U.S. Department of Veterans Affairs
Office of Outreach, Transition and Economic Development (OTED)

Post-Separation Transition Assistance Program (TAP) Assessment (PSTAP) Outcome Study

2020 Cross-Sectional and Longitudinal Survey Report Appendices

VA | U.S. Department of Veterans Affairs

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

2020 Post-Separation Transition Assistance Program (PSTAP) Assessment Technical Appendices

Contract No. 36C10E19F0064

May 1, 2021

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

CONTENTS

Appendix A. Glossary 1
Appendix B. 2020 Cross-Sectional Survey Form 2
Appendix C. 2020 Longitudinal Survey 15
Appendix D. Nonresponse Bias Analysis Report 27
Introduction 27
Comparison of Unweighted Descriptive Statistics 29
Comparison of Descriptive Statistics After Weighting 35
Appendix E. Cross-Sectional Survey Demographic Tables 44
Appendix F. Longitudinal Survey Demographic Tables 46
Appendix G. 2020 Cross-Sectional Survey Data 48
Appendix H. Longitudinal Survey Data 99
Appendix I. Comments Analysis 184
Appendix J. Cross-Sectional and Longitudinal Survey Respondent Demographics 209
Appendix K. Detailed Regression Analysis 221

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 Servicemembers
VA	U.S. Department of Veterans Affairs
VADIR	VA Department of Defense Identity Repository

APPENDIX B. 2020 CROSS-SECTIONAL SURVEY FORM

2020 VA Post-Separation Transition Assistance Program (TAP) Survey

OMB Control No. 2900-0864
Respondent Burden: 18.5 minutes
Expiration Date: 04/30/2022

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). **Please use Black or Blue Pen.**

1. **Did you complete the TAP 5-day course?**

   ☐ Yes → **SKIP TO Q3**
   ☐ No

2. **Did you complete any of the following TAP classes?** *Mark all that apply*

   ☐ VA Benefits Briefings (Class outlining the VA benefits and services available, how to use them, and how to apply. Course is known as VA Benefits I/II or VA Benefits & Services)
   ☐ Transition Overview (e.g., Resilient Transitions)
   ☐ Personal Financial Planning for Transition (e.g., financial readiness)
   ☐ Military Occupational Classification "MOC" Crosswalk (e.g., helps you be more marketable in the civilian sector)
   ☐ Department of Labor Employment Workshop (e.g., career development skills such as interviewing, networking, and writing resumes)
   ☐ None of the above → **SKIP TO Q4**

3. **To what extent do you agree or disagree with each of the following statements about TAP?**
   Mark one box for each statement

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
a. Overall, the program was beneficial in helping me gain the information and skills I needed to prepare me for my transition and post-military life.	☐	☐	☐	☐	☐	☐
b. Overall, the program enhanced my confidence in transition planning.	☐	☐	☐	☐	☐	☐
c. Overall, I used what I learned from the program during my transition.	☐	☐	☐	☐	☐	☐
d. I was given the time I needed during my military career to attend TAP courses.	☐	☐	☐	☐	☐	☐
e. My immediate leadership was supportive of my transition to civilian life (e.g., attending TAP courses, attaining Career Readiness Standards).	☐	☐	☐	☐	☐	☐
f. The process of transitioning from active duty was more challenging than I expected.	☐	☐	☐	☐	☐	☐
g. I am adjusting well at working towards my civilian goals (e.g., employment, education, and/or entrepreneurship goals).	☐	☐	☐	☐	☐	☐
h. The information provided during TAP assisted me in my transition to civilian employment.	☐	☐	☐	☐	☐	☐

4. **Did you complete any of the following optional TAP courses?** *Mark all that apply*

- ☐ Accessing Higher Education Track (e.g., how to achieve academic education success and finance education)
- ☐ Entrepreneurship Track (e.g., SBA or "Boots to Business")
- ☐ Career Credentialing and Apprenticeship Track (CT3, previously called CTT or sometimes "career training track")
- ☐ OPM's Federal Employment Training (e.g., federal hiring program)
- ☐ None of the above

5. **How did you complete the module(s)?** *Mark the answer that is closest to your experience*

- ☐ I took all or almost all in a traditional classroom setting
- ☐ I took all or almost all virtually (e.g., online)
- ☐ I took a few of my modules/tracks in a classroom and a few virtually
- ☐ Did not complete any modules

6. **When considering the course information for each TAP module, how useful was the content during your transition?** *Mark one box for each module*

	Not Useful At All	Not Very Useful	Neutral	Somewhat Useful	Extremely Useful	Not Applicable
a. TAP 5-day course	☐	☐	☐	☐	☐	☐
b. VA Benefits Briefings	☐	☐	☐	☐	☐	☐
c. Career Technical Training Track (CT3, previously called CTT or sometimes "career training track")	☐	☐	☐	☐	☐	☐
d. Transition Overview (e.g., Resilient Transitions)	☐	☐	☐	☐	☐	☐
e. Personal Financial Planning for Transition (e.g., financial readiness)	☐	☐	☐	☐	☐	☐
f. Military Occupational Classification "MOC" Crosswalk (e.g., helps you to be more marketable in the civilian sector)	☐	☐	☐	☐	☐	☐
g. Department of Labor Employment Workshop (e.g., career development skills such as interviewing, networking, and writing resumes)	☐	☐	☐	☐	☐	☐
h. Accessing Higher Education Track	☐	☐	☐	☐	☐	☐
i. Entrepreneurship Track	☐	☐	☐	☐	☐	☐
j. OPM's Federal Employment Training (e.g., federal hiring program)	☐	☐	☐	☐	☐	☐

7. **Thinking about your transition, what did you find helpful or what could be improved to better prepare you for civilian life?**

44206

The next few questions are about VA services and the information you received during your VA TAP classes.

8. I understand the VA benefits available to:

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
a. Me as a Veteran	☐	☐	☐	☐	☐	☐
b. My family	☐	☐	☐	☐	☐	☐

9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to:

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
a. Apply for VA benefits	☐	☐	☐	☐	☐	☐
b. Prepare for potential impact to my economic well-being after my service	☐	☐	☐	☐	☐	☐
c. Prepare for changes in my personal life	☐	☐	☐	☐	☐	☐
d. Prevent potential homelessness	☐	☐	☐	☐	☐	☐
e. Obtain VA Health Care	☐	☐	☐	☐	☐	☐
f. Seek help for mental health concerns I might experience	☐	☐	☐	☐	☐	☐

10. Have you ever applied or do you intend to apply for any of these VA benefits?

	No	Yes, I've applied	Yes, I plan to apply	Not Applicable	Did not know about this benefit
a. VA Disability Compensation	☐	☐	☐	☐	☐
b. VA Education (e.g, post 9/11 GI Bill, Montgomery Bill, etc.)	☐	☐	☐	☐	☐
c. VA Life Insurance (e.g., Veterans' Group Life Insurance)	☐	☐	☐	☐	☐
d. VA Home Loans	☐	☐	☐	☐	☐
e. VA Vocational Rehabilitation & Employment	☐	☐	☐	☐	☐
f. VA Health Care	☐	☐	☐	☐	☐

Sometimes Servicemembers use a VA Benefits Advisor (VA Rep) for questions about benefits or career training.

11. Do you recall using a VA Benefits Advisor to follow up on concerns or obtain additional information after the TAP training? *Mark one answer*

☐ Yes
☐ No → **SKIP TO Q13**

12. Please rate your experience with the VA Benefits Advisor (VA Rep) on the following items as it relates to your transition. *Mark the appropriate box for each benefit*

	Unacceptable	Needs improvement	Average	Good	Outstanding	Not Applicable
a. Knowledge of the VA Benefits Advisor	☐	☐	☐	☐	☐	☐
b. Information provided by the VA Benefits Advisor	☐	☐	☐	☐	☐	☐
c. Accessibility of the VA Benefits Advisor during your transition	☐	☐	☐	☐	☐	☐
d. Your overall experience with the VA Benefits Advisor	☐	☐	☐	☐	☐	☐

The transition process is much more than just what you learned in the classroom. VA is not only interested in what you learned but more importantly, how the information you received is impacting your life as a civilian. Our goal is to make sure that we provide you the necessary information and support to make a successful transition from a military member to part of the civilian population.

To help us determine how we can better serve Veterans and transitioning Servicemembers, these next sections will be asking about some key life areas, such as employment, education and training after separation, retirement or release from active duty service, as well as some health, financial, and social relationship questions.

13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process.

	Extremely challenging	Considerably challenging	Somewhat challenging	A little challenging	Not at all challenging	Not Applicable	Prefer not to answer
a. Expectations about the salary I can expect in a civilian job.	☐	☐	☐	☐	☐	☐	☐
b. Specific steps I should take in conducting a job search.	☐	☐	☐	☐	☐	☐	☐
c. How to translate my military experience to civilian job requirements.	☐	☐	☐	☐	☐	☐	☐
d. Difference between military and civilian workforce cultures and norms about expected behaviors.	☐	☐	☐	☐	☐	☐	☐
e. Understanding how to interact with civilians who are not familiar with the military.	☐	☐	☐	☐	☐	☐	☐
f. Working with civilians who share different values from what I was accustomed to in the military.	☐	☐	☐	☐	☐	☐	☐
g. Communicating in civilian terms rather than using military vocabulary and acronyms.	☐	☐	☐	☐	☐	☐	☐
h. Learning to have a better work-life balance after the transition.	☐	☐	☐	☐	☐	☐	☐
i. Missing the camaraderie and teamwork that was part of the military culture.	☐	☐	☐	☐	☐	☐	☐
j. Working at a slower pace than when in the military.	☐	☐	☐	☐	☐	☐	☐
k. Working at a faster pace than when in the military.	☐	☐	☐	☐	☐	☐	☐

14. Did you obtain employment <u>after your separation, retirement, or release from active duty service</u>?
Mark one answer

- ☐ Yes, self-employed
- ☐ Yes, work for a business, non-profit, or government agency (not self-employed)
- ☐ No, I pursued education/training before starting work → **SKIP TO Q16**
- ☐ No, I retired and chose not to pursue further employment → **SKIP TO Q16**
- ☐ No, I wanted to work but could not find a job → **SKIP TO Q16**
- ☐ No, I took extended time off (greater than 6 months, other than terminal leave) before starting work or school → **SKIP TO Q16**
- ☐ No, other reason *Please specify:* ☐ → **SKIP TO Q16**
- ☐ Prefer not to answer

15. How long did it take you to find your first job after seperating? *Mark one answer*

- ☐ Landed a job prior to separating
- ☐ 0-3 months after separating
- ☐ More than 3 months but less than 6 months after separating
- ☐ Between 6 months and 1 year after separating
- ☐ More than 1 year after separating

16. Are you currently employed?

- ☐ Yes
- ☐ No → **SKIP TO Q23**

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

- ☐ Permanent
- ☐ Temporary or Seasonal

18. Are you engaged in any entrepreneurial (e.g., starting your own business) activities? *Mark one answer that <u>best</u> describes your current activities*

- ☐ 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

19. Describe your current employment: *Mark the answer that <u>best</u> 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

20. Including your current job(s), how many jobs have you had since you separated from the military?

☐☐ jobs

- ☐ Prefer not to answer

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

- ☐ Yes
- ☐ No → **SKIP TO Q23**

22. What are the primary reasons you are looking for another job? *Mark all that apply*

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

23. Have you ever enrolled, registered, or established a profile or online account with any of the following? *Mark all that apply*

- ☐ VA Health Care System (e.g., myHealtheVet.gov)
- ☐ Department of Labor's American Job Center
- ☐ VA Benefits Website (e.g., eBenefits)
- ☐ Commercial job site (e.g., Indeed, LinkedIn, etc.)
- ☐ Other *Please specify:* ☐
- ☐ None
- ☐ Prefer not to answer

24. Did you ever gain employment support through any of these resources? *Mark all that apply*

- ☐ USAJOBS (e.g., federal jobs)
- ☐ Vocational Rehabilitation and Employment (VR&E)
- ☐ 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 of the above

Education and training can be important to transition success and we'd like to know a bit about what educational/training activities you've done since leaving the military.

25. What is the highest degree or level of school you have completed? If currently enrolled, mark the previous grade or highest degree received. *Mark one answer*

- ☐ High school equivalent (e.g., GED) or less
- ☐ High school graduate
- ☐ Trade/technical school
- ☐ Some college
- ☐ Associate degree (e.g., AA, AS)
- ☐ 4-year college degree (e.g., BA, AB, BS)
- ☐ Master's degree (e.g., MA, MS, MSW, MBA)
- ☐ Professional degree (e.g., MD, DDS, DVM, LLB, JD)
- ☐ Doctorate degree (e.g., PhD, EdD)
- ☐ Prefer not to answer

26. Are you currently enrolled 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 Q29**

27. How are you paying for your education/training? *Mark all that apply*

- ☐ 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.) *Please specify:* ____
- ☐ Prefer not to answer
- ☐ None of the above

28. In the last 3 months of your post military education or training, how satisfied have you been with:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. The quality of your education or training experience	☐	☐	☐	☐	☐
b. The extent to which your education or training is advancing your career goals	☐	☐	☐	☐	☐
c. Your learning environment (e.g., teachers and other students, educational setting)	☐	☐	☐	☐	☐

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.

