

**2020 LED Webinar Series: Statistics of Army Veterans Transitioning
into the Civilian Labor Market**

May 20, 2020

Coordinator: Welcome and thank you for standing by. At this time I would like to inform all participants that today's call is being recorded. If you have any objections you may disconnect at this time.

All participants will remain on a listen only mode for the duration of the call until the question and answer session. At that time if you would like to ask a question, you may do so by pressing star and 1.

I would now like to turn the call over to your host Earlene Dowell. You may begin.

(Earlene Dowell): Thank you Rebecca. Good afternoon everyone and thank you to Lisa Glover-West from the U.S. Census Bureau for hosting this LED Webinar. In light of the recent transition to 100% telework we are utilizing technology offsite to continue operations. We aim to minimize interruptions as much as possible, but we appreciate your patience if we experience any technical delays.

Please utilize the chat feature to notify us should any issues arise and we will do our best to address them. All webinars and Q&A sessions are recorded and will be accessible from the Census Academy's Webinars tab once the recording and transcripts are available. Please go to www.census.gov/academy. And thank you for your continued support of our outreach and education efforts.

On behalf of the U.S. Census Bureau and the Local Employment Dynamics Partnership in collaboration with the Council for Community and Economic Research and the Labor Market Information Office, welcome to the May LED Webinar. It is my great pleasure to introduce Erika McEntarfer as she presents statistics of Army veterans transitioning into the civilian labor market.

The Veteran Employment Outcomes, or V-E-O, recently released our new Census Bureau experimental statistics on Transitions of Army Veterans into the Civilian Labor Market. VEO data provides employment outcomes for recent cohorts of military veterans by military occupation and other veteran characteristics.

These data are generated by linking Army administrative data with the national database of jobs to obtain longitudinal employment and earnings for veterans existing in the Army between 2000 and 2015.

Erika McEntarfer is the head of research for the Longitudinal Employer Household Dynamics Program at the Center for Economic Studies at the U.S. Census Bureau. She leads the research team that is developing new statistical measures of worker or firm dynamics from linked employer to employee data for the U.S..

Her own research uses this data to study the dynamics of worker reallocation and declining job mobility in the United States. Much of this research led to the development of the job-to-job flow. She received her Ph.D. in economics from Virginia Tech in 2002. With that, I welcome Erika.

Erika McEntarfer: Hi. Thank you very much. I'm really pleased to have the opportunity to show you this data that we have been working on developing with the U.S. Army over the last year and a half. So I'm going to start by briefly outlining the goals for today's webinar.

I'm going to start by providing a background on this project, how it got started and what we were trying to accomplish with this new set of statistics. Then I'm going to walk through some specific use cases of how you can use the data and I'm going to do that by sharing some screenshots from a veteran employment outcomes explorer tool that's also released with the data.

And then I'm going to conclude the talk by talking about our future plans and segue into discussion and Q&A. And for that Q&A I'm going to pull up the VEO explorer tool itself and many of the questions that we've gotten over the last few weeks are about what else you can look at in the data, and it's useful to have the tool open for those questions.

So this project is a collaboration between the U.S. Census Bureau and the Army Office of Economic and Manpower Analysis, which is based in West Point. So AOEMA, which is what that group is commonly called, is principally responsible for workforce strategy and talent management in the Army. And as part of that role they have very detailed data on U.S. Army soldiers. And we use that data in tandem with census data to develop these new statistics.

So in designing these statistics we looked at the available data on new veterans and tried to think of what don't we actually know. What we don't actually know is we don't really have a very broad detailed portrait of how veterans are doing in the civilian labor force once they leave the Army, both short run and long run.

So we're uncertain what their initial outcomes look like and there is very little on long run outcomes. And this data is to try and fill that void. So in addition to that broad picture of how veterans are doing in the labor market, we anticipate some narrower use cases for the data. The first is the military.

