Exploring the Enhanced Veteran Employment Outcomes Data Tool
February 19, 2025

Coordinator:
Welcome and thank you for standing by. Currently, all participants are in a listen only mode. Today's webinar is being recorded and the recording will be posted publicly. If you have any objections, you may disconnect at this time. Now I'd like to turn the call over to your host for today, Earlene Dowell.

Earlene Dowell:
Thank you Lisa. Good afternoon, everyone, and thank you for joining us for the 1st local employment dynamics or LED webinar of 2025.

Before I introduce today's speaker, let's go over a few housekeeping rules. As mentioned earlier, this webinar is being recorded. For your convenience. It will be uploaded to our Census Academy site with all supplemental materials relating to the webinar within 30 business days.

We welcome your questions during the webinar. Please submit your questions using the Q and A panel which is located at the bottom right corner of your Webex screen. Once you've found the Q and A panel, make sure you choose all panelists from the dropdown menu. This will ensure we see your question.

As time allows, we will answer your questions directly through the Q and A panel or we will share your question with the presenter to respond to during the Q and A portion of the webinar.

Also, we ask that you do not include any personal or business identifiable information with your questions.

We suggest keeping the chat panel open as we will provide key links and other resources throughout the webinar. Keep in mind, you won't be able to respond to the chat. That is for us to send out links and other resources related to the presentation.

As you know, we are in a virtual environment and sometimes technical difficulties might occur. If you are having issues, try a different browser or consider logging out and coming back into the session. If you are having audio issues, try selecting the computer audio or calling into the webinar via phone.

On behalf of the US Census Bureau and the LED partnership, in collaboration with the Council for Community and Economic Research, and the Labor Market Information Institute, it is my pleasure to welcome David Wasser as he presents, “Exploring the Enhanced Veteran Employment Outcomes Data Tool.”

Recently, the US Census Bureau released an expanded version of the Veteran Employment Outcomes or VEO. The updated experimental data product now includes earnings and employment outcomes for veterans honorably discharged between 2002 and 2021, as well as from additional branches of the armed services.

These data show important differences across military rank and occupation regardless of the branch service. The Census Bureau partnered with the Department of Defense to update and expand VEO. Earnings and employment outcomes of more than 2.8 million enlisted service members are available.

David Wasser is a labor economist in the center for economic studies at the US Census Bureau’s Longitudinal Employer Household Dynamics Program. His research focuses on labor market monopsony and labor market

institutions. Wasser received his PhD in economics from Cornell University. With that I handed over to David.

David Wasser:
Hi, I'm David and I'm an economist here at the Center for economic studies at the US Census Bureau, and as Earlene mentioned, I'll be presenting to you today about the enhanced Veteran Employment Outcomes Data tool. And thank you all for taking the time to be with us here today.

So let's start with a little background about the Veteran Employment Outcomes Data Tool or VEO.

VEO 1st began as a collaboration between the Census Bureau and the Army Office of Economic and Manpower analysis, OEMA. In order to create this partnership was, was formed in order to create statistics on labor market outcomes for veterans of the US army.

What's important about VEO is that it augments traditional survey-based sources of information on veterans to provide additional information about veterans employment and earnings after discharge by making use of the administrative records housed at the US Census Bureau.

For this updated and expanded version of the VEO, which we are calling VEO version two, the Census Bureau collaborated with staff from the Department of Defense to form this extended partnership that incorporates data from additional branches of the military and not just from the army.

The VEO Explorer tool, which I will demonstrate for you later in this presentation, provides public access to the VEO data tabulations in a graphical format and allows users to download the data underlying these tables, these figures as well.

When developing VEO, we here at the Census Bureau thought about at least three interesting use cases for this data. The 1st is the military itself who would might be able to use this data tool in order to retain talent and recruit talent.

We also thought about service members and veterans who might be interested in, their post military career planning and would like more information on what might be available to them.

And finally, we also considered the needs of policy makers. And in particular, the Department of Defense Transition Assistance Program, who might be able to use the video data to help design targeted interventions for veterans transitioning into the civilian labor market.

Now we'll get into more specifics about what is included in the VEO data product. VEO matches administrative earnings records from the Census Bureau's Longitudinal Employer Household Dynamics Program or LEHD, with data on over 2.8 million enlisted veterans who were honorably discharged from service between 2002 and 2021.

These LEHD records cover over 96% of private and public sector wage and salary jobs, however, they do ex exclude self-employment earnings. The VEO data are also longitudinal, which means that we are able to explore employment and earnings outcomes both immediately after individuals leave service and also over longer time horizons such as five and ten years.

Importantly VEO data use state of the art, differential privacy techniques, which maintain individual veterans' privacy in accordance with Census Bureau's legal obligations.