	Yes	No	Prefer not to answer
29. Do you have an ongoing physical health condition, illness, or disability (e.g., high blood pressure, pain)**? → If no, SKIP TO Q31**	☐	☐	☐
30. Are you currently seeking treatment for your physical health condition(s)?	☐	☐	☐
31. Do you have an ongoing mental/emotional health condition, illness, or disability (e.g., depression, anxiety)**? → If no, SKIP TO Q33**	☐	☐	☐
32. Are you currently seeking treatment for your mental/emotional health condition(s)?	☐	☐	☐
33. Do you have healthcare coverage? → If no, SKIP TO Q36	☐	☐	☐

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

- ☐ Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union)
- ☐ A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.)
- ☐ TRICARE
- ☐ VA
- ☐ Medicaid
- ☐ Medicare
- ☐ Other government assisted health plan
- ☐ Something else *Please specify:*

  [ ]
- ☐ Prefer not to answer

35. Of the healthcare resources selected above, please select your <u>primary</u> source of healthcare.

- ☐ Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union)
- ☐ A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.)
- ☐ TRICARE
- ☐ VA
- ☐ Medicaid
- ☐ Medicare
- ☐ Other government assisted health plan
- ☐ Something else *Please specify:*

  [ ]
- ☐ Prefer not to answer

36. 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	☐	☐	☐	☐	☐
b. Your emotional/mental health	☐	☐	☐	☐	☐
c. Your health care	☐	☐	☐	☐	☐

37. What is your marital status? *Mark one answer*

- ☐ Living with a domestic partner → **SKIP TO Q39**
- ☐ Never married
- ☐ Married-first and only marriage → **SKIP TO Q39**
- ☐ Married-second or later marriage → **SKIP TO Q39**
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Prefer not to answer

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

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

39. 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 → **SKIP TO Q41**
- ☐ Prefer not to answer

40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)?

	# of Children		# of Children
Under 5 years old	☐☐	Age 19 through 26 years old	☐☐
Age 5 through 12 years old	☐☐	27+ years old	☐☐
Age 13 through 18 years old	☐☐		

41. FAMILY: Considering the people to whom you are related by birth, marriage, adoption, 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?	☐	☐	☐	☐	☐	☐	☐
b. How many relatives do you feel at ease with that you can talk about private matters?	☐	☐	☐	☐	☐	☐	☐
c. How many relatives do you feel close to such that you could call on them for help?	☐	☐	☐	☐	☐	☐	☐

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 of your friends do you see or hear from at least once a month?	☐	☐	☐	☐	☐	☐	☐
b. How many friends do you feel at ease with that you can talk about private matters?	☐	☐	☐	☐	☐	☐	☐
c. How many friends do you feel close to such that you could call on them for help?	☐	☐	☐	☐	☐	☐	☐

43. Here we want to know how you are feeling since your transition to civilian life.

	Never	Hardly ever	Some of the time	Often
a. How often do you feel that you lack companionship?	☐	☐	☐	☐
b. How often do you feel left out?	☐	☐	☐	☐
c. How often do you feel isolated from others?	☐	☐	☐	☐

The final area we'd like to ask you about is your financial situation. VA wants to understand if Veterans have enough income after separation to meet their basic needs. If you are not sure how to answer some of these questions, please just take your best guess.

	Yes	No	Prefer not to answer
44. Are you able to pay for all necessary expenses each month, such as mortgage/rent, debt payments, and groceries?	☐	☐	☐
45. Does your household have at least 3 months of your typical income set aside in case of an unexpected financial event?	☐	☐	☐
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)?	☐	☐	☐
47. Has your household begun to set aside money for retirement?	☐	☐	☐

48. Is your household more than one month behind on your 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. 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

50. 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

51. 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

52. 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	☐	☐
$25,000 - $40,000	☐	☐
$40,001 - $70,000	☐	☐
$70,001 - $100,000	☐	☐
$100,001 - $130,000	☐	☐
$130,001-$160,000	☐	☐
Greater than $160,000	☐	☐
Prefer not to answer	☐	☐

Now we would like to ask some final questions about your overall satisfaction and well-being.

53. 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 0	1	2	3	4	5	6	7	8	9	Completely satisfied 10	Prefer not to answer
a. Thinking about your own life and personal circumstances, how satisfied are you **with your life as a whole?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
b. How satisfied are you **with your standard of living?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
c. How satisfied are you **with your health?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
d. How satisfied are you **with what you are achieving in life?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
e. How satisfied are you **with your personal relationships?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
f. How satisfied are you **with how safe you feel?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
g. How satisfied are you **with feeling part of your community?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
h. How satisfied are you **with your future security?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
i. How satisfied are you **with your spirituality or religion?**	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

54. The VA is interested in the welfare of Veterans and their families as they transition into civilian life. Would you be willing to take part in a longer term study to improve the transition process? You will be contacted no more than once per year. *Mark one answer*

☐ Yes

If you would like to be contacted, please enter your preferred e-mail address, preferably a personal e-mail that will remain stable (e.g., john.doe@gmail.com):

E-Mail Address: _____

☐ Yes, but I do not have an e-mail address

☐ No

55. 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?

_____

If you are in need of immediate assistance with a crisis, please call the VA Crisis Line: 1-800-273-8255 and Press 1.

If you need assistance with this questionnaire or have questions about the study, please contact the survey help center at PSTAPsurvey@westat.com or 1-855-252-5725.

If you need assistance with any VA program or have general VA questions, please call the VA Assistance Line: 1-800-827-1000.

Thank you for completing this survey.

APPENDIX C. 2020 LONGITUDINAL SURVEY

2020 VA Post-Separation Transition Assistance Program (TAP) Longitudinal Survey

OMB Approval No. 2900-0864
Expiration Date: 04/30/2022
An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number

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.	☐	☐	☐	☐	☐	☐
b. Overall, the courses provided the information I needed for a seamless transition to post-military life.	☐	☐	☐	☐	☐	☐
c. Overall, I continue to use what I learned from the VA TAP Benefits and Services briefings.	☐	☐	☐	☐	☐	☐
d. The information provided during the VA TAP Benefits and Services briefings courses continues to assist me in my transition to civilian employment.	☐	☐	☐	☐	☐	☐

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?	☐	☐	☐	☐	☐	☐
b. Prepare for changes in my economic situation after service?	☐	☐	☐	☐	☐	☐
c. Prepare for changes in my personal life?	☐	☐	☐	☐	☐	☐
d. Avoid potential homelessness?	☐	☐	☐	☐	☐	☐
e. Apply for VA Health Care?	☐	☐	☐	☐	☐	☐
f. Obtain mental health counseling or assistance?	☐	☐	☐	☐	☐	☐

11249

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	☐	☐	☐	☐	☐
b. VA Education (e.g, post 9/11 GI Bill, Montgomery Bill, etc.)	☐	☐	☐	☐	☐
c. VA Life Insurance (e.g., Veterans' Group Life Insurance)	☐	☐	☐	☐	☐
d. VA Home Loans	☐	☐	☐	☐	☐
e. VA Vocational Rehabilitation & Employment	☐	☐	☐	☐	☐
f. VA Health Care	☐	☐	☐	☐	☐

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.	☐	☐	☐	☐	☐	☐	☐
b. Knowing the steps in conducting a job search.	☐	☐	☐	☐	☐	☐	☐
c. Understanding how my military experiences translate to civilian job requirements.	☐	☐	☐	☐	☐	☐	☐
d. Adapting to differences between military and civilian workforce cultures, norms, and behaviors.	☐	☐	☐	☐	☐	☐	☐
e. Interacting with civilians who are not familiar with the military.	☐	☐	☐	☐	☐	☐	☐
f. Working with civilians who share different values from me.	☐	☐	☐	☐	☐	☐	☐

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.*

☐ Higher pay	☐ Better training and educational opportunities
☐ Better fit for my skills and abilities	☐ Better hours
☐ Want a permanent position	☐ Want more hours/full-time position
☐ Job satisfaction/better work environment	☐ More opportunities for advancement
☐ Something more interesting	☐ Shorter commute
☐ More flexible schedule	☐ 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.*

☐ Higher pay	☐ Better training and educational opportunities
☐ Better fit for my skills and abilities	☐ Better hours
☐ Want a permanent position	☐ Want more hours/full-time position
☐ Job satisfaction/better work environment	☐ More opportunities for advancement
☐ Something more interesting	☐ Shorter commute
☐ More flexible schedule	☐ 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., myHealtheVet.gov)	☐	☐	☐	☐	☐	☐
b. Department of Labor's American Job Center	☐	☐	☐	☐	☐	☐
c. VA Benefits Website (e.g., eBenefits)	☐	☐	☐	☐	☐	☐
d. Commercial job site (e.g., Indeed, LinkedIn, etc.)	☐	☐	☐	☐	☐	☐
e. USAJOBS (federal employment)	☐	☐	☐	☐	☐	☐

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)
- ☐ Vocational Rehabilitation and Employment (VR&E)
- ☐ 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*

- ☐ Trade/technical school certification/degree
- ☐ Apprenticeship certification
- ☐ Associate degree (e.g., AA, AS)
- ☐ 4-year college degree (e.g., BA, AB, BS)
- ☐ Master's degree (e.g., MA, MS, MSW, MBA)
- ☐ Professional degree (e.g., MD, DDS, DVM, LLB, JD)
- ☐ Doctorate degree (e.g., PhD, EdD)
- ☐ 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*

- ☐ Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union)
- ☐ A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.)
- ☐ TRICARE
- ☐ VA
- ☐ Medicaid
- ☐ Medicare
- ☐ Other government assisted health plan
- ☐ Something else *Please specify:*
- ☐ Prefer not to answer

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

- ☐ Employer-provided health insurance (could be from your current or former employer, a family member's current or former employer, or a union)
- ☐ A plan you purchased through a healthcare exchange (e.g., Healthcare.gov, State exchange, Affordable Care Act/ "Obamacare", etc.)
- ☐ TRICARE
- ☐ VA
- ☐ Medicaid
- ☐ Medicare
- ☐ Other government assisted health plan
- ☐ Something else *Please specify:*
- ☐ Prefer not to answer

11249

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?	☐	☐	☐	☐	☐
b. Your emotional/mental health?	☐	☐	☐	☐	☐
c. Your health care?	☐	☐	☐	☐	☐

38. What is your marital status? *Mark one answer*

☐ Living with a domestic partner → **SKIP TO Q40**
☐ Never married
☐ Married-first and only marriage → **SKIP TO Q40**
☐ Married-second or later marriage → **SKIP TO Q40**
☐ Separated
☐ Divorced
☐ Widowed
☐ 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?	☐	☐	☐	☐	☐	☐	☐
b. How many relatives do you feel comfortable with talking about private matters?	☐	☐	☐	☐	☐	☐	☐
c. How many relatives do you feel close to such that you could call on them for help?	☐	☐	☐	☐	☐	☐	☐

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?	☐	☐	☐	☐	☐	☐	☐
b. How many friends do you feel comfortable with talking about private matters?	☐	☐	☐	☐	☐	☐	☐
c. How many friends do you feel close to such that you could call on them for help?	☐	☐	☐	☐	☐	☐	☐

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?	☐	☐	☐	☐
b. How often do you feel left out?	☐	☐	☐	☐
c. How often do you feel isolated from others?	☐	☐	☐	☐

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	☐	☐
$25,000 - $40,000	☐	☐
$40,001 - $70,000	☐	☐
$70,001 - $100,000	☐	☐
$100,001 - $130,000	☐	☐
$130,001 - $160,000	☐	☐
Greater than $160,000	☐	☐
Prefer not to answer	☐	☐

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 0	1	2	3	4	5	6	7	8	9	Completely satisfied 10	Prefer not to answer
a. Thinking about your own life and personal circumstances, how satisfied are you **with your life as a whole**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
b. How satisfied are you **with your quality of life**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
c. How satisfied are you **with your health**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
d. How satisfied are you **with your personal relationships**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
e. How satisfied are you **with feeling part of your community**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
f. How satisfied are you **with your future security**?	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

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 D. 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. In 2020, two separate surveys were administered.

The first survey, referred to as the Cross-Sectional Survey, is administered annually. Because we would like to assess the impact of TAP on both short-term and longer-term outcomes, three distinct cohorts are of interest:

- **Cohort 4 (CS4)**: 5-6 months since separation (6-month cohort)
- **Cohort 5 (CS5)**: 11-12 months since separation (12-month cohort)
- **Cohort 6 *CS6)**: 35-36 months since separation (3 year cohort)

The second survey, referred to as 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 Cross-Sectional Survey, this meant contacting all eligible cases in administrative records; for the Longitudinal Survey, all 2019 respondents who agreed to participate were surveyed. No sampling was performed.

The final data file for the 2020 Cross-Sectional Survey contained 139,757 eligible cases and 18,721 responding cases, for a final response rate of 13.4 percent.[1] The final breakdown by cohort is provided in Table 1a below.

Table 1a. Population by Cohort, Cross-Sectional Survey

Cohort	All cases	Eligible cases	Population Percentage	Respondents	Sample Percentage	Response Rate by Cohort
4	38,058	38,037	27.2%	5,133	27.4%	13.5%
5	48,457	48,433	34.7%	6,734	36.0%	13.9%
6	53,319	53,287	38.1%	6,854	36.6%	12.9%
Total	139,834	139,757	100.0%	18,721	100.0%	13.4%

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

[1] The American Association for Public Opinion Research (AAPOR) response rate 3 (RR3) was used, which adjusts for cases with unknown eligibility: RR3 =eligible respondents/(eligible respondents + eligible nonrespondents + e*(unknown eligibility status)), where e is the ineligibility rate among cases with known eligibility. In practice, since there were only 77 ineligible cases, this adjustment had a negligible impact on response rates.