So obviously, we're working with AOEMA to develop the statistics. AOEMA is very interested, not just in understanding how veterans are doing, which is something they do want to know. But also at talent retention and recruitment. They're very worried about losing skilled service members to the private sector, they want some information on which occupations there is substantial private sector demand.

And you can anticipate that data on veterans outcomes in the civilian labor market would be used as a recruiting tool for the Army so you could see this is the kind of career you could have in the Army, and look there's private sector demand for this kind of job experience, here's how these former Army soldiers do once they're in the private sector.

Similarly we imagine that soldiers and veterans themselves are going to want to use this data for planning post-military career transitions, and I'm going to walk through a specific example of how you can use the data to do that.

And lastly, we anticipate the policy makers are going to be interested in these statistics. Veterans, there's a lot of interest in how veterans are transitioning into the labor market and many programs that are available to help veterans with these transitions and those private programs lack a lot of data.

So what specifically is available in the statistics? So VEO data provides very detailed earnings, outcomes by military occupation, civilian industry of

employment and detailed veterans characteristics. Ideally, we wanted to create statistics by what are called military occupation specialties. That's the most detailed level of occupation data.

That proved too challenging from a disclosure protection perspective, so we did wind up having to aggregate occupations up and the statistics are at three-digit DOD occupation codes, which is 56 occupation levels. And also for some of the other statistics we aggregate further up to a nine-occupation code level.

So the data are longitudinal, so we have both first-year outcomes and five- and ten-year outcomes. We can do that because we're matching to a longitudinal database of jobs that we have at the Census Bureau. So we're able to see both immediate and long run outcomes.

And lastly, I'm going to point out because these statistics are based off of administrative data linkages, it's a massive sample. So we match over 650,000 veterans who left service between 2000 and 2015 to the jobs record data. So this is a huge sample of veterans, by comparison the current population survey, which is another source of data on veterans, for this cohort of veterans they only have 650 veterans in the TPS so we have many, many times that.

In order to make the data more useful to the public we released with the data what we call the VEO Explorer Data Tool and this is an application that allows users to build their own data visualizations and explorer the data and see what's available.

And I'm going to use some screen captures from the VEO Explorer Tool to walk through some specific examples and this is going to be actually the bulk

of the presentation. It's just showing you what you can actually do with the data, which I find is much more interesting than just describing the data.

So I'm going to walk through three use cases. One is the military use case, in particular we're going to look at what types of private sector salaries private cyber personnel in the Army earn in civilian jobs. And we're going to walk through the soldier case in which a former soldier is looking at the VEO data's to anticipate what kind of career path they might have after service.

And lastly, we're going to look at a policy maker example and specifically we're going to look at the first-year outcomes data to see if we can identify what types of veterans are really struggling to find good work when they leave military service.

So the first example is cyber personnel in the Army. So the US Army is quite concerned about their ability to retain, much like the government sector in general, is very concerned about their ability to retain high tech personnel which there tends to be a fair bit of private sector demand. So in this example we're going to look at the data and look up certain cyber occupations in the Army and see how they do in the private sector.

So one of the nice features of the VEO application is as I mentioned the data are not at the MOS level, they're aggregated up to protect privacy of soldiers. But you can type in MOS codes and it will point you to those aggregations, so I'm going to do that here in this example. I'm going to start typing cyber and it's going to pull up a menu and I'm going to see cyber space operations general and I'm going to go ahead and select that occupation.

Electronic warfare specialist is also considered part of the suite of cyber jobs in the Army, so I start typing that second and it points me to this larger

occupation group which is called Intercept Operators. This is a lot of electronic intelligence and signals intelligence occupations.

And so I'm going to go ahead and select this occupation group and then I'm going to remove the default occupations, and that's going to give me this selection right here.

So these are first year private sector annual earnings for these two cyber occupations both at the 25th, 50th, and 75th percentile. So as you can see these veterans do very well in the private sector. Just to benchmark what you're looking at, the average veteran newly entering the labor market makes about \$30,000 annually at the median. And you can see here that the median former cyber personnel make over \$50,000 and at the 75th percentile it's closer to \$80,000.

