my spouse in the training and briefings which prepared us to transition. Anything that can be done to ensure transitioning service members actually participate will benefit them.” (L3)
- “Over my active duty tenure, the VA made very significant strides with preparing service members for separation. That stated, I am unsure of the regulations on how soon prior to separating Soldiers can sign up for VA post-separation service briefings, but sooner is better! Get the information in the hands of ALL service members, regardless of their status.” (L4)

Even though the sentiment towards VA Benefits Briefings was positive, **Veterans did feel that they needed more time and support when receiving information from VA**. This made it difficult to retain the information from the course and did not allow enough time to cover the benefits available. Some Veterans are still searching for information or confused about their benefits because they could not retain all the information available during the briefings. Comments regarding this include:

- “VA briefings were excellent, however it was lots of information at once. maybe spread the times. to repeat essential information” (L4)
- “I remembered that the VA briefing were very detailed and a lot of information is thrown at you. I would recommend that it get broken in to blocks of time and that plenty of hand outs are provided. I think it would be useful if there is a warm hand off with an assigned VA case manager to help the Veteran navigate the often confusing VA realm. This would really help veterans out tremendously. (L1)
- “The VA is such a huge bureaucracy and the systems are so complex that the one day of VA briefings were far from sufficient to navigate the myriad resources. Compound that with an incredibly non-user friendly website(s) that makes it very confusing to find resources.” (L3)

There were comments from Veterans that provided some feedback, both positive and negative, regarding their experiences with VA. Comments include:

- “I do believe that the VA is doing good so far. However, I do think that the VA needs to improve on benefits awareness for its members.” (L4)
- “I think it was a good mix of information. The job search and VA information was very useful and helped with a successful transition.” (L4)
- “Frankly, the VA did all it could. I wish I had never left the military because financially it has been a disaster for my family on my one civilian income. Before a service member is allowed to resign, that service-member ought to be mandated to take a VA class on the benefits and consequences of leaving the service.” (L3)
- “I think the VA has done what can do to help me transition. The only thing I am fairly disappointed in is Voc Rehab... Other than that the VA has been great. I would suggest that the transition program be broken up into occupations. As a Corpsman I qualified for none without certification”. (L4)
- “TAP was very valuable during my retirement from the Air Force. I really can't think of anything they could be doing for me now, but if I needed something, I feel I can count on the VA to assist me.” (L3)
- “During the TAP course, if a step-by-step VA transition plan was provided, it would have been very beneficial (e.g. once you retire, call the VA hospital near you to get enrolled and an appointment). This was never discussed or provided to our class which made it challenging to me when I needed to be seen by the VA. Discussing all of the benefits is great but retirees need to have an outline of what they need to do to get started - that is lacking.” (L4)
- “The military spends a long time indoctrinating, conditioning, and building us up to be ready for war. The VA spends a fraction of the time reversing that so we can adapt to civilian life upon separation. There should be more emphasis on separation, and reversing the conditioning that was done over our careers.” (L3)
- “The VA should assign each retiring member with personal contact/counselor/mentor/advocate - a human to reach out to directly to help with benefits, healthcare, gaining access to websites, personal info, and services. The VA provides outstanding services. Accessing them is a nightmare: there are many websites, most of them are difficult to use, there are usernames and passwords for EVERYTHING, there is no central location or website to manage everything that needs to be managed and nobody to go to as a central point of contact. The best way to help people is with direct interaction with other people. Websites are great, but they are just a reference source. Also, if you'd like more feedback than just data, you should interview a representative portion of veterans. The transition out of the military after 20 years is extremely difficult. While data and metrics are vital, so is talking to people. The VA needs to make more personal connections with veterans.” (L2)

TAP COURSE INFORMATION

Veterans mentioned TAP in over 40% of comments in the Longitudinal Survey. Veterans had opinions on both the length of the course and timing of taking it. Table 7 provides the number of comments from each of the three questions.