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 2.9 percent. The 2020 Longitudinal Survey was based on the 2019 population and included 1,876 responding cases. This meant that the total number of 2020 follow-up respondents is 38.8 percent as large as the 2019 cross-sectional respondents, with an overall response rate based on the original population of 1.1 percent.

Table 1b. Population by Cohort, Longitudinal Survey

Cohort	All cases	Eligible cases	2019 Respondents	2020 Respondents	Response Rate Among 2019 Respondents	Overall Response Rate
1	41,797	41,792	1,047	430	41.1%	1.0%
2	58,360	58,351	1,794	657	36.6%	1.1%
3	65,079	65,058	1,993	789	39.6%	1.2%
Total	165,236	165,201	4,834	1,876	38.8%	1.1%

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Although the 2020 Cross-Sectional Survey response rate is much higher than the 2019 response rate of 2.9 percent, the response rates for both surveys are still relatively low. These low response rates mean that nonresponse bias is a concern. 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, and also attrition among those who responded in 2019 but were nonrespondents in 2020), 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 A-H (cross-sectional) and Table 4 (longitudinal), while the respective distributions of the continuous variables age and length of services are presented in Table 3 and Table 5.

In general, for the Cross-Sectional Survey we see some moderate differences between characteristics of respondents and that of the full population of interest. Respondents are more likely to be active duty (51 percent of the population vs. 61 percent of respondents), more likely to be in the Air Force (20 percent vs. 24 percent), and more likely to be in a higher grade. Table 3 shows that they also tend to be older at the time of separation from the military (average age of 40 vs. just over 34 in the full population) and have served longer (average length of service of 4,529 days compared to 3,020 days in the full population).

Table 2A. Distribution of Cohorts, Cross-Sectional Survey: Full Population vs. Respondents Only

Cohort	Population N	Population %	Respondent N	Respondent %	Response Rate
4	38,058	27.2	5,133	27.4	13.5
5	48,457	34.7	6,734	36.0	13.9
6	53,319	38.1	6,854	36.6	12.9

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
[a] CAD refers to a cadet or midshipman from the Service Academies
[b] In 2020, race and ethnicity were provided as two separate variables; in 2019, Hispanic ethnicity was reported under race.

Table 2B. Distribution of Component, Cross-Sectional Survey: Full Population vs. Respondents Only

Component	Population N	Population %	Respondent N	Respondent %	Response Rate
Active Duty Member	71,208	50.9	11,489	61.4	16.1
National Guard Member	15,235	10.9	1,704	9.1	11.2
Reserve Member	46,320	33.1	4,131	22.1	8.9
Reserve Retiree	7,071	5.1	1,397	7.5	19.8

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 2C. Distribution of Grade, Cross-Sectional Survey: Full Population vs. Respondents Only

Grade	Population N	Population %	Respondent N	Respondent %	Response Rate
CAD[a]	300	0.2	0	0.0	0.0
E-1	4,096	2.9	165	0.9	4.0
E-2	3,364	2.4	188	1.0	5.6
E-3	10,004	7.2	635	3.4	6.4
E-4	44,165	31.6	3,596	19.2	8.1
E-5	30,572	21.9	3,440	18.4	11.3
E-6	11,240	8.0	2,026	10.8	18.0
E-7	9,361	6.7	2,347	12.5	25.1
E-8	4,100	2.9	1,223	6.5	29.8
E-9	1,735	1.2	637	3.4	36.7
O-1	2,189	1.6	42	0.2	1.9
O-2	831	0.6	83	0.4	10.0
O-3	6,267	4.5	1,041	5.6	16.6
O-4	3,929	2.8	863	4.6	22.0
O-5	3,906	2.8	1,179	6.3	30.2
O-6	2,209	1.6	768	4.1	34.8
O-7	63	0.1	16	0.1	25.4
O-8	74	0.1	28	0.2	37.8
O-9	16	<0.1	4	<0.1	25.0
O-10	3	<0.1	3	<0.1	100.0
Missing	1,410	1.0	437	2.3	31.0

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
[a] CAD refers to a cadet or midshipman from the Service Academies

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

Service Branch	Population N	Population %	Respondent N	Respondent %	Response Rate
Air Force	27,908	20.0	4,524	24.2	16.2
Army	60,035	42.9	7,408	39.6	12.3
Coast Guard	2,212	1.6	414	2.2	18.7
Marine Corps	24,695	17.7	2,735	14.6	11.1
Navy	24,792	17.7	3,581	19.1	14.4
Unknown	192	0.1	59	0.3	30.7

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 2E. Distribution of Ethnicity, Cross-Sectional Survey: Full Population vs. Respondents Only

Ethnicity[b]	Population N	Population %	Respondent N	Respondent %	Response Rate
Hispanic	17,906	12.8	2,390	12.8	13.4
Non-Hispanic	121,425	86.8	16,318	87.2	13.4
Unknown	503	0.4	13	0.1	2.6

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
[b] In 2020, race and ethnicity were provided as two separate variables; in 2019, Hispanic ethnicity was reported under race.

Table 2F. Distribution of Race, Cross-Sectional Survey: Full Population vs. Respondents Only

Race	Population N	Population %	Respondent N	Respondent %	Response Rate
American Indian/ Alaskan Native	1,878	1.3	241	1.3	12.8
Asian/Pacific Islander	6,348	4.5	1,018	5.4	16.0
Black/African American	21,130	15.1	2,784	14.9	13.2
Unknown	8,808	6.3	1,137	6.1	12.9
White	101,670	72.7	13,541	72.3	13.3

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 2G. Distribution of Census Region, Cross-Sectional Survey: Full Population vs. Respondents Only

Census Region	Population N	Population %	Respondent N	Respondent %	Response Rate
Continental	27,651	19.8	3,744	20.0	13.5
Northeast	34,336	24.6	4,396	23.5	12.8
Other	1,602	1.2	91	0.5	5.7
South	30,849	22.1	4,153	22.2	13.5
West	45,396	32.5	6,337	33.9	14.0

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 2H. Distribution of TAP Eligible, Cross-Sectional Survey: Full Population vs. Respondents Only

TAP Eligible	Population N	Population %	Respondent N	Respondent %	Response Rate
Yes	85,548	61.2	13,206	70.5	15.4
No	54,286	38.8	5,515	29.5	10.2

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 3. Distribution of continuous variables, cross-sectional survey: full population vs. respondents only

	Age		Length of Service (days)	
	Age - Full Population	Age- Respondents Only	Length of Service - Full Population	Length of Service - Respondents Only
Minimum	19	19	61	65
Lower Quartile	26	29	1,250	1,461
Median	30	39	1,857	3,525
Mean (SE)	34.2 (0.03)	39.8 (0.09)	3,020.3 (7.17)	4,528.9 (24.34)
Upper Quartile	40	49	3,945	7,330
Maximum	74	72	16,920	16,920

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

For the Longitudinal Survey, we see some larger differences, which are exacerbated by the low response rates. For example, 34 percent of the initial population are Reserve Members, but this group only comprises just over 20 percent of the 2020 respondents.

As compared to the initial population, 2020 respondents are more likely to be in the Air Force (18 percent population vs. 23 percent of respondents), white (64 percent vs. 73 percent), be on the TAP eligible list (55 percent vs. 64 percent), and be in a higher grade. Table 5 also shows that in each survey round, respondents were older at the time of separation with longer service lengths, on average, than the full population.

Table 4A. Distribution of Cohort, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Cohort	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
1	41,797	25.3	1,047	21.7	430	22.9	41.1	1.0
2	58,360	35.3	1,794	37.1	657	35.0	36.6	1.1
3	65,079	39.4	1,993	41.2	789	42.1	39.6	1.2

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.

Table 4B. Distribution of Component, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Component	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
Active Duty Member	80,989	49.0	2,458	50.9	1085	57.8	44.1	1.3
National Guard Member	20,528	12.4	590	12.2	214	11.4	36.27	1.0
Reserve Member	56,818	34.4	1,102	22.8	387	20.6	35.1	0.7
Reserve Retiree	6,901	4.2	684	14.2	190	10.1	27.8	2.8

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.

Table 4C. Distribution of Grade, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Grade	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
CAD[a]	224	0.1	0	0	0	0.0	0.0	0.0
E-1	4,987	3.0	23	0.5	6	0.3	26.1	0.1
E-2	3,909	2.4	22	0.5	9	0.5	40.9	0.2
E-3	12,359	7.5	95	2.0	25	1.3	26.3	0.2
E-4	56,143	34.0	635	13.5	200	10.7	31.5	0.4
E-5	34,707	21.0	651	13.9	234	12.5	35.9	0.7
E-6	12,707	7.7	525	10.9	201	10.7	38.3	1.6
E-7	9,935	6.0	640	13.2	236	12.6	36.9	2.4
E-8	4,263	2.6	369	7.6	158	8.4	42.8	3.7
E-9	1,792	1.1	191	4.0	79	4.2	41.4	4.4
O-1	3,356	2.0	11	0.2	6	0.3	54.5	0.2
O-2	1,106	0.7	25	0.5	12	0.6	48.0	1.1
O-3	7,560	4.6	333	6.9	146	7.8	43.8	1.9
O-4	4,278	2.6	320	6.6	139	7.4	43.4	3.3
O-5	3,924	2.4	464	9.6	186	9.9	40.1	4.7
O-6	2,265	1.4	369	7.6	172	9.2	46.6	7.6
O-7	71	<0.1	8	0.1	5	0.3	62.5	7.0
O-8	58	<0.1	9	0.2	3	0.2	33.3	5.2
O-9	26	<0.1	3	0.1	2	0.1	66.7	7.7
Missing	1,566	0.95	141	2.92	57	3.04	40.4	3.6

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.
[a] CAD refers to a cadet or midshipman from the Service Academies

Table 4D. Distribution of Service Branch, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Service Branch	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
Air Force	29,206	17.7	1,182	24.5	429	22.9	36.3	1.5
Army	77,268	46.8	2,096	43.4	807	43.0	38.5	1.0
Coast Guard	2,590	1.6	149	3.1	63	3.4	42.3	2.4
Marine Corps	29,219	17.7	486	10.1	193	10.3	39.7	0.7
Navy	26,753	16.2	895	18.5	377	20.1	42.1	1.4
Unknown	200	0.1	26	0.5	7	0.4	26.9	3.5

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.

Table 4E. Distribution of Race, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Race	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
American Indian/ Alaskan Native	2,238	1.4	49	1.0	20	1.1	40.8	0.9
Asian/Pacific Islander	8,166	4.9	214	4.4	87	4.6	40.7	1.1
Black/African American	23,408	14.2	514	10.6	188	10.0	36.6	0.8
Hispanic	19,276	11.7	369	7.6	143	7.6	38.8	0.7
Other	4,467	2.7	117	2.4	45	2.4	38.5	1.0
Unknown	1,115	0.7	28	0.6	12	0.6	42.9	1.1
White	106,566	64.5	3,543	73.3	1381	73.6	39.0	1.3

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.
.

Table 4F. Distribution of Census Region, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

Census Region	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
Continental	31,120	18.8	930	19.2	358	19.1	44.5	1.2
Northeast	39,604	24.0	1228	25.4	436	23.2	89.5	1.1
Other	3,605	2.2	37	0.8	21	1.1	34.43	0.6
South	37,470	22.7	1,005	20.8	397	21.2	17.4	1.1
West	53,437	32.3	1,634	33.8	664	35.4	55.06	1.2

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.

Table 4G. Distribution of TAP Eligible, Longitudinal Survey: Full Population vs. 2019 Respondents Only vs. 2020 Respondents Only

TAP Eligible	Population N	Population %	2019 N	2019 %	2020 N	2020 %	2020 Rate %*	Response Rate%
Yes	90,227	54.6	2,735	56.6	1193	63.6	43.6	1.3
No	75,009	45.6	2,099	43.4	683	36.4	32.5	0.9

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
*Denominator is 2019 respondents.

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

	Age - Full Population	Age - 2019 Respondents Only	Age - 2020 Respondents Only	LOS - Full Population	LOS - 2019 Respondents Only	LOS - 2020 Respondents Only
Minimum	19	19	19	61	62	63
Lower Quartile	26	29	34	1,251	2,079	2,191
Median	30	39	45	1,826	4,670	5,332
Mean (SE)	33.7 (0.03)	39.8 (0.09)	44.5 (0.27)	2,902.5 (6.40)	5,200.4 (49.77)	5,538.9 (81.60)
Upper Quartile	39	49	54	3,620	7,744	8,339
Maximum	97	72	72	25,380	17,757	17,757

Source: 2020 Longitudinal Survey Data and 2019 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

This is reflected in the response rates by group as well. For the Cross-Sectional Survey, the overall response rate is 13.4 percent, but there is considerable variation in response rate by group. For groups with at least 100 cases in the population, the highest response rate is among Service members with grade E-9 (36.7 percent), while the lowest response rates are among Service members with grades of CAD (0 percent) and O-1 (1.9 percent). Chi-square tests of association between response status and each variable in Table 2 were performed, and the p-value for each test was less than 0.0001.

For the Longitudinal Survey, the overall response rate is 1.0 percent, but again we see variation by group. Response rates are higher among the Coast Guard (2.4 percent), Service members with grade O-6 (7.6 percent), Reserve Retirees (2.8 percent), lower among the Marine Corps (0.7 percent), Service members with grades O-1, E-1, E-2 and E-3 (0.2 percent 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 cohort (p=0.02) and VA region (p=0.01).