So particularly for the more high tech and more experienced soldiers in this group they probably are in that 75th percentile. Those probably are the soldiers that the Army is concerned about losing, and so if I were the Army and I were looking at this data I would know that I would want to set my re-enlistment incentives for these personnel pretty high in order to be able to retain them, because there are ample well-paying private sector opportunities for them.

So I'm going to segue to the next user case which is a soldier looking at what sorts of jobs are available and what kind of earnings they can expect when they leave service. And because it's the largest occupation group in the Army I'm going to use the example of a former infantryman.

So my former infantryman wants to see what type of earnings he can earn in different industries. So he's going to go ahead and actually get out of the

detailed occupation menu and go to occupation by industry here. And that's going to send him to this menu.

So you'll notice for occupation I've selected infantry and gun crews and I'm going to go ahead and select five industries. It gets a little hard to read more than five, but you can select up to 20 industries here. And in my example my infantryman doesn't have a specific idea of where he wants to work, he just wants to know what different industries are paying someone like him.

And so I'm going to go ahead and select construction, healthcare, accommodation and food service, public administration, that's state and local government, and also the federal government. And my soldier is interested not just in what they'll earn immediately but what kind of industries are better five and ten years after they leave service.

So I'm going to go ahead and instead of looking at the distribution first year out I'm going to go years post-discharge and choose 1, 5 and 10 years, and that's going to give me this screen. And these are the medians.

So just to walk through what you're looking at here, so the best paying sector of these five for former infantry is the federal government. I will say, as I've been browsing this data pretty extensively for the last few months the federal government is one of the higher paying destinations for most occupation groups from the Army. Many former Army soldiers end up at DOD or the VA.

Also some at Department of Homeland Security and these tend to be better paying jobs relative to other sectors for most military specialties. The next highest paying is public administration, so that's state and local government.

And if that's surprising to you, because you don't tend to think of former infantry working in local governments, keep in mind that law enforcement is one of the largest occupation groups in state and local government and indeed a great many of these jobs are law enforcement jobs.

Construction is the third ranked, accommodation and food service, that's not surprising that those are pretty low paying jobs, I think we know that these are low paying jobs. Interestingly when we were developing these statistics there was a lot of interest in healthcare.

There's lots of groups that are interested in re-tooling former soldiers to work in either high tech or healthcare where there are a lot of good paying jobs, but we don't generally see in the data that former soldiers get very well-paying healthcare jobs. And you can see here, it's not a particularly good outcome.

So my soldier is interested not just in what are the better paying sectors, but which ones are the most likely to hire them. So you can also look at the counts and this will give you the frequency of the number of veterans. So this is former infantry who left the Army between 2000 and 2003, you can look at other cohorts as well but I want the ten-year outcome so I'm looking at an earlier cohort.

You can see that first year out there's a lot of former infantry in construction. That declines pretty steadily. Those weren't some of the better paying jobs, so it's not entirely surprising that we see veterans moving out of that industry over time. Many of them are moving more into these federal government and public administration jobs.

Unfortunately accommodation and food service that was a pretty bad paying sector, and you can see there's declining numbers of veterans working in

them. So the good news here for my veteran is that two of those better paying sectors, public administration and the federal government also hire a good many former infantry.

So I've been using the he pronoun but of course not all former infantry are men and so if I am a former female soldier, I might wonder well all right do these earnings reflect what I can in fact earn in the labor market? So I'm going to look at the data by gender, and that's going to give me this graph here. So this is a little different than the bar charts so I'm going to walk through a little slowly what you're looking at.

So the X axis here is comparing groups of veterans that left service at different times. So the first dot is veterans that left between 2000 and 2001, the last dot is veterans who left between 2014 and 2015. And then it's the 25th, 50th, and 75th percentile of earnings. Blue is men, orange is women and the big takeaway from this graph is that in most cohorts men do earn more than women, but these distributions overlap significantly.