Table 7. Frequency of TAP Feedback Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	615	40.57%

Source: 2021 Longitudinal Survey

Veterans wish they had **taken TAP earlier in their military careers**. They felt that taking TAP one year prior to separation, or in some cases even later, put them at a disadvantage when transitioning. They believed that taking TAP earlier would set them up for success. Some of these comments are also reflected in the VA Benefits Briefings and financial planning topics in this document. Some comments highlighting this issue include:

- “Have this process started earlier. Maybe a required three year out TAP (brief) class that provides an overview of what to expect when a member retires, how to start preparing to look for a job, etc. Then at 1 year out the standard TAP class. I have always been a planner and I started thinking about this 3 years out. Which in the grand scheme of things, is the minimum amount of time you should start thinking about the transition.” (L4)
- “I think that TAP should be a requirement during multiple stages of your career so you can start thinking about everything earlier. Just going in your last year of service when you already have a lot going on isn't the best option for actually taking all the information in.” (L4)
- “Should have started the transition process much earlier. Might have helped with expectation management.” (L2)

Veterans also believed **TAP courses needed to be longer**. Veterans felt that five days did not provide sufficient time to understand all the information being provided to them. A longer course would help better understand the information and be able to effectively use it. Comments highlighting this information include:

- “Have smaller classes so the instructor can do more one on one with each person in the class. And maybe make it a few days longer. I felt rushed and my class size was over 40 people.” (L3)
- “Add a short virtual follow up to for the veterans transition, 30-60 days after TAP for the separating/retiring participants. Make sure they are tracking or if they have questions. People get overwhelmed during TAP and most people can only be

focused on a few things; quite often it's prep for the job search. VA services and benefits often get covered quickly and there is a lot of important information to unpack.” (L3)

- “Yes. The program needs to longer and needs to be mandatory. Should make everyone attend TWICE and it should be 10 days. One day only for resume building. It should include some kind of job fair as well. It should include more information on culture issues that you experience after transitioning. I spent 3 days building a stupid resume and ZERO days talking about how difficult it is once you get out. The TAP program was useless to me. It didn't teach me anything. I learned about BDD from other veterans. You guys need to do better.” (L4)
- “Make the separation class a little longer. Senior service members get the chance to go twice, but junior service members get one chance and I feel that some of them need this type of training to succeed more than others.” (L1)

RESUME WRITING

Resume writing was a prevalent theme across the surveys. Overall, Table 8 provides a rundown of the number of comments referencing resume writing during or after their transition.

Table 8. Frequency of Resume Writing Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	52	3.43%

Source: 2021 Longitudinal Survey

Veterans in the Longitudinal Survey had more critical comments on the resume writing than those in the Cross-Sectional Survey. Comments include:

- “Make the class two weeks long to spend more time on finding a job, have a ready resume, and have headhunters to actively help find jobs.” (L4)
- “Resume preparation, would like to see more in depth in the conversion of military service into civilian terms. That continues to be a struggle for many. Recommend adding a service where the transitioning service member walks away with a completed resume in hand that was reviewed by a professional resume writer.” (L4)
- “Ensure that the transition programs are longer than one week and actually go over all aspects of civilian life such as budgeting, debt, proper ways to evaluate your time in service to better educate you on what salaries you should be seeking. How to appropriately write resume so your application does not get overlooked by company. Better education on how to get more disability if you feel as though the VA is not helping you with that or if you fear some sort of retaliation or dismissal of your needs.” (L1)

- “I feel that there should have been a separate group or class, depending on your age/years of service, as some things like resume development are much different for someone who served 4 years and someone who served over 20.” (L1)

DISABILITY CLAIMS

Another theme in Question 56 that had high representation was **disability claims**. Two separate issues were uncovered when examining the comments; (1) Veterans were being wrongfully denied disability compensation and (2) Veterans would like more VA assistance with claims process. Overall, Table 9 provides a rundown of the number of comments referencing disability claims.