Now that I've given you a high-level background on what is included in VEO, I want to provide some more information about the details of what actually is included on individual data products within the explorer tool.

VEO provides statistics on numerous veteran characteristics, including several that are not observed in traditional survey-based data sets. E.g., VEO includes data on military occupation both at the two-digit level and at the three-digit level. It also includes information on civilian industry of employment, the state in which veterans are employed and includes many different characteristics about the veterans themselves, including their sex, race, rank, years of military service, and others.

You can also look at outcomes for veterans of different discharge cohorts, meaning we could see whether outcomes for new veterans change depending on when they left the service.

And finally, as I highlighted earlier in the presentation, new to the VEO version two is the ability to look at the outcomes of veterans for different branches of the military. Initially, VEO only included outcomes for army veterans, but now also includes information on veterans of the Air Force Coast Guard, Marine Corps, and Navy.

Let's return to the three use cases I mentioned at the beginning of the presentation. Now that we have a better familiarity with what is contained within VEO.

When thinking about the military, personnel at the military might be interested in understanding what do their personnel in specific occupations earn if they leave service for civilian jobs.

Service members might be interested in the specific types of civilian jobs that would value their military experience if they were to leave the service. And finally, policymakers could be able to answer the question of which vets struggle to find good jobs initially or perhaps who should be targeted for post military labor market transition interventions.

Let's keep these three use cases in mind as I show you, a demonstration of the VEO Explorer tool housed on the Census Bureau's website.

I'm now showing you the landing page for the Veteran Employment Outcomes Explorer data tool housed on the Census Bureau's website.

The default view, which you are seeing now includes information for three military occupations, infantry, data processing, and aircraft and aircraft related occupation.

Coordinator:
David?

David Wasser:
Yes.

Coordinator:
Excuse me. They we're not seeing.

David Wasser:
Okay, one second. Okay, are you able to see now?

Coordinator:
Yes, thank you.

David Wasser:
Thank you. Sorry about that brief interruption.

So, what I'm showing you now is the landing page for the VEO or Veteran Employment Outcomes Explorer data tool housed on the Census Bureau's website.

The default view, which, is shown on the screen includes information from three military occupations, infantry, data processing occupations, and aircraft and aircraft related occupations. This information comes from all three branches of the military. And it includes earnings outcomes one year after discharge for veterans at the 25th percentile of the earnings distribution, the 50th percentile of the earnings distribution, and the 75th percentile of the earnings distribution.

As I mentioned earlier, members of the military might be interested in knowing how, specific military occupations translate into post civilian labor market.

I can enter into this dropdown menu and select, e.g., different and by searching for different occupations in the military. E.g., I can look at people who are working in cyberspace maintenance or cyberspace operations.

Let's click cyberspace operations to see what it shows. So the interactive tool now includes additional information. Also, clear all the selections and choose different, well, e.g., I might be interested in who are working in radio radar. I can compare across these military occupations based off of their earnings, but, in across all branches.

In addition, I can select here at the top of the page and choose to show the information from different branches. So the view now changes, as you can see for all occupations, it's now displaying along the horizontal axis, earnings of veterans from each of these five different branches that are included in the VEO data tool: Army, Coast Guard, Air force, Marine Corps, and Navy. I can still choose a different occupation if I, a specific occupation if I would like by either scrolling or searching through this specific occupation dropdown.

So let me choose intelligence to choose people in the military who are working in intelligence related occupations. Here you can see, information on their earnings one year after leaving the service for the Army, Air Force, Marine Corps, and Navy. You'll notice that Coast Guard does not contain data for this specific occupation, and that relates to data privacy reasons.

It's also notable looking at the screen here that the median or 50th percentile are earnings for new veterans from the Air Force is approximately $78,750 while that of those who worked in intelligence occupations while those in the army that median earnings is lower at $53,720.

Our second use case that I discussed earlier related to military personnel or veterans who are interested in knowing where their skills might be valuable in the civilian labor market. For that, we can take a different look by choosing from the dropdown at the top to look at industry military occupation by industry.

If I select that, we see different industries along the horizontal axis that are represented. The construction industry, the manufacturing industry, retail trade, and also professional scientific and technical services. These are just four of the available sectors that are available to view.

Suppose I was working in as in the infantry during the in the military.
So I can clear all of these occupations and select infantry as my occupation group, and I want to see, my earning, what my earnings might look like across all industries.

Here we can see across 22 different industries, the 25th, 50th, and 75th percentile of earnings amongst people who formally worked in Infantry gun crews, and seamanship specialists occupations across all sectors of the US economy. You can compare and contrast the earnings at some that are relatively high and those that are relatively low.

Suppose I was one of these infantry veterans, but I didn't I want to know specifically about what happens if I worked in, e.g., the navy. So now you can see, specifically for those infantry personnel who are veterans in the navy, we can see what the industry earnings differentials are across industry, one year after leading service.