So at the 75th percentile women earn much more than the median male soldier. This earnings gap disappears entirely in the great recession, you can see those dots come together. That's not entirely surprising given what we know about the great recession which disproportionately impacted high paying jobs in male dominated industries, so you see that gender gap disappear for those cohorts and then it reappears again in the economic recovery.

So the last example I'm going to walk through is the policy maker example where we're interested in understanding what types of veterans are really struggling to find jobs and to find good paying jobs in the labor market when they leave service. And similar to the last graph I showed you, in this graph

I'm going to compare different cohorts of veterans that left at different times and the share of them that found stable employment in their first year.

The question I'm interested in here is how badly did the great recession impact the ability of new veterans to find work? And what this graph tells me is that it mattered quite a bit. So when you look at the 2000-2001 cohort 60% of them when they left service were able to find a stable job their first year out.

And by stable, I mean they were employed more than half the year and earned at least a full-time minimum wage salary, so it's a pretty low threshold. But you can see that it actually declines over time, quite a bit. The 2008-2011 groups of exiters only just over 35% of them found steady work their first year out.

When we first looked at this data we wondered if part of this was composition effects, different types of veterans leaving at different times, so here you see we've segmented the data by education and entry into the Army and you can see that this effect, there's some level shifts depending on how much education you had coming in to the labor market. But this increased difficulty in finding stable work is across all cohorts and no matter what way we segment the data we see the same pattern.

Our next question was are there particular military occupations that are struggling to find work in the civilian labor market and the theory the underlies this query is that many people have speculated that former combat personnel have a particularly hard time transitioning into the civilian labor market because their training.

There's more mismatch between their training and skills and what the civilian labor market employers are demanding. And so here we look at median earnings upon entry in the labor market. This is first year annual earnings by occupation, and you can see some support for that theory here. So the highest paying occupations first year out are healthcare, electronic equipment repair, communications and intelligence and mechanical equipment repair.

So these are largely non-combat occupations and it's not hard to imagine how a former soldier who worked in one of these groups and had these skills might be able to market themselves for private sector job. The occupation with the worst outcomes is infantry and that is consistent with this notion that these soldiers are struggling more to transition their experience into the civilian labor market.

This is particularly worrying because infantry is such a large occupation group in the Army. That's what the figure on the right is showing you is just the share of veterans by these occupation groups, and you can see that infantry is the largest.

So that's the end of the specific use case walk throughs. I just want to talk a little bit about the data availability and our update schedule. So this data was released to the public two weeks ago yesterday on May 5th, you can Google it and start playing around with it as soon as we get off this webinar. It is now publicly available.

So right now the data is available for veterans for the U.S. Army who were released between 2000 and 2015 and many people have asked is this going to be regularly updated and could it be expanded to cover other service branches? Both of those questions are conditional on demand. So this is an

experimental data product. Experimental data products are released to the public to see if they have legs and an engaged user community.

So we're trying to get the word out about these data and if there is strong interest in continuing them, they could become regularly updated. That's also of course up to the Army continuing their relationship with us, so far however they've been pretty enthusiastic about the data so we're right now not anticipating that that might be an obstacle. And of course if there's interest from other military partners we would be able to expand these statistics to other military branches.

So I'm going to segue to the question and answer session and while everybody considers what questions they want to ask I'm going to quickly show you how to find the data, always a useful part of the talk I find. If you're looking for the Veterans Employment Outcomes you can just type it in. I'm going to type in veteran's employment outcome census and you see I get this lovely little press release appears.

I open the press release; it's going to tell me some lovely information about the data and it will point you to two links. So this is the VEO experimental page, this is where you can download the tables and read the documentation and also to the VEO explorer tool and that's what I'm going to open now for the live demo.