Table 9. Frequency of Disability Claims Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	153	10.10%

Source: 2021 Longitudinal Survey

The first issue that was uncovered in the comments analysis was that Veterans felt they were being **wrongfully denied disability compensation**. Many Veterans said they had documentation to support they had a service-connected disability but were still denied. Comments regarding this issue include:

- “I went through the process of applying for the Voc Rehab program and was denied because the counselor felt my PTSD would not allow me to succeed. Frankly hearing that denial after being accepted into a Masters program was devastating. Should I have lied about having symptoms on and off? I was told I needed to use my GI Bill since I still had some left to cover for this Masters program, but the whole point of me applying was not necessarily to get the VA to pay for my school but more for the benefit of helping me find a job after I graduate. My PTSD is a detriment to receiving any VA benefits, if I choose not to go counseling it's because I have support at home and with friends that help.” (L4)
- “I have attempted to apply for rehabilitation training and keep being told that I am not eligible or that the courses I want to take are not eligible. This is such a pain that I don't even bother to explore it any longer. I see people who have successfully worked with counselors to obtain this benefit, but this has been elusive to the point where I consider it not applicable to me and my needs. Finally, mental health counseling, good luck. Feeling depressed I spoke with a counselor for 30 minutes as an initial consult. He then directed me to get on line to get the phone number for PTSD counseling. Fighting with my log in I found the number and left a message with no response.” (L2)
- “I think they did a good job in getting the basics done for everyone. One thing they could focus on more would be VA disability compensation with 6 month updates.

Disabilities change, and so should the compensation. I tried putting in a request to change my disability but it was denied. So I would like to do it again but I also would like help in knowing what to do or say so that I don't delay the process any longer" (L4)

- “VA Could have processed my Disability Claim fully and accurately the first time around. I still need to file my appeal for ratings that were denied for service connection for injuries or conditions incurred during my service.” (L1)

The second issue was that Veterans would like **more VA assistance through the disability claims process**. Many Veterans found the claims process to be difficult and confusing. Some comments include:

- “The main thing that was missing for someone like me (100% physically disabled - C4 Quad) was pertinent information on the various grants available for us, e.g., housing adaptation, van grant for hauling electric wheelchair, traumatic injury SGLI, etc. Knowing about and having someone to help with the paperwork would have been appreciated.” (L3)
- “I wish obtaining my disability benefits would have gone better. I had to reapply because my application was never submitted when I still in Washington State.” (L4)
- “Press veterans to complete their VA disability benefits claim as soon as possible in order to make all of the deadlines so they are Not fighting with VA years after retiring!” (L2)
- “The VA disability claims process is a disaster- the forms and process are unnecessarily complicated and it takes far too long to receive a response to a claim.” (L3)
- “The VA should explain more about VA claims and how it all works out. I had zero education when I had my TAP's class.” (L3)

MENTAL HEALTH

One theme that was exhibited in Question 56 was **mental health**. Several separate issues surrounding mental health were uncovered through analysis of the comments. Overall, Table 10 provides a rundown of the number of comments referencing mental health or mental concerns during or after their transition.

Table 10. Frequency of Mental Health Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	104	6.84%

Source: 2021 Longitudinal Survey

Note: Numbers in the table include references to the words mental, depression, depressed, therapy, therapist, mentality, and counseling.

The first issue uncovered in comment analysis was that Veterans **did not feel TAP prepared them for the mental issues faced after transition**. Many Veterans stated that even though TAP discussed mental difficulties, they never understood how difficult it was to transition to civilian life. Veterans mentioned the difficulties in transitioning to civilian employment, not having the support of military members with them, and general isolation after transition as some of the main issues. These issues are highlighted in the following comments from the survey:

- “A veteran mental health counselor should speak with the group about expectation management and what to look for to find a mental health provider that is a veteran, if needed. I would also like to see more blunt talk about family interaction and have each TAP attendee sit with the veteran mental health counselor for 50 minutes during or after the TAP course.” (L2)
- “It isn't all about money or a job. I'm good on that front but relationships, friends, fitting in, are all lacking and I see that with other Veterans. We had a community and now it's gone, I wasn't prepared for that.” (L1)
- “Could have been more realistic about the mental effects of the transition” (L1)
- “Mental health is a big factor for some people and not talking about it during a medical brief is not an option. It shouldn't take a long time to get the first session once off active duty and that also should be a priority.” (L3)
- “I think there should be more of an outreach program for vets who have got out. I think there is a negative stigma for vets and those transitioning to get mental health help.” (L1)