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 rates.[2] The initial nonresponse adjustment cells were formed by crossing grade (two-level), length of service (four-level), VA region (four-level) and for

[2] 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.

the Cross-Sectional Survey only, separation reason (two-level). This resulted in 40 initial cells for the longitudinal survey weights, and 79 cells for the cross-sectional 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 27 cells and 47 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 PSTAP Assessment.

Table 6 A-H, Table 6, Table 8 A-G and Table 9 below show that the distributions of most auxiliary variables are substantially improved by the use of nonresponse weights. For example, in the Cross-Sectional Survey, the proportion of respondents in the Active Duty category is 20.5 percent smaller as compared to the population proportion, but this difference is reduced to only -1.4 percent when looking at the weighted distribution (Table 6B). The medians and means of age and length of service are also very close to the population statistics after weighting, for both the cross-sectional survey and longitudinal survey. This suggests that the nonresponse weights are successful in reducing the potential for nonresponse bias.

Table 6A. Distribution of Cohort, Cross-Sectional 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 (%)
4	38,058	27.2	27.4	-0.7	27.2	0.4	0.0
5	48,457	34.7	36.0	-3.8	34.7	0.4	0.0
6	53,319	38.1	37.0	4.0	38.1	0.4	0.0

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6B. Distribution of Component, Cross-Sectional 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	71,208	50.9	61.4	-20.5	51.6	0.4	-1.4
National Guard Member	15,235	10.9	9.1	16.5	9.3	0.3	14.3
Reserve Member	46,320	33.1	22.1	33.4	31.1	0.4	6.2
Reserve Retiree	7,071	5.1	7.5	-47.6	7.9	0.2	-57.2

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6C. Distribution of Grade, Cross-Sectional 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]	300	0.2	0.0	100.0	0.0	-	100.0
E-1	4,096	2.9	0.9	69.9	1.4	0.1	51.1
E-2	3,364	2.4	1.0	58.3	1.5	0.1	36.1
E-3	10,004	7.2	3.4	52.6	5.2	0.2	26.8
E-4	44,165	31.6	19.2	39.2	30.3	0.4	4.2
E-5	30,572	21.9	18.4	16.0	27.0	0.4	-23.7
E-6	11,240	8.0	10.8	-34.6	7.2	0.2	10.5
E-7	9,361	6.7	12.5	-87.3	6.7	0.2	0.7
E-8	4,100	2.9	6.5	-122.8	3.5	0.1	-18.5
E-9	1,735	1.2	3.4	-174.2	1.8	0.1	-41.0
O-1	2,189	1.6	0.2	85.7	0.4	0.1	72.5
O-2	831	0.6	0.4	25.4	0.6	0.1	-6.0
O-3	6,267	4.5	5.6	-24.1	4.1	0.1	8.9
O-4	3,929	2.8	4.6	-64.1	2.9	0.1	-2.6
O-5	3,906	2.8	6.3	-125.5	3.6	0.1	-27.1
O-6	2,209	1.6	4.1	-159.7	2.19	0.1	-38.8
O-7	63	0.1	0.1	-89.7	0.1	<0.1	-31.5
O-8	74	0.1	0.1	-182.6	0.1	<0.1	-66.5
O-9	16	<0.1	<0.1	-86.7	<0.1	<0.1	18.6
O-10	3	<0.1	<0.1	-646.9	<0.1	<0.1	-167.2
Missing	1,410	1.01	2.3	-131.5	<0.1	<0.1	98.5

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
[a] CAD refers to a cadet or midshipman from the Service Academies

Table 6D. Distribution of Service Branch, Cross-Sectional 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	27,908	20.0	24.2	-21.1	20.8	0.3	-4.4
Army	60,035	42.9	39.6	7.8	40.7	0.4	5.3
Coast Guard	2,212	1.6	2.2	-39.8	1.9	0.1	-17.5
Marine Corps	24,695	17.7	14.6	17.3	18.3	0.3	-3.5
Navy	24,792	17.7	19.1	-7.9	18.1	0.3	-2.0
Unknown	192	0.1	0.3	-129.5	0.26	<0.1	-89.1

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6E. Distribution of Ethnicity, Cross-Sectional Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Ethnicity	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
Hispanic	17,906	12.8	12.8	0.3	13.8	0.3	-8.0
Non-Hispanic	121,425	86.8	87.2	-0.4	86.2	0.3	0.8
Unknown	503	0.4	0.1	80.7	<0.1	<0.1	96.6

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6F. Distribution of Race, Cross-Sectional 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	1,878	1.3	1.3	4.1	1.4	0.1	-5.3
Asian/Pacific Islander	6,348	4.5	5.4	-19.8	5.3	0.2	-16.1
Black/African American	21,130	15.1	14.9	1.6	14.9	0.3	1.2
Unknown	8,808	6.3	6.1	3.6	6.0	0.2	4.8
White	101,670	72.7	72.3	0.5	72.4	0.4	0.4

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6G. Distribution of Census Region, Cross-Sectional Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Census Region	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighed Standard Error	Weighted Relative Diff (%)
Continental	27,651	19.8	20.0	-1.1	19.6	0.3	0.7
Northeast	34,336	24.6	23.5	4.4	25.2	0.4	-2.6
Other	1,602	1.2	0.5	57.6	0.5	0.1	54.2
South	30,849	22.1	22.2	-0.6	22.3	0.3	-1.2
West	45,396	32.5	33.8	-4.3	32.3	0.4	0.5

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6H. Distribution of TAP Eligible, Cross-Sectional 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	85,548	61.2	70.5	-15.3	61.2	0.4	0.0
No	54,286	38.8	29.5	24.1	38.8	0.4	0.0

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 6. Distribution of Continuous Variables, Cross-Sectional Survey: Full Population vs. Respondents Only

	Age - Full Population	Age - Unweighted Respondents	Age - Weighted Respondents	LOS - Full Population	LOS - Unweighted Respondents	LOS - Weighted Respondents
Median	30	39	32	1,826	4,670	1,918
Mean (SE)	33.65 (0.03)	39.8 (0.09)	36.3 (0.09)	2,902.5 (6.40)	5,200.4 (49.77)	3,103 (18.26)

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table 8A. Distribution of Cohort, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Cohort	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighted Standard Error	Weighted Relative Diff (%)
1	41,797	25.3	22.9	9.4	25.3	1.6	0.02
2	58,360	35.3	35.0	0.9	35.3	1.7	0.00
3	65,079	39.4	42.1	-6.8	39.4	1.7	0.01

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

Table 8B. Distribution of Component, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Component	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighted Standard Error	Weighted Relative Diff (%)
Active Duty Member	80,989	49.0	57.8	-18.0	47.3	1.7	3.5
National Guard Member	20,528	12.4	11.4	8.2	9.8	1.0	21.0
Reserve Member	56,818	34.4	20.6	40.0	35.3	1.8	-2.5
Reserve Retiree	6,901	4.2	10.1	-142.3	7.6	0.7	-82.4

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

Table 8C. Distribution of Grade, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Grade	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighted Standard Error	Weighted Relative Diff (%)
CAD[a]	224	0.1	0.0	100.0	-	-	
E-1	4,987	3.0	0.3	89.4	0.9	0.4	71.9
E-2	3,909	2.4	0.5	79.8	1.5	0.5	36.0
E-3	12,359	7.5	1.3	82.2	4.0	0.8	47.3
E-4	56,143	34.0	10.7	68.6	31.0	1.8	8.7
E-5	34,707	21.0	12.5	40.6	31.1	1.7	-48.0
E-6	12,707	7.7	10.7	-39.3	4.9	0.4	36.3
E-7	9,935	6.0	12.6	-109.3	4.9	0.4	18.3
E-8	4,263	2.6	8.4	-226.4	3.1	0.3	-20.4
E-9	1,792	1.1	4.2	-289.9	1.4	0.2	-29.2
O-1	3,356	2.0	0.3	84.2	0.8	0.4	60.3
O-2	1,106	0.7	0.6	4.5	1.9	0.6	-186.1
O-3	7,560	4.6	7.8	-69.9	4.0	0.4	12.2
O-4	4,278	2.6	7.4	-186.1	3.4	0.3	-32.1
O-5	3,924	2.4	9.9	-318.3	3.8	0.3	-59.7
O-6	2,265	1.4	9.2	-569.2	3.1	0.3	-128.7
O-7	71	<0.1	0.3	-566.3	0.1	<0.1	-124.5
O-8	58	<0.1	0.2	-299.8	0.1	<0.1	-46.5
O-9	26	<0.1	0.1	-433.1	<0.1	<0.1	-47.5
Missing	1,566	1.0	3.0	-219.83	-	-	

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
[a] CAD refers to a cadet or midshipman from the Service Academies

Table 8D. 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 %	Weighted Standard Error	Weighted Relative Diff (%)
Air Force	29,206	17.7	22.9	-29.3	19.0	1.3	-7.2
Army	77,268	46.8	43.0	8.0	44.6	1.7	4.7
Coast Guard	2,590	1.6	3.4	-113.9	2.4	0.5	-53.7
Marine Corps	29,219	17.7	10.3	41.8	15.3	1.4	13.8
Navy	26,753	16.2	20.1	-24.1	18.5	1.3	-14.1
Unknown	200	0.1	0.4	-211.0	0.3	0.2	-167.8

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

Table 8E. Distribution of Race, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Race	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighted Standard Error	Weighted Relative Diff (%)
American Indian/ Alaskan Native	2,238	1.4	1.1	21.0	1.3	0.4	6.3
Asian/Pacific Islander	8,166	4.9	4.6	6.1	5.4	0.8	-8.4
Black/African American	23,408	14.2	10.0	29.3	9.1	1.0	35.6
Hispanic	19,276	11.7	7.6	34.7	10.6	1.2	9.0
Other	4,467	2.7	2.4	11.2	2.6	0.5	2.6
Unknown	1,115	0.7	0.6	4.5	0.5	0.2	20.7
White	106,566	64.5	73.6	-14.2	70.5	1.6	-9.3

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

Table 8F. Distribution of Census Region, Longitudinal Survey: Full Population vs. Unweighted Respondents vs. Nonresponse Weighted Respondents

Census Region	Population N	Population %	Unweighted %	Unweighted Relative Diff (%)	Weighted %	Weighted Standard Error	Weighted Relative Diff (%)
Continental	31,120	18.8	19.1	-1.3	18.5	1.3	2.0
Northeast	39,604	24.0	23.2	3.0	24.0	1.5	-0.2
Other	3,605	2.2	1.1	48.7	0.6	0.2	71.3
South	37,470	22.7	21.2	6.7	24.3	1.5	-7.3
West	53,437	32.3	35.4	-9.4	32.6	1.6	-0.7

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

Table 8G. 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 %	Weighted Standard Error	Weighted Relative Diff (%)
Yes	90,227	54.6	63.6	-16.5	54.6	1.7	-0.01
No	75,009	45.6	36.4	20.2	45.4	1.7	0.5

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

Table 7. Distribution of Continuous Variables, Full Population vs. Respondents Only

	Age - Full Population	Age - Unweighted Respondents	Age - Weighted Respondents	LOS - Full Population	LOS - Unweighted Respondents	LOS - Weighted Respondents
Median	30	45	32	1,826	4,670	1,825
Mean (SE)	33.7 (0.03)	44.5 (0.27)	37.0 (0.35)	2,902.5 (6.40)	5,538.9 (81.60)	2,961 (64.16)

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

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 each survey. For the Cross-Sectional Survey, these variables were:

- Q14, Did you obtain employment after your separation, retirement, or release from active duty service?
- Q15, How long did it take you to find your current job?

Chi-squared tests of association between Q14 and each categorical auxiliary variable examined in the tables above resulted in p-values less than 0.0001 for all variables. We found a small and statistically significant ($p<0.0001$) correlation between Q15 and age (correlation of 0.04), but not length of service ($p=0.06$, corr=0.01).

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 0.0001 for all variables, except for the tests between Q6 and cohort ($p=0.55$), military service branch ($p=0.80$), and TAP eligibility status ($p=0.10$). Chi-squared tests run on Q7 and the same set of variables resulted in a statistically significant association for only military service branch ($p=0.0012$). T-tests showed significant differences in average age by both Q6 and Q7 and in average length of service by Q7, but not by Q6 ($p= 0.18$).

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 for both surveys.

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 E. CROSS-SECTIONAL SURVEY DEMOGRAPHIC TABLES

Table E1. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* - *Race*

Race	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
American Indian/Alaskan Native	0.9	1.1	1.3	0.1	1.2	1.1
Asian or Pacific Islander	4.3	4.0	4.0	5.0	4.8	4.6
Black/African American	14.4	14.1	14.9	15.3	14.2	13.4
Hispanic	13.5	13.1	12.0	14.9	14.5	12.4
Unknown	5.7	4.7	4.1	5.1	4.3	4.1
White	61.2	63.0	63.8	58.7	60.9	64.3
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted.