So many of the questions that we have gotten over the last few weeks while we've been showing these new statistics to various groups is what other data is available and I find for these questions it's helpful to have it out because I've shown you really only a sample of what you can query. So military specializations, you can do this by rank, you can do this by industry. I showed you some of that.

Service characteristic, this is an aptitude test that all Army soldiers take upon entry, years of service, rank at service, occupation by pay grade, demographics we've got age, sex, race/ethnicity and education level at enlistment.

Right now all the data is national, there is going to be state level data released. Right now that data is being reviewed by the state partners that provide the jobs level data when they finished previewing the data, we will release it to the public. So that tab will appear soon, right now there's just industry.

(Earlene Dowell): Hey Erika?

Erika McEntarfer: Yes?

(Earlene Dowell): One of the questions that came through was regarding rank and if that – let me read the question. The question is, “Are these data for enlisted, officer, warrant or combined?”

Erika McEntarfer: Ah, very good question. So these are enlisted Army veterans only. Ranks E1 through E9 if you are former Army yourself or conversant in those rank levels. We looked at releasing statistics for officers but not that many officers leave the Army, not enough to create these kinds of detailed statistics, so we stuck to enlisted personnel only.

But you can look at outcomes by enlisted rank, so here's Staff Sergeant, these are their outcomes, Sergeant, Corporal, Specialist, this is the largest group of veterans leaving the Army. Most people make it past Private, the ones that don't you can see they don't tend to do particularly well. But yes you can look at their earnings, that's the 50th percentile, there's the 75th.

You see this weird bump in earnings in the great recession, that's because many few of them are getting jobs that reflection on getting employed the ones that are getting jobs are getting higher paying jobs. And then you could also look at the counts.

There's the employed counts as I said Corporal/Specialist is the largest group. And you can also look at not employed. You can see that spike. This is where the years of increased difficulty getting a job.

(Earlene Dowell): Another question is "Can this be broken down by geography? As we all know geography makes a difference on what salary is available."

Erika McEntarfer: So right now these earnings are all real earnings deflated by a national CPI.

This question comes up a fair bit. So we do know where they're working and one thing we are exploring is deflators that would adjust for cost of living in the place that the veteran works. We're conducting research into that now. It's not uncontroversial to use these types of deflators unlike the national CPI. There are different versions of the deflators.

There's concerns that some of these premiums are really reflecting that higher paying employers locate in cities in part because they are higher profitable firms that are employing higher able workers. So it's not always just cost of living. It's something we're looking into though and this question does come up a lot.

(Earlene Dowell): So are you ready to take phone calls?

Erika McEntarfer: Sure.

(Earlene Dowell): Okay. So operator we're ready to take phone calls.

Coordinator: Absolutely. If you would like to ask a question press star 1 from your phone, unmute your line and record your first name clearly when prompted. If you would like to withdraw your question you can press star 2. Our first question comes from (Martin), your line is now open.

(Martin): Yes, hello? Can you guys hear me?

Coordinator: Yes.

(Martin): Okay, well first of all I want to say that as a former Marine infantryman I am delighted that you're example dealt with infantry soldiers in your examples case. One of the things that we see and hear, especially in the city of Detroit is that the characterization of service of the veterans has been an issue with veterans getting into those two top industries that you mentioned of federal employment and public administration.

And we know now that DOD is now able to be sued directly by veterans for bad paper discharges and bad conduct discharges. Since we know that to be true, that a lot of mistakes by the various branches have been made in improperly discharging individuals what is your data doing to reflect those individuals who may have been discharged improperly and what remedies are we offering for those who once they're able to be vindicated, how are they able to rectify and then backtrack with our assistance to get into those top industries of federal government and public administration?

Coordinator: One moment, it looks like Erika's line has dropped. One second.

(Earlene Dowell): So while we're waiting for Erika, I just want to request that the questions pertain to the presentation and if everyone could just ask one question with a follow up question.

Erika McEntarfer: Sorry I'm back, I got disconnected.

(Earlene Dowell): Welcome back.