Mental health counseling was also discussed by Veterans in the PSTAP Assessment. Veterans wanted mandatory mental health counseling to be part of their transition to help identify potential issues. Veterans also said that transitioning from mental health counseling while on active duty to VA and civilian counseling caused delays at a crucial time of their transition. Lastly, Veterans mentioned they wanted periodic check-ins after their transition. VA instituted the Solid Start program in 2019 to assist Veterans after transition and provide periodic check-ins and assistance. Some comments highlighting this input include:

- “I would say, recommend some type of personalized counseling or therapy after a period. At least personally, I was riding a high when I got out and didn't worry about how the dice would land too much. It was a lot to manage mentally and I was in a bit of a "honey moon" have fun state for awhile. It was a good means of decompression. But I hadn't yet found a healthy outlet for my compartmentalized stress and anxiety to unpack.” (L4)

- “If the VA or the TAP could give more information for counseling or mental health services, that would have helped me a lot. I took counseling on my own and it was incredibly beneficial but expensive.” (L4)
- “Post service counseling. I could've used support the first six months out of the army. I became depressed and had trouble determining my next steps career wise/adjusting to a non military environment.” (L2)
- “Proactively offer mental health counseling before its a crisis” (L3)
- “1 month, 3 month, 6 month, and then annual check ins of post transition counseling with fellow veterans. I didn't know how much I was "different" from civilians when I separated. Having that to just discuss and share challenges would be nice.” (L3)

Veterans also wanted to get **more resources and discussions on mental health assistance** from TAP. In general respondents mentioned that they hoped TAP would provide more information on mental health and the resources available. Veterans said that the mentality of being in the military typically causes Service members to hide mental health issues while on active duty. They believed that not documenting those issues led to difficulties in getting rated for mental health disabilities once they transitioned to civilian life. Several Veterans said that they got more information from outside resources than they did from TAP. Some example comments include:

- “I need faster access to mental health providers. I called for assistance and they did not have any providers available for 30-days.” (L4)
- “Definitely encouraging and making mental health teams available to transitioning members. Emphasize VRE, early application for disability, care taker programs (have one speak to transitioning members), make it easier to apply for VRE; veterans have to interview and compete for jobs both in Gov and civilian.” (L4)
- I think the VA should really stress to encourage vets to apply for disability benefits. The military pushes a mentality that one should never seek help from the medic or doc and should attend all training possible. This wears down on the mind, body, and soul. Everyone should at least apply for disability even if they get nothing. It should be encouraged because some of use lose years of our lives in service to our nation. (L2)
- “Better screening for depression and other mental health issues.” (L4)
- “Focus more on the emotional aspects of being out of the military and the mental and emotional toll transitioning out can take and mention more mental health services and support groups for veterans that are going through the same process.” (L4)

OFFICERS

For Question 56, many Officers (Grade O-1 or higher) commented that the training was more catered towards Veterans from lower grades. Table 11 provides a breakdown of the comments left by Veterans who are Officers by question:

Table 11. Frequency of Comments from Veterans who Served as Officers by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	178	11.74%

Source: 2021 Longitudinal Survey

Over 11 percent of comments for Longitudinal Question 56 comments were left by Officers. Officers have more work experience and/or higher education compared to the lower enlisted Veterans. The issue is that Officers feel that the **TAP training is more targeted towards lower enlisted Veterans** seeking education or entry-level positions, and so the TAP training becomes a formality that they must attend. Comments include:

- “I think there should have been more time for focus-related TAP training. I did not get much out of the survival focused TAP content (avoiding homelessness, going to college, getting basic jobs) and feel like the optional TAP add-ons are very hard to get to for anyone who is still being tasked by their command in the lead up to their terminal leave. Putting some time in so that you can choose "applying to college" or "applying to consulting firms" instead of just putting everyone in the college content would make sense (particularly when giving TAP to officers, who generally already have a degree).” (L3)
- “More focus on professional options for separating officers and professionals during transition. Now - ways to help veterans link up would be great. Some of this is being done by non-profits, but maybe some partnerships and grants would be great.” (L1)
- “SFL-TAP was a useful service, but most services weren't geared to (or necessary for) officers transitioning into professional careers. I didn't find the services generally necessary for someone in my situation.”
- “TAP is set up for Jr. enlisted personnel. There should be a TAP specifically for officers below Colonel.” (L4)
- “TAPS was not helpful for highly educated officers/pilots. I sat next to a kid who was getting processed out for drug use. If possible, restructure the TAPS class for different levels of performance/trajectory for departing military in their new careers. I spent most of my time in the classes networking on LinkedIn and doing my own thing, simply checking the box that I attended the courses so I could get my paperwork signed. They were good people giving the classes, it just was of no help to me beyond the VA benefits class which is doesn't apply to your career moving forward.” (L3)