I can also look to see five years and ten years after service.
What these earnings look like. And so I can get a sense for how my earnings might grow over time after I leave the service.

The final use case that I discussed earlier related to policymakers help hoping to help veterans transition into, the civilian labor market. So, e.g., I could look at different demographic information to see how veterans with that, these different demographic characteristics transition to the civilian labor market.

I'm gonna choose to select the enlistment education level. So here I'm showing you a line graph that shows for different cohorts of veterans who are leaving the service at different times. They're median earnings, one year after discharge across all branches of the military broken out by their education level at the time that they enlisted. The green line at the top includes information, includes those who had some college or high school degree or higher educational attainment at the time of enlistment.
The orange line indicates those with a high school diploma, and the blue line indicates those with a GED. I can also in addition to earnings, look at the number of counts of veterans who are employed at each enlistment level. As you can see, these change over time, and therefore it might be the subject of different targeted measures by policymakers or those in the DOD transition assistance program at different points in time.

In particular, we could see here that those with a high school diploma had trouble finding jobs. In the after math of the great recession in 2008, but eventually we're able to recover to higher employment levels later on once the labor market recovered.

And so, these, this is a demonstration, this has been a demonstration of the VEO Explorer tool and a wide variety of questions that you might be able to find answers for using this tool.

I want to leave you with a few resources that you might be able to use for when accessing and learning about VEO data. 1st, of course, is the VEO Explorer tool, which I just demonstrated. We also have on the Census website an America Counts story, which describes some of the key takeaways from this updated version of the VEO data product. And as always, would we certainly welcome any questions, comments or feedback you have on the VEO data tool at the given email address.

Thank you so much for your time and attention, we can move to the Q and A now.

Tonja White:

Thank you, David. Just want to remind everyone that the presentation will be accessible under the Census Academy website at census.gov/academy under the webinar tab within 30 days. The think the link has been added to the chat.

Again, please type all your question in the Q and A and keep your questions pertaining to the presentation. The chat has been disabled. Alright right now we don't have any questions.

Just give it a second, please.

Okay, here's a question. Do you believe military recruiters around the country will be interested in this tool as well as they can show how recruits can earn post military?

David Wasser:
Thank you. Yes, I do believe that this will be a valuable tool for military recruiters across the country. So something that I did not show as a capability is you were able to look at outcomes of veterans by specific states, in which state they reside, e.g., which allows for more geographically specific information to be shared on the potential earnings and employment outcomes post serving in the military.

Tonja White:
Okay how were the year the service BINS ranges selected were contract lengths considered?

David Wasser:
Thank you. So the, the years of service bins are selected based off of what seems to be based on our conversations with folks at the Department of Defense, reasonable bins for completing a regular or 1st term of service. So, e.g., most of the, the, the cuts are made after, I believe six years, in which case, that is, that corresponds to a 1st term of service.

Tonja White:
Okay, let's give it a second in case there are more questions.

David Wasser:
I should also mention briefly that the, each of the different visualizations that I showed, the different graphs on the video Explorer tool allow the user to export the data as well, underline each of those figures. And so if you're interested in looking at and manipulating the, looking at manipulating the data, underlying the figures yourself, you are able to do that.

Tonja White:
Were, were the geographics stats normalized?

David Wasser:
I'm not totally sure exactly what, the, the questionnaire, means by normalized. We observe the, the state in which each of these veterans are employed in the LEHD infrastructure, and those are the, that's the geographic information that we use in order to, to break out outcomes separately by state. We do not take into account states in which the veterans, e.g., were born or anything like that. It's just where they are working after this military service.

Tonja White:
I believe that's the end of our Q and A session. Turning it back over to Earleen at this time.

Earlene Dowell:

Great. Well, thank you so much, Tonja, and thank you David. This concludes the February LED webinar. Thank you everyone for joining us. David, did you wanna say any closing remarks?

David Wasser:
Sure, I just want to say thank you to everyone for participating today and for all of the questions that came during the Q and A. Hopefully you find the video data tool useful.

Earlene Dowell:
Alright, well, like I said, this concludes the February LED webinar. Join us next month on Wednesday, March 19, at 1:30pm, eastern time, when Nicole Nicola from New Jersey Department of Labor presents, “Are Jobs Leaving your state?”

Upon exiting this webinar, you will receive a pop up to an evaluation. We would appreciate if you took the time to answer these questions so we may better serve you with future webinars. Again, thank you so much to David and on behalf of the US Census Bureau and the LED partnership. thank you for joining us today and enjoy the rest of your afternoon.

Coordinator:
This concludes today's webinar. Thank you for your participation. You may disconnect at this time.