(Martin): Okay.

(Earlene Dowell): Did you hear his question? Does he need to repeat it?

Erika McEntarfer: Earlene if you could summarize the question for me, I'll happily answer it. Yes, I did miss it I'm afraid.

(Earlene Dowell): I'm sorry it was a very high-tech question so I'm sorry, Marty would you please repeat.

(Martin): Okay, it's fine. Just say that one of the things that we've been seeing here in particular where I'm from in the city of Detroit, Michigan that there have been veterans who have been discharged improperly as we know from the DOD lawsuit that is currently going on now for veterans to be able to sue the Department of Defense directly for improper discharges.

I notice from your own data that the two highest industries were federal government employment and public administration employment. But if veterans are having adverse discharges once they get out of the service, they're not even in the running's for these jobs.

So my question was what is your company doing to reflect this demographic of veterans and what can be done, are there any ideas or resources out there that can be done to help expedite some of these discharges to be upgraded properly so that our veterans can find gainful employment? Because a lot have been litigating circumstances have been PTSD and other things. So what are we – does your data reflect that and are there any resources out there to help with that?

Erika McEntarfer: So we did look into stratifying the data by type of discharge but it proved infeasible because discharges that were not honorable – standard honorable discharges were actually pretty infrequent in the statistics. We are planning to look at them separately in some of the research that's coming out from this collaboration with the U.S. Army.

That research is unfortunately on hold because our Army co-authors can no longer access the data since we all went stay at home because of COVID. But it is something we're planning to look at.

I did pull up really quickly – so these are the industry outcomes for the most common industries of former infantry which is the largest group of veterans end up in after service. So a lot of those public administration jobs are something that we do segment to later, so I didn't want to leave impression that those are the most common first year jobs for former vets.

These are four most common industries. I agree with you it's a concern if veterans are getting discharged inappropriately and it's definitely of concern to policy makers and we are going to take a look at this in the research.

(Martin): Okay, thank you very much.

Coordinator: Our next question comes from, I believe it was Steve. Your line is now open.

(Steve): Hello? Yes, sorry. Thank you. Thank you for the presentation. I have a question that as I just heard that a veteran could be given a big salary of 2,000 different categories and all that. Now my question was that being a veteran they have special, extra benefits which are much more than the regular benefits given an employee at an organization.

So when you first mentioned in your presentation that a veteran could get \$50,000 now is all inclusive of all the benefits or just gross pay? That is my question. Yeah when you talk of the benefits and you talk on top of the pay it should be inclusive of the benefits as well as the pay. Even if they're not well qualified for the job.

Erika McEntarfer: So the earnings that you see in these data are wage and salary earnings that include bonuses, but did not include any veterans' benefits, any GI benefits, any health insurance benefits provided by the employer. All that type of compensation is not included is these. This is wage and salary only.

(Steve): Any reason why it's not included?

Erika McEntarfer: Yes. So we're working with the Army Personnel Office. We have extremely detailed information on the veterans in service, but once they leave service it's much harder to get longitudinal information on them.

And so really what we have is their employment history and their earnings and where they're living and working. So we don't tend to know what other kinds of benefits they're receiving. In our bifurcated administrative world that's because most of that data's with the VA so we don't have the VA data so we can't track it.

(Steve): Thank you. Thank you very much.

Coordinator: Our next question comes from Jack. Your line is now open.

(Jack): Terrific. Good afternoon. I arrived late on the presentation, I was reviewing my e-mail and I saw it and so I got on as fast as I could. The question I have is I'm an independent contractor with a company that's expanding and I'm looking for people who may want to supplement their current income. Is there an avenue for them to pursue to get in touch with me perhaps?

Erika McEntarfer: I can't think of way to use this data for those ends.

(Jack): Okay.

Erika McEntarfer: Yes. I'll just mention that we do have a separate project where we're looking at moonlighting jobs.

(Jack): Yes.