COMMAND AND LEADERSHIP

While command and leadership are notable themes, most comments related to this topic were made in the Cross-Sectional Survey. Table 12 shows that over two percent of comments in Longitudinal Question 56 mentioned command or leadership.

Table 12. Frequency of *Command and Leadership* Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	32	2.11%

Source: 2021 Longitudinal Survey

Much like the 2020 Survey, most comments regarding command and leadership discussed two topics. The first topic was that a **Service member's command and leadership were not supportive of attending TAP courses**. Many Veterans said that their command would either not allow them to attend courses, assign them additional work, or force them to rush through online content. These Veterans believed that this created many issues during transition because they did not get to fully utilize all that TAP had to offer. Respondents also felt that it would be helpful if **leadership had a better understanding of the importance of TAP and what information it provided**. Some comments include:

- “My biggest problem when transitioning from active duty after 20 years of service was my last command. Leadership ignored the fact that in was leaving active service and made it very difficult to achieve the education I needed to transfer my Mil skills to commercial licenses. ("The timing was never good, not the commands priority etc..", I had to burn 2 weeks of leave to meet my goal and keep from being otherwise tasked) The command also attempted to send me on a six month IA position to US CENTCOM due to my clearance level and skill eighth months prior to my end of service date....CENTCOM would not take me due to my proximity to end of service). The command also did not allow me to attend TAP until inside the last six months of service.” (L2)
- “The transition process training should be at least 3 weeks long and the command should not give you such a hassle about going to TSP. Better education on how to get more disability if you feel as though the VA is not helping you with that or if you fear some sort of retaliation or dismissal of your needs.” (L1)
- “I wish I was allowed to receive in person help versus my command making me do an online separation classes. I feel this made me less prepared.” (L4)
- “Just grateful with what the VA provides during TAP class. It's more of to the members' commands that they should allow the members to attend at least more than once. Too much information to tale and to learn and it sad that some members are not given the chance to partake on this beneficial class.” (L4)

- “Enforce compulsory compliance amongst commands to ensure Service members are enrolled and fully involved.” (L4)

COVID-19

Comments about COVID-19 were prevalent in Question 56. Table 13 provides an overview of the frequency of COVID-19 comments.

Table 13. Frequency of COVID-19 Comments by Question

Question	Frequency	Percentage of Total Comments
Longitudinal Question 56	18	1.18%

Source: 2021 Longitudinal Survey

Veterans found that necessary medical visits and appointments were being cancelled due to COVID-19. These appointments, in the Veterans’ opinions, are related to disability claims and healthcare, and the cancellations are causing delays in disability compensation and medical support. COVID-19 also exacerbated issues Veterans experienced in the other overarching themes such as employment and mental health. Comments include:

- “COVID-19 stopped a lot of progress I am still waiting for my disability rating, at least six months.” (L4)
- “Honestly, what’s the point when they can just use "due to covid" as an excuse for everything and then tell people they have an appointment on this date and then you confirm it online, but the workers don’t get notified. I have a job where I travel overseas and I was trying to get a CPAP machine, as well as get a dental appointment, but due to them shutting down before I sail out, I wasn't even able to get my dental cleaning. My teeth have deteriorated. My sleep has gotten progressively worse, and I'm at the point of not even caring to try and get the benefits I earned because they only give a damn about the active duty and even if you are a contractor with orders to leave, they don't care and also only try and help you once you are a part of a primary team.” (L4)
- “I wish, I could apply for more things in the job market. When you get hire on due to Covid. It Changed the entire dynamic of the working environment for people to strictly online and some people are more hands on and just take better to seeing training in person. It gets rough This entire year due to the mandate, covid restrictions, and the crisis it has done a number on all of the soldier who transition out in between that window.” (L4)
- “Hard to say got out a month before the pandemic so my plans didn't really work out.” (L4)