Table E2. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* – *Gender*

Gender	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
Female	17.2	17.1	16.5	20.9	21.1	20.8
Male	82.9	82.9	83.5	79.1	78.9	79.2
N/A	0.0	0.0	0.0	0.0	0.0	0.0
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table E3. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* – *Military Service Branch*

Military Service Branch	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
Air Force	20.4	19.8	19.8	22.3	20.2	20.4
Army	45.9	42.4	41.3	43.7	40.3	38.8
Coast Guard	1.0	1.9	1.8	1.1	2.0	2.3
Marine Corps	16.5	18.1	18.1	16.8	18.4	19.2
Navy	16.1	17.8	18.9	15.8	18.8	19.1
Unknown	0.2	0.2	0.1	0.3	0.3	0.2
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table E4. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* – *Military Component*

Military Component	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
Active Duty Member	51.1	50.9	50.8	56.2	53.6	46.6
National Guard Member	12.7	11.6	9.0	10.7	9.4	8.3
Reserve Member	31.5	32.2	35.2	25.9	28.6	37.0
Reserve Retiree	4.7	5.3	5.1	7.2	8.4	8.1
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table E5. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* – *Pay Grade*

Pay Grade	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
E-1 to E-3	11.9	12.3	13.4	7.8	8.3	8.4
E-4 to E-6	64.8	61.5	60.8	65.7	63.4	64.6
E-7 to E-9	11.5	10.7	10.8	12.3	12.0	11.5
O-1 and above	11.8	15.2	14.7	12.7	14.8	14.1
Other	0.1	0.1	0.1	1.5	1.5	1.5
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table E6. Demographic Characteristics of 2020 Cross-Sectional Survey *Invitees* and Survey *Respondents* - *Age*

Average Age	Survey Invitees			Survey Respondents*		
	CS4 %	CS5 %	CS6 %	CS4 %	CS5 %	CS6 %
	33.1	33.7	35.5	35.1	35.6	37.7
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(5,133)***	***(6,734)***	***(6,854)***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

APPENDIX F. LONGITUDINAL SURVEY DEMOGRAPHIC TABLES

Table F1. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* - *Race*

Race	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
American Indian/Alaskan Native	0.9	1.1	1.3	1.5	0.5	1.3
Asian or Pacific Islander	4.1	4.1	3.8	6.9	4.1	2.6
Black/African American	13.9	14.0	14.2	7.1	12.0	7.9
Hispanic	13.4	12.8	11.9	13.4	11.3	11.5
Unknown	3.5	4.0	3.7	3.3	2.3	4.1
White	64.1	64.0	65.1	67.7	69.8	72.8
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted.

Table F2. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* – *Gender*

Gender	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
Female	16.4	16.6	16.4	20.9	21.6	22.3
Male	83.4	83.4	83.7	79.1	78.4	77.7
N/A	0.1	0.0	0.0	0.0	0.0	0.0
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table F3. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* – *Military Service Branch*

Military Service Branch	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
Air Force	18.9	18.3	16.4	18.8	19.3	18.7
Army	50.5	45.2	45.7	48.6	48.6	38.3
Coast Guard	0.7	1.8	2.0	0.3	3.1	3.2
Marine Corps	17.2	17.9	17.8	19.2	14.4	13.5
Navy	12.6	16.7	18.1	11.9	14.6	26.2
Unknown	0.2	0.1	0.1	1.2	0.0	0.0
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table F4. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* – *Military Component*

Military Component	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
Active Duty Member	46.0	48.9	51.1	39.9	44.2	54.9
National Guard Member	14.5	12.0	11.5	14.0	10.1	6.9
Reserve Member	35.8	34.9	33.0	39.4	38.3	29.9
Reserve Retiree	3.7	4.2	4.5	6.7	7.5	8.3
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table F5. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* – *Pay Grade*

Pay Grade	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
E-1 to E-3	10.7	11.0	15.9	6.6	4.0	7.9
E-4 to E-6	67.4	62.4	59.9	66.6	65.2	65.5
E-7 to E-9	10.4	10.1	8.9	11.6	8.7	8.2
O-1 and above	10.3	15.6	14.6	13.9	19.8	16.3
Other	1.2	1.0	0.8	1.3	2.3	2.2
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

Table F6. Demographic Characteristics of 2020 Longitudinal Survey *Invitees* and Survey *Respondents* - *Age*

Average Age	Study Universe			Survey Respondents*		
	L1 %	L2 %	L3 %	L1 %	L2 %	L3 %
	32.7	33.2	34.7	36.2	36.7	37.7
Total Respondents (N)	***(38,058)***	***(48,457)***	***(53,319)***	***(430)***	***(657)***	***(789)***

Source: 2020 Longitudinal Survey Data merged with VA Administrative Data and DoD Data.
Note: Percentage (%) is weighted; N is unweighted

.

APPENDIX G. 2020 CROSS-SECTIONAL SURVEY DATA

This section provides detailed responses for almost all survey questions in the 2020 Cross-Sectional Survey. The surveys questions omitted in this section are questions 7, 54, and 55. Questions 7 and 55 are write-in questions. The analysis of these questions can be found in Appendix F. Question 54 Asks Veterans to agree to participate in the Longitudinal Survey.

2020 Cross-Sectional Survey merged with VA administrative and DoD data and who attended TAP.

Question 1. Did you complete the TAP 5-day course? (Asked of all Veterans)

TAP 5-day Course Completed?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	29.0%	1,281	28.9%	1,604	28.1%	1,674
Yes	71.1%	3,852	71.1%	5,130	71.9%	5,180
Subtotal		5,116		6,707		6,809
Data Unavailable		17		27		45
Total		*(5,133)*		*(6,734)*		*(6,854)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 2. Did you complete any of the following TAP courses? (Only Veterans that did not complete TAP 5-day Course)

TAP Courses Completed	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
VA Benefits Briefings	19.7%	278	19.5%	336	20.0%	338
Transition Overview	12.7%	168	11.8%	193	13.0%	197
Personal Financial Planning for Transition	12.1%	156	11.8%	197	11.8%	179
Military Occupational Classification "MOC" Crosswalk	10.5%	131	7.5%	130	9.5%	139
Department of Labor Employment Workshop	9.8%	118	8.0%	125	10.4%	156
None of the above	77.7%	922	77.1%	1146	74.6%	1174
Total		*(1,264)*		*(1,557)*		*(1,629)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

Overall, the program was beneficial in helping me gain the information and skills I needed to prepare me for my transition and post-military life.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	6.7%	250	6.2%	299	9.2%	410
Disagree	9.6%	344	12.1%	534	15.6%	705
Neither agree nor disagree	13.9%	480	14.9%	671	16.9%	810
Agree	43.4%	1,693	44.4%	2,299	40.3%	2,190
Strongly agree	26.4%	1,122	22.4%	1,343	18.0%	1,109
Subtotal		3,889		5,146		5,224
Data Unavailable		64		85		74
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

Overall, the program enhanced my confidence in transition planning.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	7.0%	252	7.4%	327	9.8%	422
Disagree	12.6%	448	14.7%	667	17.4%	804
Neither agree nor disagree	18.7%	672	20.8%	948	21.4%	1,048
Agree	40.6%	1,598	38.2%	2,054	36.0%	1,997
Strongly agree	21.2%	912	19.0%	1,150	15.4%	949
Subtotal		3,882		5,146		5,220
Data Unavailable		71		85		78
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

Overall, I used what I learned from the program during my transition.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	7.5%	257	8.2%	346	10.3%	445
Disagree	11.8%	414	13.6%	606	17.9%	829
Neither agree nor disagree	17.0%	610	18.3%	866	18.2%	903
Agree	43.1%	1,705	41.1%	2,200	38.1%	2,098
Strongly agree	20.6%	887	18.7%	1,108	15.5%	903
Subtotal		3,873		5,126		5,178
Data Unavailable		80		105		120
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

I was given the time I needed during my military career to attend TAP courses.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	9.7%	319	8.3%	353	8.1%	351
Disagree	8.9%	300	8.5%	366	7.4%	351
Neither agree nor disagree	8.2%	270	8.3%	371	7.6%	345
Agree	37.0%	1,377	37.2%	1,802	38.4%	1,910
Strongly agree	36.1%	1,604	37.7%	2,225	38.5%	2,229
Subtotal		3,870		5,117		5,186
Data Unavailable		83		114		112
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

My immediate leadership was supportive of my transition to civilian life (e.g., attending TAP courses, attaining Career Readiness Standards).	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	14.8%	462	14.3%	560	14.7%	602
Disagree	11.8%	379	13.0%	536	12.6%	516
Neither agree nor disagree	14.7%	482	14.9%	645	15.5%	681
Agree	27.4%	1,052	28.2%	1,396	28.1%	1,496
Strongly agree	31.3%	1,484	29.6%	1,966	29.1%	1,876
Subtotal		3,859		5,103		5,171
Data Unavailable		94		128		127
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

The process of transitioning from active duty was more challenging than I expected.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	6.8%	242	6.6%	321	6.1%	308
Disagree	16.4%	641	18.3%	946	16.7%	913
Neither agree nor disagree	16.5%	634	15.1%	830	13.3%	783
Agree	25.8%	1,012	25.3%	1,298	24.1%	1,258
Strongly agree	34.5%	1,311	34.7%	1,702	39.8%	1,905
Subtotal		3,840		5,097		5,167
Data Unavailable		113		134		131
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

I am adjusting well at working towards my civilian goals (e.g., employment, education, and/or entrepreneurship goals).	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	6.1%	217	5.7%	261	7.4%	317
Disagree	9.2%	334	8.4%	397	10.4%	481
Neither agree nor disagree	14.1%	527	12.9%	631	12.5%	641
Agree	37.2%	1,421	35.9%	1,839	34.9%	1,835
Strongly agree	33.4%	1,310	37.1%	1,939	34.8%	1,848
Subtotal		3,809		5,067		5,122
Data Unavailable		144		164		176
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 3. To what extent do you agree or disagree with each of the following statements about TAP? (Only TAP Veterans)

The information provided during TAP assisted me in my transition to civilian employment.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	8.2%	281	10.3%	434	13.6%	575
Disagree	13.5%	460	14.5%	650	18.4%	870
Neither agree nor disagree	23.8%	839	22.8%	1,052	23.7%	1,151
Agree	39.1%	1,495	38.0%	1,953	32.9%	1,801
Strongly agree	15.4%	632	14.5%	834	11.4%	674
Subtotal		3,707		4,923		5,071
Data Unavailable		246		308		227
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 4. Did you complete any of the following optional TAP courses?? (Asked of all Veterans)

Optional TAP Courses Completed	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Accessing Higher Education Track	20.4%	922	18.1%	1,067	17.4%	1,097
Entrepreneurship Track	11.5%	631	10.0%	734	9.2%	745
Career Credentialing and Apprenticeship Track	9.6%	484	7.04%	459	7.6%	507
OPM's Federal Employment Training	10.6%	590	9.8%	729	9.9%	792
None of the above	70.5%	3,585	73.9%	4,880	75.0%	4,955
Total		*(5,133)*		*(6,734)*		*(6,854)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 5. How did you complete the module(s)? (Only TAP Veterans)

Method of Completion	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
I took all or almost all in a traditional classroom setting	78.9%	3,043	78.3%	4,041	76.2%	3,954
I took all or almost all virtually (e.g., online)	5.4%	205	5.3%	245	4.6%	239
I took a few of my modules/tracks in a classroom and a few virtually	4.8%	212	4.6%	251	5.1%	309
Did not complete any modules	10.8%	461	11.9%	652	14.1%	748
Subtotal		3,921		5,189		5,250
Data Unavailable		32		42		48
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took TAP 5-day Course)

TAP 5-day Course	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	4.7%	151	5.3%	221	6.7%	273
Not very useful	8.3%	289	9.4%	412	12.5%	555
Neutral	14.8%	481	16.1%	690	18.5%	801
Somewhat useful	40.5%	1,538	41.4%	2,103	40.6%	2,094
Extremely useful	31.6%	1,304	27.7%	1,596	21.7%	1,340
Subtotal		3,763		5,022		5,063
Data Unavailable		89		108		117
Total		*(3,852)*		*(5,130)*		*(5,180)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took VA Benefits Briefings)

VA Benefits Briefings	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	3.8%	130	5.0%	209	5.9%	239
Not very useful	5.7%	212	7.2%	325	8.4%	373
Neutral	9.6%	335	11.2%	492	12.1%	541
Somewhat useful	30.6%	1,203	30.8%	1,596	35.4%	1,808
Extremely useful	50.3%	2,122	45.7%	2,695	38.2%	2,371
Subtotal		4,002		5,317		5,332
Data Unavailable		128		149		186
Total		*(4,130)*		*(5,466)*		*(5,518)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Career Technical Training Track)

Career Technical Training Track	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	6.3%	37	7.3%	40	8.9%	56
Not very useful	8.6%	51	10.2%	70	11.0%	84
Neutral	23.5%	151	33.0%	214	31.7%	215
Somewhat useful	35.5%	234	27.8%	211	31.1%	248
Extremely useful	26.2%	177	21.6%	172	17.4%	156
Subtotal		650		707		759
Data Unavailable		3,202		4,423		4,421
Total		(3,852)		(5,130)		(5,180)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Transition Overview)

Transition Overview	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	5.8%	201	6.7%	279	8.1%	334
Not very useful	10.6%	389	12.4%	557	14.0%	634
Neutral	25.2%	894	27.6%	1,253	28.4%	1,314
Somewhat useful	36.8%	1,472	35.6%	1,958	35.2%	1,895
Extremely useful	21.7%	874	17.8%	1,001	14.4%	847
Subtotal		3,830		5,048		5,024
Data Unavailable		190		275		353
Total		*(4,020)*		*(5,323)*		*(5,377)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Personal Financial Planning for Transition)