Erika McEntarfer: The gig economy jobs and trying to see how extensive use of those jobs are in certain populations. But that work's really just beginning.

(Jack): How about the company I'm working with we have ex-military and one of them is doing really well and he used to drive a tank. He does a presentation, that's how he opens it up basically. What would his rank have been as a tank commander? Like a warrants officer or...

Erika McEntarfer: I don't know about – it varies. And I can't claim to be...

(Jack): Yes, I might just Google that or something along those lines. Are you folk's familiar with Prime America Financial Services at all?

Erika McEntarfer: No I'm afraid I am not.

(Jack): Okay, because I know we're doing webinars ourselves all over the country looking for people that have been looking for an opportunity to work with us. Yes so we're trying to...

(Earlene Dowell): Thanks so much for your question.

(Jack): My pleasure. Thank you.

Coordinator: Our next question comes from Ted. Your line is now open.

(Ted): Hi, thanks. Appreciate the infantry question and this question comes from my personal experience, did you account for veterans who opted to return to school after service but before entering the civilian labor force? And how does that impact the results?

Erika McEntarfer: That's a very good question. So we know that veterans receive a good many GI benefits but we can't actually see their utilization of the benefits in the data that we have. When we saw the drop in employment rates in the great recession one culprit, we thought of was the post-9/11 GI bill passed in 2009 which did increase educational benefits for veterans and there is an uptick in spending on GI bill benefits in those years.

But it doesn't seem to account for most of the decline in the employment rate because the decline persists even five years after the veteran has left service. So presumably most of them would have completed that education within five

years after leaving service and we still see a big gap in their propensity to be employed. So it doesn't seem to fully explain some of the dynamics.

(Ted): Okay. Let me follow up real quickly. While that's probably the case for folks getting a two year degree that they would be hopefully done at four years, for people trying to get a bachelor's degree it's usually at least six, and if you look at (IFEDS) that'll give you some additional information on that so I wouldn't stop looking at five years basically. It might be a bit beyond that so, any event that's my question and follow up. Thanks.

Erika McEntarfer: Yes. So I briefly pulled up here another experimental data product the Census is working on called Post-Secondary Employment Outcomes and this is very similar to what you've just been looking at except here we're linking student transcript data to their jobs after school.

So you can look at different earnings for different types of degrees from different institutions and compare them. And our hope is as the coverage of these statistics expands, we will actually be able to longitudinally link the veterans to their subsequent education and their workforce experience. So right now we can't do that. The coverage of this data isn't large enough, but it's possible for a future date.

(Ted): Thanks. Interesting new work.

Coordinator: Our next question comes from Mario, your line is now open.

(Mario): Hi my name is Mario, I'm not a veteran. I'm on a board of a not for profit that helps veterans transition and houses for (unintelligible). Thank you for your presentation. I know it would be extremely difficult to track, but I'm wondering is there some consideration in the future to trying to statistically

determine the various programs that are hodgepodge throughout the country that are to assist the veterans.

For example I know of a platform – I'm from upstate New York – a platform that tries to coordinate MOS with employers who are looking for employees. So it would be helpful I think if there was a better understanding as to whether some of these efforts have some efficacy and are helpful. That's my question, and thank you again for your time.

Erika McEntarfer: No it's a very interesting question. So the jobs microdata that underlies the VEO statistics that we've been talking about today is available for researchers in the Census Federal Research Data Centers and what you can do is you can bring in your program level data and link it.

It gets anonymized, the job state is also anonymized and you get a microdata file that you can link and look at outcomes for the treated veteran population in your program. At the state level some programs already do this. The advantage here is that the jobs data we have is national.

(Mario): Well that seems like a potentially amazing tool that you mention in keeping track of the microdata. Wow. I didn't even think of that.

Erika McEntarfer: No. No this is – the microdata here is part of a larger federal effort to build a better infrastructure for this kind of data driven decision making.

(Mario): Right. But the more people who participate the more valuable the information is. Thank you.