- “A difficult transition in that I divorced just 5 weeks prior to retirement; I was re-deployed just 6 weeks from retirement. I didn’t know what, where’s, or anything. I was trying to survive. Then the pandemic impacted any momentum I was mustered. Once in, the VA staff is very helpful. I don’t understand how to maneuver within the retired military system.” (L4)
- “No, there is just so much information out there that it is so hard to go through, it would be nice to have more time before retirement to go through and speak with someone to get answers or where to find information. The process is good, just overwhelming for people after having to change a lifestyle and blend into a whole another way of life and how that process operates. Currently we are just feeling our way through and learning as we go, just would be nice to speak to someone on the phone sometimes. We understand the catching up after this pandemic, so everyone is trying to do their best”. (L4)
- “The claims process has been inconsistent and lengthy. It’s been over a year due to pandemic but I have noticed claims from other veterans afterwards have been processed quicker while I am still going through the process. After appointments it takes well over 6 months to receive a finding or ruling on the claim.” (L4)

COMPARISON TO 2020 CROSS-SECTIONAL SURVEY TOPICS

The comments provided for the 2021 Longitudinal Survey have similar sentiment and themes to the 2020 Survey. Key words showed up in similar frequencies between the two surveys for each question (Table 14). For Question 56, the only key word to have a greater than three percentage point difference was “Benefits” which appeared 3.16 percentage points fewer in 2021 than it did in 2020.

Table 14. Difference in Percent of Comments with Key Words for 2021 and 2020 Longitudinal Surveys

Word	Percentage of Unique Comment Appearances in 2021	Percentage of Unique Comment Appearances in 2020	Difference (Absolute Value)
Longitudinal Question 56			
Benefits	11.21%	14.37%	3.16%
Job	11.02%	11.48%	0.46%
Disability	8.44%	10.08%	1.64%
Health	7.19%	8.88%	1.69%
Medical	4.95%	6.29%	1.34%
Mental	3.43%	3.79%	0.36%
Healthcare	3.23%	3.89%	0.66%
Jobs	3.03%	4.29%	1.26%
Education	2.90%	4.29%	1.39%
Resume	2.77%	3.79%	1.02%
Employment	2.57%	4.39%	1.82%

Word	Percentage of Unique Comment Appearances in 2021	Percentage of Unique Comment Appearances in 2020	Difference (Absolute Value)
Support	2.57%	3.29%	0.72%
Claims	2.44%	1.40%	1.04%
Tricare	1.98%	2.89%	0.91%
School	1.78%	2.59%	0.81%
Compensation	1.72%	2.59%	0.87%
Insurance	1.45%	0.00%	1.45%
Appointments	1.32%	2.30%	0.98%
Covid	1.18%	0.90%	0.28%

Source: 2021 Longitudinal Survey

APPENDIX G. LONGITUDINAL SURVEY RESPONDENT DEMOGRAPHICS

Table G1A. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents - Race

Race	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
American Indian/Alaskan Native	0.0	0	1.6	1	1.3	5	0.9	4
Asian or Pacific Islander	7.0	5	1.0	4	4.3	7	6.5	6
Black/African American	5.6	15	6.4	11	9.0	23	15.8	25
Unknown	3.3	4	2.1	9	1.8	6	3.5	14
White	84.2	105	88.9	145	83.6	215	73.3	174
Total Respondents (N)	100	129	100	170	100	256	100	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G1B. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents - Gender

Gender	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Female	21.7	28	21.3	40	20.2	44	22.1	38
Male	78.3	101	78.7	130	79.8	212	77.9	185
N/A	0	0	0	0	0	0	0	0
Total Respondents (N)	100	129	100	170	100	256	100	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G1C. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents - Military Service Branch