Personal Financial Planning for Transition	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	7.5%	282	8.8%	399	10.0%	443
Not very useful	12.1%	462	12.8%	657	15.4%	744
Neutral	20.1%	768	21.7%	1,067	23.8%	1,155
Somewhat useful	32.9%	1,309	34.1%	1,805	32.6%	1,743
Extremely useful	27.3%	1,050	22.5%	1,215	18.3%	1,041
Subtotal		3,871		5,143		5,126
Data Unavailable		137		184		233
Total		*(4,008)*		*(5,327)*		*(5,359)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Military Occupational Classification Crosswalk "MOC" Crosswalk)

Military Occupational Classification Crosswalk "MOC" Crosswalk	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	11.7%	412	12.6%	545	15.1%	639
Not very useful	15.1%	564	16.5%	797	17.6%	810
Neutral	23.8%	856	24.8%	1,161	23.6%	1,101
Somewhat useful	28.3%	1,104	28.3%	1,453	28.4%	1,450
Extremely useful	21.1%	795	17.8%	903	15.3%	820
Subtotal		3,731		4,859		4,820
Data Unavailable		252		401		499
Total		*(3,983)*		*(5,260)*		*(5,319)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Department of Labor Employment Workshop)

Department of Labor Employment Workshop	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	7.1%	256	8.8%	386	10.5%	456
Not very useful	9.3%	329	10.0%	457	12.9%	584
Neutral	16.9%	599	18.2%	850	18.3%	839
Somewhat useful	31.1%	1,192	31.7%	1,594	32.8%	1,699
Extremely useful	35.6%	1,396	31.3%	1,692	25.5%	1,393
Subtotal		3,772		4,979		4,971
Data Unavailable		198		276		365
Total		*(3,970)*		*(5,255)*		*(5,336)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Accessing Higher Education Track)

Accessing Higher Education Track	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	4.4%	51	5.1%	57	5.8%	73
Not very useful	5.0%	56	6.8%	87	8.3%	100
Neutral	16.1%	183	16.3%	215	19.6%	259
Somewhat useful	30.6%	337	33.6%	435	36.1%	477
Extremely useful	43.9%	463	38.2%	493	30.2%	425
Subtotal		1,090		1,287		1,334
Data Unavailable		2,762		3,843		3,846
Total		*(3,852)*		*(5,130)*		*(5,180)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took Entrepreneurship Track)

Entrepreneurship Track	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	8.1%	51	6.3%	47	9.7%	70
Not very useful	9.0%	62	9.6%	79	13.2%	107
Neutral	24.9%	172	31.0%	254	29.5%	257
Somewhat useful	28.3%	236	29.4%	298	29.3%	289
Extremely useful	29.6%	234	23.7%	245	18.3%	229
Subtotal		755		923		952
Data Unavailable		3,097		4,207		4,228
Total		*(3,852)*		*(5,130)*		*(5,180)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 6. When considering the course information for each TAP module, how useful was the content during your transition? (Only Veterans that took OPM's Federal Employment Training)

OPM's Federal Employment Training	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Not useful at all	8.7%	57	6.3%	50	9.5%	80
Not very useful	7.9%	58	10.7%	81	9.7%	84
Neutral	20.8%	146	25.2%	194	24.4%	219
Somewhat useful	31.7%	250	27.1%	284	32.7%	354
Extremely useful	31.0%	259	30.9%	306	23.8%	292
Subtotal		770		915		1,029
Data Unavailable		3,082		4,215		4,151
Total		*(3,852)*		*(5,130)*		*(5,180)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 8. I understand the VA benefits available to (Only TAP Veterans):

Me as a Veteran	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	3.7%	114	3.8%	153	4.2%	166
Disagree	7.7%	260	7.6%	314	9.3%	374
Neither agree nor disagree	9.3%	303	9.0%	416	11.3%	503
Agree	46.6%	1,755	47.7%	2,388	46.9%	2,374
Strongly agree	32.8%	1,263	31.9%	1,656	28.4%	1,548
Subtotal		3,695		4,927		4,965
Data Unavailable		258		304		333
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 8. I understand the VA benefits available to (Only TAP Veterans):

My family	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	7.4%	199	8.1%	281	9.5%	321
Disagree	15.5%	464	16.1%	619	19.9%	756
Neither agree nor disagree	19.5%	576	19.8%	781	21.3%	854
Agree	37.0%	1,335	36.8%	1,838	33.0%	1,706
Strongly agree	20.6%	756	19.2%	1,017	16.4%	907
Subtotal		3,330		4,536		4,544
Data Unavailable		623		695		754
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Apply for VA benefits	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	6.1%	200	6.5%	257	9.3%	365
Disagree	10.0%	350	10.5%	457	12.7%	549
Neither agree nor disagree	13.1%	446	13.4%	599	14.0%	656
Agree	42.0%	1,557	40.6%	2,017	40.5%	2,045
Strongly agree	28.8%	1,136	29.0%	1,571	23.5%	1,325
Subtotal		3,689		4,901		4,940
Data Unavailable		264		330		358
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Prepare for potential impact to my economic well-being after my service	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	7.2%	228	7.3%	284	11.1%	416
Disagree	11.9%	401	13.7%	568	17.6%	746
Neither agree nor disagree	19.5%	700	21.4%	995	23.1%	1,090
Agree	41.2%	1,560	39.0%	2,004	34.5%	1,864
Strongly agree	20.1%	785	18.6%	1,021	13.8%	805
Subtotal		3,674		4,872		4,921
Data Unavailable		279		359		377
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Prepare for changes in my personal life	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	8.4%	253	9.5%	367	12.7%	502
Disagree	14.8%	504	15.4%	660	20.2%	896
Neither agree nor disagree	19.9%	739	22.8%	1,098	25.0%	1,231
Agree	38.8%	1,492	36.4%	1,873	30.8%	1,649
Strongly agree	18.1%	685	15.9%	872	11.3%	648
Subtotal		3,673		4,870		4,926
Data Unavailable		280		361		372
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Prevent potential homelessness	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	8.3%	254	10.0%	383	13.9%	528
Disagree	11.6%	385	12.6%	533	17.5%	762
Neither agree nor disagree	21.1%	773	23.6%	1,127	25.4%	1,216
Agree	36.4%	1,275	33.6%	1,582	29.6%	1,433
Strongly agree	22.6%	818	20.2%	1,017	13.6%	717
Subtotal		3,505		4,642		4,656
Data Unavailable		448		589		642
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Obtain VA health care	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	8.2%	265	9.5%	366	11.2%	420
Disagree	13.0%	438	12.0%	538	15.2%	677
Neither agree nor disagree	15.0%	529	15.4%	721	15.1%	727
Agree	39.4%	1,471	39.8%	1,980	39.6%	2,034
Strongly agree	24.5%	949	23.3%	1,251	19.0%	1,050
Subtotal		3,652		4,856		4,908
Data Unavailable		301		375		390
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 9. The VA Benefits Briefings of TAP helped me transition to civilian life by providing information or resources on how to (Only TAP Veterans):

Seek help for mental health concerns I might experience	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Strongly disagree	9.7%	292	11.1%	412	13.4%	510
Disagree	11.2%	359	12.1%	515	16.2%	689
Neither agree nor disagree	17.2%	638	19.2%	903	20.6%	983
Agree	38.0%	1,394	36.1%	1,780	33.9%	1,726
Strongly agree	23.9%	900	21.6%	1,095	16.0%	885
Subtotal		3,583		4,705		4,793
Data Unavailable		370		526		505
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Disability Compensation	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	8.3%	236	10.2%	360	11.2%	403
Yes, I've applied	78.5%	2,957	79.4%	4,042	79.5%	4,114
Yes, I plan to apply	12.1%	374	9.1%	345	7.8%	291
Didn't know about this benefit	1.2%	31	1.3%	41	1.5%	47
Subtotal		3,598		4,788		4,855
Data Unavailable		355		443		443
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Education	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	8.3%	349	7.6%	430	7.1%	417
Yes, I've applied	61.8%	2,063	68.7%	3,051	78.0%	3,542
Yes, I plan to apply	29.0%	1,076	23.0%	1,188	14.2%	789
Didn't know about this benefit	0.9%	30	0.6%	25	0.7%	35
Subtotal		3,518		4,694		4,783
Data Unavailable		435		537		515
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Life Insurance	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	46.3%	1,649	51.8%	2,478	52.7%	2,579
Yes, I've applied	18.2%	784	17.9%	1,036	16.8%	1,018
Yes, I plan to apply	25.4%	813	17.8%	719	12.6%	498
Didn't know about this benefit	10.1%	243	12.5%	397	17.9%	581
Subtotal		3,489		4,630		4,676
Data Unavailable		464		601		622
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Home Loans	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	14.1%	457	13.3%	568	13.4%	576
Yes, I've applied	38.2%	1,693	43.7%	2,570	51.9%	2,972
Yes, I plan to apply	46.0%	1,391	41.0%	1,578	32.0%	1,203
Didn't know about this benefit	1.7%	41	1.9%	64	2.6%	87
Subtotal		3,582		4,780		4,838
Data Unavailable		371		451		460
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Vocational Rehabilitation & Employment	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	48.4%	1,637	52.4%	2,416	52.4%	2,494
Yes, I've applied	11.0%	360	11.1%	508	16.4%	729
Yes, I plan to apply	25.9%	884	20.2%	889	14.5%	650
Didn't know about this benefit	14.8%	374	16.3%	550	16.7%	583
Subtotal		3,255		4,363		4,456
Data Unavailable		698		868		842
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 10. Have you ever applied or do you intend to apply for any of these VA benefits? (Only TAP Veterans)

VA Health Care	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	18.1%	587	20.1%	896	19.9%	937
Yes, I've applied	55.8%	2,084	59.0%	2,936	64.3%	3,146
Yes, I plan to apply	21.6%	774	16.1%	770	10.4%	544
Didn't know about this benefit	4.6%	122	4.7%	159	5.4%	182
Subtotal		3,567		4,761		4,809
Data Unavailable		386		470		489
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 11. Do you recall using a VA Benefits Advisor to follow up on concerns or obtain additional information after the TAP training? (Only TAP Veterans)

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	63.9%	2,224	68.9%	3,162	75.6%	3,498
Yes	36.1%	1,473	31.1%	1,770	24.4%	1,485
Subtotal		3697		4932		4983
Data Unavailable		256		299		315
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 12. Please rate your experience with the VA Benefits Advisor (VA Rep) on the following items as it relates to your transition. (Only TAP Veterans)

Knowledge of the VA Benefits Advisor	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Unacceptable	1.5%	21	2.1%	30	3.8%	43
Needs improvement	3.8%	52	5.4%	76	6.6%	85
Average	10.9%	133	12.3%	177	9.5%	135
Good	30.1%	414	30.2%	503	32.0%	424
Outstanding	53.7%	822	50.0%	940	48.1%	774
Subtotal		1,442		1,726		1,461
Data Unavailable		2,511		3,505		3,837
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 12. Please rate your experience with the VA Benefits Advisor (VA Rep) on the following items as it relates to your transition. (Only TAP Veterans)

Information provided by the VA Benefits Advisor	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Unacceptable	1.1%	15	2.0%	29	3.2%	39
Needs improvement	3.4%	50	5.1%	73	6.4%	80
Average	12.3%	151	11.8%	176	11.8%	151
Good	32.0%	443	34.0%	547	32.7%	454
Outstanding	51.3%	780	47.1%	897	45.8%	732
Subtotal		1,439		1,722		1,456
Data Unavailable		2,514		3,509		3,842
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 12. Please rate your experience with the VA Benefits Advisor (VA Rep) on the following items as it relates to your transition. (Only TAP Veterans)

Accessibility of the VA Benefits Advisor during your transition	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Unacceptable	2.7%	34	3.0%	44	4.9%	64
Needs improvement	6.7%	92	10.0%	140	10.5%	133
Average	13.0%	170	15.3%	242	14.1%	191
Good	34.0%	477	32.7%	533	32.3%	462
Outstanding	43.7%	657	38.9%	755	38.1%	597
Subtotal		1,430		1,714		1,447
Data Unavailable		2,523		3,517		3,851
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 12. Please rate your experience with the VA Benefits Advisor (VA Rep) on the following items as it relates to your transition. (Only TAP Veterans)

Your overall experience with the VA Benefits Advisor	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Unacceptable	1.6%	26	2.9%	38	3.6%	45
Needs improvement	4.0%	55	5.4%	82	7.0%	86
Average	11.1%	138	11.8%	171	12.2%	162
Good	32.9%	451	33.3%	547	32.6%	448
Outstanding	50.3%	765	46.6%	882	44.6%	715
Subtotal		1,435		1,720		1,456
Data Unavailable		2,518		3,511		3,842
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Expectations about the salary I can expect in a civilian job.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	13.3%	429	14.5%	555	17.3%	715
Considerably challenging	16.9%	541	16.1%	702	20.8%	864
Somewhat challenging	23.7%	778	23.2%	1022	23.6%	1089
A little challenging	23.0%	737	22.6%	1035	19.3%	917
Not at all challenging	20.6%	670	21.7%	964	17.7%	850
Prefer not to answer	2.6%	78	2.0%	77	1.4%	59
Subtotal		2,804		3,800		3,779
Data Unavailable		1,149		1,431		1,519
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Specific steps I should take in conducting a job search.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	8.1%	261	7.9%	315	11.1%	450
Considerably challenging	14.3%	474	13.3%	592	15.1%	665
Somewhat challenging	22.7%	765	23.9%	1,072	25.0%	1,129
A little challenging	25.5%	836	26.2%	1,171	24.4%	1,133
Not at all challenging	27.7%	854	27.7%	1,178	23.3%	1,082
Prefer not to answer	1.6%	50	1.1%	46	1.1%	42
Subtotal		2,979		4,059		4,051
Data Unavailable		974		1,172		1,247
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