Coordinator: Our next question comes from Martha, your line is now open.

(Martha): Hello, can everyone hear me okay?

Erika McEntarfer: Yes.

(Martha): Oh, thank you. Thank you so much for the opportunity and I really enjoyed your presentation. My question reflects directly to your data that you have collected in conjunction with the Army. I am a veteran, I served in the Army, I was in the Army for eight years.

I went in from a professional environment, decided to serve as an enlisted, ETS out of the system in 2014 and acquired my master's degree in public administration and I currently serve in the Census with the 2020 Census operation.

My question is directly in conjunction with the data. Is this data comprised only of active duty soldiers or is it all inclusive of active and the reservist component?

Erika McEntarfer: It's just active duty. We don't have the reservist data.

(Martha): Okay, thank you very much I appreciate it.

Coordinator: Our next question comes from I believe it was County Small Business Development Center, your line is now open.

(Tony): Hello, this is Tony and I'm a vet and I've also hired lots vets and have recruited vets and I really like the data here. I stumbled across it because I subscribe to the Census so I got the e-mail and noticed it. So I'm just asking how can we proactively help you get this information into the right hands of

recruiters and the DOL? I think this is great information and I think we can really help you out get the vets hired in.

Erika McEntarfer: So thank you so much for the offer. These statistics are really quite dependent on interest and use to be continued, otherwise this will be the only release. We had spoken to the vets' group at DOL as part of our series of briefings that we conducted over the last few weeks. They were highly interested in the data.

We have been trying to get word out to other groups that work with veterans, but I will say this we are a very small research shop at the Census Bureau, we don't have nearly the capacity to get word out. We are reliant on all of you who are interested in these statistics to show them wherever you think there might be interest. So I welcome all, sincerely welcome all efforts to do so.

(Tony): Okay, I guess my follow up would be to everybody else listening call your Congressman and Senator.

Coordinator: Our next question comes from Jim – I'm sorry go ahead.

(Earlene Dowell): Rebecca I was just going to say that we're almost at 2:30 so we are going to allow two more questions please.

Coordinator: Our next question comes from Jim, your line is now open.

(Jim): So my question is going to be with the tool are we able to see a person who exits the military but doesn't go into the same occupation on the civilian side?

Erika McEntarfer: So, yes. And I will say most do not go into the same occupation on the civilian side. So even in pretty specialized occupations, so I'm going to – let

me do by industry. I'm going to clear and then healthcare specialists, here we go. So this is – here I'll just do counts. You can even see for healthcare – oh granted, oh it's sending me back over. All right, sorry. I was going to show you this but apparently, I've failed my selectivity.

So when you look at healthcare specialists exiting the Army most of them don't actually wind up in healthcare jobs. And you can look at different occupation groups such as healthcare is just sort of the easiest mapping of occupation to destination.

And you see them going to all kinds of sectors. It's really diverse and there's a lot of qualitative data on veterans' surveys and they do find that lots of veterans don't actually, you don't often have much choice over your occupation in the service and so not surprisingly a great many veterans are interested in a change when they get out.

So you can definitely see – that's actually I think one of the more interesting things with these statistics is you can really see the broad diversity and outcomes of where people do end up. And it is often not doing something that's not as – not terribly related to what they were doing in the service in many cases.

Coordinator: Our last question, caller I'm sorry your name was not recorded, but if you queued for question your line is now open, please check your mute button. If you queued for question please check your mute button, your line is now open. Okay, and that is all the questions in queue.

(Earlene Dowell): Thank you Rebecca. Thank you everyone for joining us this afternoon and for those of you who are active duty and veterans, we thank you for your service. And I'd also like to thank Erika for her presentation on Veterans Employment

Outcomes. Join us next month on June 17 at 1:30 pm Eastern Standard Time when Andy Hait and I present COVID-19 Demographic and Economic Resources.

Coordinator: Thank you for your participation in today's conference. All parties may disconnect at this time.

END