Military Service Branch	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Air Force	15.5	21	17.6	39	15.7	48	22.4	74
Army	61.6	79	56.2	90	49.9	130	63.2	114
Coast Guard	0.9	2	1.8	2	1.9	6	1.0	3
Marine Corps	16.5	14	7.4	12	12.1	22	5.3	9
Navy	3.8	7	17.0	27	20.4	50	7.7	21
Unknown	1.7	6	0.0		0.0		0.4	2
Total Respondents (N)	100	129	100	170	100	256	100	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G1D. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents – Military Component

Military Component	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Active Duty Member	2.96	9	2.4	5	1.3	6	8.6	10
National Guard Member	21.61	40	12.1	35	15.1	57	24.0	74
Reserve Member	59.62	51	65.3	83	62.7	114	44.2	79
Reserve Retiree	15.80	29	20.2	47	20.9	79	23.2	60
Total Respondents (N)	100	129	100	170	100	256	100	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G1E. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents – Pay Grade

Pay Grade	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
E-1 to E-3	2.1	1	1.5	1	1.1	1	5.7	4
E-4 to E-6	70.6	54	68.2	70	69.5	102	61.1	84
E-7 to E-9	10.9	36	8.1	35	8.8	50	14.3	73
O-1 and above	15.7	36	19.5	59	17.9	96	15.5	57
Other	0.7	2	2.7	5	2.7	7	3.4	5
Total Respondents (N)	100	129	100	170	100	256	100	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G1F. Demographic Characteristics of Non-TAP Eligible 2021 Longitudinal Survey Respondents - Age

Average Age	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Average Age	38.9	129	40.0	170	41.6	256	41.9	223

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2A. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP - Race

Race	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
American Indian/Alaskan Native	0.0		1.9	3	2.4	7	0.6	5
Asian or Pacific Islander	11.8	19	5.3	21	4.1	15	8.5	45
Black/African American	11.1	34	12.4	46	7.4	38	15.5	107
Unknown	5.5	11	3.1	17	6.3	19	7.0	54
White	71.6	176	77.2	280	79.7	347	68.4	512
Total Respondents	100	240	100	367	100	426	100	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2B. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP - Gender

Gender	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Female	16.1	45	24.3	75	23.6	78	24.1	158
Male	83.9	195	75.7	292	76.4	348	75.9	565
Total Respondents	100	240	100	367	100	426	100	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2C. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP – Military Service Branch

Military Service Branch	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Air Force	21.0	54	18.3	78	22.3	112	25.6	206
Army	43.7	103	41.6	134	35.3	151	35.0	281
Coast Guard	0.0	0	2.3	13	2.2	13	0.7	6
Marine Corps	19.5	35	15.9	47	9.1	32	20.2	85
Navy	15.3	46	21.9	95	31.1	118	18.5	144
Unknown	0.4	2	0.0	0	0.0	0	0.1	1
Total Respondents	100	240	100	367	100	426	100	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2D. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP – Military Component

Military Component	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Active Duty Member	55.0	175	61.4	278	73.6	349	68.5	530
National Guard Member	6.9	18	2.6	16	2.2	19	3.1	54
Reserve Member	36.7	43	34.1	67	23.5	55	27.5	132
Reserve Retiree	1.4	4	2.0	6	0.6	3	1.0	7
Total Respondents	100	240	100	367	100	426	100	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2E. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP – Pay Grade

Pay Grade	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
E-1 to E-3	5.5	4	2.7	3	6.9	10	9.1	29
E-4 to E-6	63.4	69	61.8	107	62.0	131	70.6	284
E-7 to E-9	12.0	74	9.7	89	9.8	106	8.4	209
O-1 and above	17.5	86	24.2	159	19.6	168	11.0	187
Other	1.6	7	1.6	9	1.6	11	0.9	14
Total Respondents	100	240	100	367	100	426	100	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table G2F. Demographic Characteristics of 2021 Longitudinal Survey Respondents that Completed TAP - Age

Average Age	L1 (% and N)		L2 (% and N)		L3 (% and N)		L4 (% and N)	
Average Age	33.8	240	34.7	367	36.0	426	35.9	723

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

APPENDIX H. DETAILED REGRESSION ANALYSIS

The following tables provide detailed output from the regressions run throughout the report.