How to translate my military experience to civilian job requirements.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	15.6%	486	16.1%	644	20.8%	823
Considerably challenging	16.5%	563	15.6%	686	18.4%	810
Somewhat challenging	18.8%	653	20.8%	956	19.5%	919
A little challenging	22.4%	752	23.2%	1,078	19.6%	956
Not at all challenging	25.1%	794	23.5%	1,072	20.8%	1,016
Prefer not to answer	1.5%	43	0.9%	38	0.9%	37
Subtotal		2,805		3,830		3,738
Data Unavailable		1,148		1,401		1,560
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Difference between military and civilian workforce cultures and norms about expected behaviors.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	17.7%	535	19.1%	754	23.4%	974
Considerably challenging	15.7%	521	17.4%	758	20.2%	914
Somewhat challenging	18.8%	653	19.2%	891	18.5%	839
A little challenging	19.3%	680	19.8%	937	17.3%	864
Not at all challenging	27.1%	840	23.7%	1,084	19.9%	967
Prefer not to answer	1.5%	44	0.8%	37	0.7%	31
Subtotal		2,738		3,707		3,615
Data Unavailable		1,215		1,524		1,683
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Understanding how to interact with civilians who are not familiar with the military.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	15.7%	458	15.8%	617	19.9%	811
Considerably challenging	13.4%	446	15.1%	634	17.5%	752
Somewhat challenging	18.2%	634	18.4%	847	19.4%	896
A little challenging	19.8%	706	20.1%	979	18.2%	904
Not at all challenging	31.8%	1,047	29.7%	1,374	24.5%	1,228
Prefer not to answer	1.1%	34	0.8%	35	0.7%	30
Subtotal		2,867		3,869		3,810
Data Unavailable		1,086		1,362		1,488
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Working with civilians who share different values from what I was accustomed to in the military.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	15.4%	459	15.9%	637	21.5%	923
Considerably challenging	15.3%	499	16.8%	710	17.8%	786
Somewhat challenging	17.6%	583	18.7%	840	18.7%	848
A little challenging	20.3%	683	18.5%	895	18.0%	887
Not at all challenging	30.2%	937	29.0%	1,275	23.1%	1,086
Prefer not to answer	1.2%	39	1.1%	47	0.9%	37
Subtotal		2,741		3,767		3,644
Data Unavailable		1,212		1,464		1,654
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Communicating in civilian terms rather than using military vocabulary and acronyms.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	10.9%	325	9.0%	368	12.0%	497
Considerably challenging	10.4%	348	11.3%	481	12.2%	527
Somewhat challenging	16.8%	602	17.2%	795	18.8%	873
A little challenging	23.3%	823	22.4%	1,126	22.2%	1,114
Not at all challenging	37.4%	1,200	39.2%	1,701	34.2%	1,598
Prefer not to answer	1.1%	33	0.8%	36	0.6%	26
Subtotal		3,006		4,139		4,138
Data Unavailable		947		1,092		1,160
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Learning to have a better work-life balance after the transition.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	13.5%	394	15.1%	582	19.0%	744
Considerably challenging	13.2%	434	15.5%	662	16.8%	760
Somewhat challenging	19.3%	645	17.3%	818	18.4%	877
A little challenging	20.3%	700	20.6%	979	20.4%	967
Not at all challenging	32.2%	1,064	30.4%	1,400	24.6%	1,223
Prefer not to answer	1.4%	40	1.1%	45	0.9%	36
Subtotal		2,883		3,904		3,863
Data Unavailable		1,070		1,327		1,435
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Missing the camaraderie and teamwork that was part of the military culture.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	29.9%	916	31.2%	1,266	40.1%	1,680
Considerably challenging	16.4%	575	18.8%	877	17.4%	853
Somewhat challenging	17.4%	646	18.1%	857	16.5%	805
A little challenging	14.8%	541	14.6%	766	12.9%	679
Not at all challenging	20.3%	647	16.5%	758	12.4%	609
Prefer not to answer	1.2%	35	0.9%	39	0.7%	34
Subtotal		2,444		3,297		2,980
Data Unavailable		1,509		1,934		2,318
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Working at a slower pace than when in the military.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	17.9%	515	18.5%	718	23.1%	920
Considerably challenging	14.2%	455	14.9%	644	17.8%	767
Somewhat challenging	16.5%	539	17.6%	748	17.5%	770
A little challenging	16.4%	496	14.9%	666	14.0%	649
Not at all challenging	33.4%	958	32.8%	1,330	26.7%	1,152
Prefer not to answer	1.6%	45	1.3%	50	0.9%	34
Subtotal		2,493		3,438		3,372
Data Unavailable		1,460		1,793		1,926
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 13. Thinking about your transition to the civilian world, please rate the extent to which you found the following items challenging during the transition process. (Only TAP Veterans)

Working at a faster pace than when in the military.	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Extremely challenging	4.3%	98	4.6%	135	6.0%	172
Considerably challenging	5.0%	114	4.5%	145	5.0%	169
Somewhat challenging	10.6%	268	11.7%	374	10.2%	332
A little challenging	12.7%	310	12.5%	438	13.2%	461
Not at all challenging	65.3%	1,597	64.8%	2,204	64.4%	2,296
Prefer not to answer	2.0%	48	2.0%	66	1.2%	42
Subtotal		2,337		3,227		3,300
Data Unavailable		1,616		2,004		1,998
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 14. Did you obtain employment after your separation, retirement, or release from active duty service? (Only TAP Veterans)

Obtain Employment?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Yes, self employed	4.1%	145	3.8%	191	3.2%	197
Yes, work for a business, non-profit, or government agency (not self-employed)	50.4%	1,847	57.8%	2,882	57.0%	2,896
No, I pursued education/training before starting work	20.3%	565	21.9%	792	23.5%	871
No, I retired and chose not to pursue further employment	2.6%	144	1.8%	162	2.0%	158
No, I wanted to work but could not find a job	7.3%	269	4.7%	208	5.2%	234
No, I took extended time off (greater than 6 months, other than terminal leave) before starting work or school	7.6%	288	4.4%	239	4.0%	208
No, other reason	5.4%	217	3.7%	190	3.4%	172
Prefer not to answer	2.4%	71	1.9%	81	1.6%	78
Subtotal		3,546		4,745		4,814
Data Unavailable		407		486		484
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 15. How long did it take you to find your first job after separating? (Only TAP Veterans)

Time taken to find first job after separation	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Landed a job prior to separating	39.9%	935	39.8%	1,415	31.9%	1,173
0-3 months after separating	43.3%	771	38.6%	1,057	37.5%	1,095
More than 3 months but less than 6 months after separating	10.3%	202	11.4%	329	13.4%	360
Between 6 months and 1 year after separating	4.9%	90	7.8%	240	10.5%	312
More than 1 year after separating	1.7%	27	2.4%	59	6.7%	186
Subtotal		2,025		3,100		3,126
Data Unavailable		1,928		2,131		2,172
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 16. Are you currently employed? (Only TAP Veterans)

Currently Employment?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	41.9%	1,475	35.1%	1,567	29.7%	1,359
Yes	58.1%	2,073	64.9%	3,172	70.3%	3,449
Subtotal		3,548		4,739		4,808
Data Unavailable		405		492		490
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 17. Are you currently working in a permanent position or one that is temporary or seasonal? (Only Employed TAP Veterans)

Permanent or Temporary?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Permanent	83.2%	1,743	83.2%	2,683	88.6%	3,054
Temporary or Seasonal	16.8%	289	16.8%	435	11.4%	344
Subtotal		2,032		3,118		3,398
Data Unavailable		1,516		1,621		1,410
Total		*(3,548)*		*(4,739)*		*(4,808)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 18. Are you engaged in any entrepreneurial (e.g., starting your own business) activities? (Only TAP Veterans)

Entrepreneurial Activities?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Yes, I own my own company and have _____ employees	2.2%	55	2.9%	102	3.4%	147
Yes, I have a side-business/hobby I use to supplement my income	7.4%	143	7.4%	223	9.3%	310
Yes, I have taken tangible steps to start a business during the last 12 months (by myself or with others)	6.5%	125	5.9%	165	5.7%	183
No	83.9%	1,710	83.7%	2,625	81.6%	2,761
Subtotal		2,033		3,115		3,401
Data Unavailable		1,920		2,116		1,897
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 19. Describe your current employment? (Only TAP Veterans)

Current Employment Type	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
I work full-time (without an additional part-time job)	76.7%	1,606	75.3%	2,451	78.6%	2,719
I work full time, and have an additional part time job	7.6%	150	9.4%	261	9.6%	292
I don't have a full-time job, I work part-time by choice	8.4%	151	9.1%	246	6.0%	212
I work part-time at one job, but would like full-time employment	6.0%	98	5.1%	121	4.5%	127
I work part-time at more than one job, but would like full-time employment	1.3%	21	1.2%	31	1.3%	42
Subtotal		2,026		3,110		3,392
Data Unavailable		1,927		2,121		1,906
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 20. Including your current job(s), how many jobs have you had since you separated from the military? (Only TAP Veterans)

Mean number of jobs held	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Jobs	1.6	2,476	1.9	3,694	2.8	4,024
Data Unavailable		477		537		274
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 21. Are you actively looking for a new job? (Only TAP Veterans)

Actively Looking?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	72.6%	1,504	72.7%	2,332	72.3%	2,515
Yes	27.4%	528	27.3%	782	27.7%	882
Subtotal		2,032		3,114		3,397
Data Unavailable		1,921		2,117		1,901
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 22. What are the primary reasons you are looking for another job? (Only TAP Veterans)

Reasons for looking for another job	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Higher pay	77.6%	368	74.9%	536	76.8%	621
Better fit for my skills and abilities	58.0%	304	55.7%	426	58.7%	499
Want a permanent position	31.1%	146	25.2%	189	23.6%	184
Job satisfaction/better work environment	59.5%	301	62.7%	473	63.4%	546
Something more interesting	42.9%	215	40.3%	302	40.8%	338
More flexible schedule	21.1%	101	20.6%	136	17.1%	136
Better training and educational opportunities	26.8%	116	28.6%	187	32.4%	223
Better hours	25.2%	117	26.1%	172	25.4%	188
Want more hours/full-time position	18.0%	80	15.1%	94	13.2%	95
More opportunities for advancement	52.5%	241	49.7%	354	55.2%	429
Shorter commute	17.8%	96	16.0%	129	19.9%	174
Prefer not to answer	1.4%	10	1.3%	16	2.2%	27
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 23. Have you ever enrolled, registered, or established a profile or online account with any of the following? (Only TAP Veterans)

Resources	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
VA Health Care System	61.8%	2,325	62.6%	3,134	63.5%	3,093
Department of Labor's American Job Center	9.7%	371	9.1%	453	8.4%	432
VA Benefits Website	81.5%	2,976	81.5%	3,974	79.2%	3,907
Commercial job site	54.5%	2,054	55.4%	2,795	55.1%	2,781
Other	3.2%	132	3.0%	177	4.0%	208
None	7.3%	212	7.9%	319	7.7%	328
Prefer not to answer	2.7%	74	2.1%	81	2.0%	87
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 24. Did you ever gain employment support through any of these resources? (Only TAP Veterans)

Resources	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
USAJOBS	20.4%	801	21.0%	1100	23.5%	1228
Vocational Rehabilitation and Employment	3.8%	134	3.9%	189	5.1%	246
Department of Labor's American Job Center	2.8%	107	1.8%	96	2.2%	115
U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track	1.4%	70	1.2%	70	0.9%	50
Commercial job site	19.5%	711	20.7%	1000	20.6%	977
Private or non-profit sector	10.1%	410	12.2%	639	12.7%	619
Other	4.2%	191	4.6%	252	5.0%	276
None of the above	56.8%	1,885	54.5%	2,438	51.6%	2,389
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 25. What is the highest degree or level of school you have completed? (Only TAP Veterans)

Degree/Level of School	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
High school equivalent or less	3.3%	91	3.9%	133	2.0%	80
High school graduate	17.3%	451	13.7%	477	8.3%	319
Trade/technical school	3.8%	99	3.9%	137	4.1%	150
Some college	26.3%	781	27.0%	1,038	22.0%	908
Associate degree (e.g., AA, AS)	14.0%	510	13.3%	648	16.6%	758
4-year college degree (e.g., BA, AB, BS)	21.4%	860	20.6%	1,042	28.1%	1,305
Master's degree (e.g., MA, MS, MSW, MBA)	11.6%	627	13.3%	999	15.1%	1,030
Professional degree (e.g., MD, DDS, DVM, LLB, JD)	1.2%	65	2.7%	175	2.3%	150
Doctorate degree (e.g., PhD, EdD)	0.6%	35	0.7%	51	1.0%	72
Prefer not to answer	0.5%	16	1.1%	38	0.4%	29
Subtotal		3,535		4,738		4,801
Data Unavailable		418		493		497
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 26. Are you currently in any education and/or training programs? (Only TAP Veterans)

Education/Training	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Education at a college or university, full-time	27.6%	776	31.5%	1,164	22.6%	889
Education at a college or university, part-time	7.8%	257	6.7%	296	7.9%	337
Technical or vocational training/obtain license or certificate, full-time	5.5%	162	4.9%	183	3.0%	122
Technical or vocational training/obtain license or certificate, part-time	2.7%	122	2.9%	156	2.6%	126
Other	2.7%	101	2.3%	115	2.7%	130
None	55.9%	2,183	53.6%	2,897	62.6%	3,241
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 27. How are you paying for your education/training? (Only TAP Veterans)