Table H1. Logistic Regression Predicting Veterans Enrolling in Educational Programs After Separation

Predictor	Coefficient	Standard Error	Pr > [t]
National Guard	-0.9439	0.022	<.0001
Grade E4 - E6	0.7383	0.018	<.0001
Grade E1 - E3	0.6352	0.026	<.0001
Marine Corps	0.5173	0.015	<.0001
Active Duty Member	0.5049	0.011	<.0001
Female	-0.3366	0.013	<.0001
Air Force	0.3205	0.014	<.0001
White	-0.3182	0.011	<.0001
Coast Guard	0.1529	0.062	<.0001
Age	-0.00793	0.000	<.0001

Note: Model is weighted.

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table H2. Most Important Factors Leading to Further Education After Separation

Importance	Explanatory Variable	Direction of Effect	Estimated Probability of Enrolling in Education	Estimated Probability of Not Enrolling in Education
1	National Guard	(-)	28%	72%
2	Grade E4 - E6	+	68%	32%
3	Grade E1 - E3	+	65%	35%
4	Marine Corps	+	63%	37%
5	Active Duty Member	+	62%	38%
6	Female	(-)	42%	58%
7	Air Force	+	58%	42%
8	White	(-)	42%	58%
9	Coast Guard	+	54%	46%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table H3. Logistic Regression Predicting Individual Earnings of Veterans

Predictor	Coefficient	Standard Error	p-value
Grade E1 TO E3	-1.490	0.023	<.0001
Grade E4 - E6	-0.778	0.011	<.0001
Reserve Member	0.517	0.018	<.0001
Grade E7 - E9	0.396	0.015	<.0001
Female	-0.334	0.007	<.0001
Race = White	0.247	0.007	<.0001
National Guard	-0.141	0.021	<.0001
Active Duty Member	0.067	0.017	0.0001

Note: Model is weighted.

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table H4. Most Important Factors to Income,

Importance	Explanatory Variable	Direction of Effect	Estimated Probability of Income Greater Than or Equal to \$70,000	Estimated Probability of Income Less than \$70,000
1	Grade E1 - E3	(-)	18%	82%
2	Grade E4 - E6	(-)	31%	69%
3	Reserve Member	+	63%	37%
4	Grade E7 - E9	+	60%	40%
5	Female	(-)	42%	58%
6	Race: White	+	56%	44%
7	National Guard	(-)	46%	54%

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table H5. Logistic Regression Predicting Life Satisfaction of Veterans

Predictor	Coefficient	Standard Error	p-value
Expected Income above \$70K	0.017	2956.990	<.0001
Air Force	0.057	252.930	<.0001
Do you have an ongoing physical health condition, illness, or disability (e.g., high blood pressure, pain)?	0.020	1540.550	<.0001
Did you develop this condition within the last 12 months?	0.014	2480.280	<.0001
Navy	0.057	88.460	<.0001
How satisfied are you with your personal relationships?	0.004	14612.790	<.0001
Marine Corps	0.058	54.680	<.0001
How satisfied are you with your health?	0.005	6648.610	<.0001
Coast Guard	0.085	16.310	<.0001
Army	0.057	30.480	<.0001
How satisfied are you with your future security?	0.004	5154.890	<.0001
TAP: Overall, the courses provided the information I needed for a seamless transition to post-military life.	0.006	1803.910	<.0001
National Guard	0.023	14.220	0.0002
Active Duty Member	0.014	5.170	0.023
Reserve Member	0.015	3.940	0.0471

Note: Model is weighted.

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.

Table H5. Factors Impacting Veteran Satisfaction

Importance Rank	Explanatory Variable	Direction of Effect	Estimated Probability of a Positive Response	Estimated Probability of a Negative Response
1	Expected Income above \$70K	+	71%	29%
2	Do you have an ongoing physical health condition, illness, or disability (e.g., high blood pressure, pain)?	+	68%	32%
3	Did you develop this condition within the last 12 months?	(-)	34%	66%
4	How satisfied are you with your personal relationships?	+	62%	38%
5	How satisfied are you with your health?	+	59%	41%
6	How satisfied are you with your future security?	+	57%	43%
7	TAP: Overall, the courses provided the information I needed for a seamless transition to post-military life.	+	56%	44%

Note: Excludes Military Service Branch

Source: 2021 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.