Method of Payment	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Student Loans	7.8%	93	8.6%	128	13.9%	177
GI Bill	81.3%	985	84.0%	1,377	79.9%	1,129
Working part-time or full-time	15.6%	188	17.3%	280	21.1%	285
Scholarship	10.1%	111	11.2%	179	11.3%	150
Money from other sources	10.9%	143	9.8%	176	7.9%	118
Other	8.9%	137	10.3%	223	13.9%	222
Prefer not to answer	1.8%	24	0.7%	13	0.5%	12
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 28. In the last 3 months of your post military education or training, how satisfied have you been with (Only TAP Veterans):

The quality of your education or training experience	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	4.7%	55	4.7%	78	5.4%	74
Dissatisfied	5.6%	64	5.4%	90	8.3%	110
Neither satisfied nor dissatisfied	19.4%	262	19.9%	347	19.4%	287
Satisfied	29.5%	394	29.3%	539	30.2%	488
Very dissatisfied	40.8%	546	40.8%	754	36.7%	573
Subtotal		1,321		1,808		1,532
Data Unavailable		2,632		3,423		3,766
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 28. In the last 3 months of your post military education or training, how satisfied have you been with (Only TAP Veterans):

The extent to which your education or training is advancing your career goals	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	3.7%	45	4.1%	67	5.1%	72
Dissatisfied	5.2%	64	5.8%	96	8.3%	115
Neither satisfied nor dissatisfied	21.7%	308	20.4%	376	22.7%	342
Satisfied	30.6%	405	30.6%	549	30.1%	476
Very dissatisfied	38.9%	495	39.0%	714	33.8%	526
Subtotal		1,317		1,802		1,531
Data Unavailable		2,636		3,429		3,767
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 28. In the last 3 months of your post military education or training, how satisfied have you been with (Only TAP Veterans):

Your learning environment	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	3.7%	42	4.2%	69	5.2%	73
Dissatisfied	5.7%	73	7.1%	110	7.9%	113
Neither satisfied nor dissatisfied	22.9%	314	21.5%	398	20.5%	308
Satisfied	33.9%	443	30.8%	565	33.2%	517
Very dissatisfied	33.8%	445	36.4%	662	33.0%	519
Subtotal		1,317		1,804		1,530
Data Unavailable		2,636		3,427		3,768
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional 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)? (Only TAP Veterans)

Ongoing physical health condition?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	18.7%	573	21.6%	866	23.2%	920
Yes	73.5%	2,674	70.7%	3,505	70.4%	3,547
Prefer not to answer	7.7%	250	7.7%	325	6.3%	288
Subtotal		3,497		4,696		4,755
Data Unavailable		456		535		543
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 30. Are you currently seeking treatment for your physical health condition(s)? (Only TAP Veterans)

Seeking treatment for your physical health condition?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	23.6%	600	23.0%	731	23.4%	713
Yes	65.1%	1,986	65.8%	2,671	66.8%	2,746
Prefer not to answer	11.3%	283	11.3%	359	9.8%	321
Subtotal		2,869		3,761		3,780
Data Unavailable		1,084		1,470		1,518
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 31. Do you have an ongoing mental/emotional health condition, illness, or disability (e.g., depression, anxiety)? (Only TAP Veterans)

Ongoing mental/emotional health condition?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	35.0%	1,271	40.9%	1,996	39.6%	2,020
Yes	54.3%	1,884	48.2%	2,225	50.4%	2,265
Prefer not to answer	10.6%	339	10.9%	466	10.0%	462
Subtotal		3,494		4,687		4,747
Data Unavailable		459		544		551
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 32. Are you currently seeking treatment for your mental/emotional health condition(s)? (Only TAP Veterans)

Seeking treatment for your mental/emotional health condition?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	27.5%	575	29.5%	726	29.6%	727
Yes	54.5%	1,245	51.8%	1,453	53.3%	1,492
Prefer not to answer	18.1%	376	18.7%	471	17.1%	474
Subtotal		2,196		2,650		2,693
Data Unavailable		1,757		2,581		2,605
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 33. Do you have healthcare coverage? (Only TAP Veterans)

Healthcare coverage?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	12.9%	315	10.3%	329	9.9%	315
Yes	82.8%	3,067	86.3%	4,242	87.4%	4,328
Prefer not to answer	4.3%	110	3.4%	117	2.6%	98
Subtotal		3,492		4,688		4,741
Data Unavailable		461		543		557
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 34. Select all of the healthcare resources in which you are currently enrolled? (Only TAP Veterans)

Healthcare Resources	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Employer-provided health insurance	32.0%	867	38.0%	1,375	42.6%	1,528
A plan you purchased through a healthcare exchange	1.7%	41	1.1%	37	1.5%	49
TRICARE	40.4%	1,772	35.5%	2,348	31.6%	2,315
VA	58.7%	1,874	59.1%	2,568	61.7%	2,670
Medicaid	1.9%	39	1.8%	47	2.1%	65
Medicare	1.2%	30	1.2%	43	1.8%	83
Other government assisted health plan	1.0%	32	0.9%	37	0.8%	30
Something else	3.3%	88	3.1%	105	2.6%	102
Prefer not to answer	4.7%	99	3.2%	99	2.4%	86
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 35. Of the healthcare resources selected above, please select your primary source of healthcare? (Only TAP Veterans)

Healthcare Resources	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Employer-provided health insurance	24.2%	588	29.7%	954	31.8%	1,006
A plan you purchased through a healthcare exchange	1.4%	36	0.7%	21	0.8%	24
TRICARE	27.9%	1,242	24.3%	1,596	22.0%	1,592
VA	37.2%	1,033	37.7%	1,469	38.9%	1,498
Medicaid	1.0%	24	1.2%	31	1.1%	32
Medicare	0.7%	16	0.7%	20	0.6%	25
Other government assisted health plan	0.7%	17	0.3%	11	0.4%	12
Something else	1.9%	47	1.8%	57	1.2%	44
Prefer not to answer	5.0%	108	3.7%	114	3.1%	110
Subtotal		3,111		4,273		4,343
Data Unavailable		842		958		955
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 36. Over the last 3 months, how satisfied have you been with (Only TAP Veterans):

Your physical health	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	8.8%	279	7.8%	310	8.6%	344
Dissatisfied	25.3%	837	20.9%	941	22.7%	1,009
Neither satisfied nor dissatisfied	20.3%	678	20.2%	879	19.6%	888
Satisfied	31.2%	1,132	34.3%	1,681	32.2%	1,653
Very satisfied	14.4%	542	16.9%	849	17.0%	829
Subtotal		3,468		4,660		4,723
Data Unavailable		485		571		575
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 36. Over the last 3 months, how satisfied have you been with (Only TAP Veterans):

Your emotional/mental health	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	11.9%	350	11.1%	411	10.5%	397
Dissatisfied	22.3%	705	18.0%	782	20.7%	871
Neither satisfied nor dissatisfied	21.6%	777	21.4%	956	22.0%	1,019
Satisfied	24.8%	918	27.2%	1,376	24.9%	1,278
Very satisfied	19.5%	746	22.2%	1,161	22.0%	1,175
Subtotal		3,496		4,686		4,740
Data Unavailable		457		545		558
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 36. Over the last 3 months, how satisfied have you been with (Only TAP Veterans):

Your health care	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Very dissatisfied	7.3%	215	6.3%	239	6.4%	255
Dissatisfied	11.9%	382	10.6%	461	11.1%	470
Neither satisfied nor dissatisfied	30.8%	1,010	27.8%	1,134	28.6%	1,213
Satisfied	29.0%	1,086	31.8%	1,589	30.6%	1,583
Very satisfied	21.0%	799	23.5%	1,243	23.4%	1,217
Subtotal		3,492		4,666		4,738
Data Unavailable		461		565		560
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 37. What is your marital status? (Only TAP Veterans)

Healthcare Resources	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Living with a domestic partner	24.2%	588	29.7%	954	31.8%	1,006
Never married	5.7%	164	7.8%	270	8.1%	278
Married-first and only marriage	27.8%	713	25.5%	837	20.0%	681
Married-second or later marriage	41.6%	1,551	42.7%	2,231	41.9%	2,158
Separated	10.8%	574	10.6%	740	14.0%	901
Divorced	3.1%	104	2.5%	101	2.5%	113
Widowed	8.1%	301	7.9%	375	10.9%	489
Prefer not to answer	0.2%	8	0.3%	18	0.2%	17
Subtotal		3,498		4,692		4,749
Data Unavailable		455		539		549
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 38. Are you currently in a romantic relationship? (Only TAP Veterans)

Relationship Status	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Currently in a relationship	29.7%	349	33.0%	451	31.4%	429
Not currently in a relationship	57.9%	695	56.1%	810	57.2%	793
Prefer not to answer	12.4%	160	10.9%	176	11.4%	185
Subtotal		1,204		1,437		1,407
Data Unavailable		2,749		3,794		3,891
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 39. 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)? (Only TAP Veterans)

Relationship Status	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Currently in a relationship	55.1%	1,582	52.0%	1,904	44.6%	1,717
Not currently in a relationship	42.0%	1,832	45.5%	2,682	53.6%	2,930
Prefer not to answer	2.9%	89	2.5%	102	1.8%	97
Subtotal		3,503		4,688		4,744
Data Unavailable		450		543		554
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)? (Only TAP Veterans)

Under 5 years old	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Children	1.2	803	1.3	1,114	1.3	1,145
Data Unavailable		3,150		4,117		4,153
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)? (Only TAP Veterans)

Age 5 through 12 years old	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Children	1.3	852	1.4	1,339	1.4	1,419
Data Unavailable		3,101		3,892		3,879
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)? (Only TAP Veterans)

Age 13 through 18 years old	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Children	1.2	792	1.2	1,142	1.2	1,204
Data Unavailable		3,161		4,089		4,04
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)? (Only TAP Veterans)

Age 19 through 26 years old	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Children	1.2	650	1.2	874	1.3	1,099
Data Unavailable		3,303		4,357		4,199
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 40. How many children do you have in the following age categories (including both your own biological children and other children for whom you have parenting responsibilities)? (Only TAP Veterans)

27+ years old	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of Children	0.8	286	0.8	363	502	831
Data Unavailable		3,667		4,868		4,467
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, etc.: (Only TAP Veterans)

How many relatives do you see or hear from at least once a month?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	4.7%	158	4.2%	184	4.7%	202
One	7.6%	249	7.5%	349	8.5%	383
Two	16.0%	553	16.0%	715	17.0%	757
Three or Four	35.7%	1,266	36.7%	1,707	36.7%	1,743
Five to Eight	23.4%	828	23.9%	1,156	22.1%	1,092
Nine or more	9.5%	340	9.1%	459	8.8%	449
Prefer not to answer	3.1%	102	2.6%	108	2.2%	112
Subtotal		3,496		4,678		4,738
Data Unavailable		457		553		560
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, etc.: (Only TAP Veterans)

How many relatives do you feel at ease with that you can talk about private matters?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	17.4%	541	17.1%	727	17.6%	780
One	18.2%	620	16.1%	774	19.8%	887
Two	20.7%	737	23.3%	1,060	21.6%	1,011
Three or Four	26.4%	963	27.0%	1,297	26.2%	1,284
Five to Eight	8.9%	324	9.0%	459	8.8%	454
Nine or more	4.2%	159	3.9%	201	3.2%	168
Prefer not to answer	4.2%	144	3.5%	149	2.7%	141
Subtotal		3,488		4,667		4,725
Data Unavailable		465		564		573
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, etc.: (Only TAP Veterans)

How many relatives do you feel close to such that you could call on them for help?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	11.8%	373	10.7%	467	12.2%	532
One	15.3%	511	14.2%	632	15.3%	697
Two	20.9%	716	20.7%	945	21.2%	958
Three or Four	28.4%	1,025	30.3%	1,442	28.7%	1,394
Five to Eight	12.7%	461	13.6%	674	13.5%	662
Nine or more	7.2%	261	7.3%	362	6.4%	345
Prefer not to answer	3.8%	131	3.3%	141	2.8%	133
Subtotal		3,478		4,663		4,721
Data Unavailable		475		568		577
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

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

How many of your friends do you see or hear from at least once a month?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	13.0%	426	11.0%	507	14.2%	632
One	12.2%	425	12.1%	557	13.2%	585
Two	21.2%	729	19.3%	883	19.2%	914
Three or Four	30.0%	1,091	31.8%	1,513	29.7%	1,420
Five to Eight	13.3%	468	15.6%	733	13.9%	659
Nine or more	7.0%	248	7.2%	358	6.9%	376
Prefer not to answer	3.2%	111	3.0%	135	2.9%	153
Subtotal		3,498		4,686		4,739
Data Unavailable		455		545		559
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

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

How many friends do you feel at ease with that you can talk about private matters?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	18.8%	619	15.8%	726	20.0%	936
One	19.3%	643	17.7%	802	19.2%	853
Two	23.5%	839	24.5%	1.147	23.1%	1.093
Three or Four	23.9%	882	27.4%	1.318	24.1%	1.177
Five to Eight	6.9%	244	7.6%	358	7.0%	335
Nine or more	3.8%	131	3.7%	183	3.6%	177
Prefer not to answer	3.8%	131	3.4%	148	3.0%	165
Subtotal		3,489		4,682		4,736
Data Unavailable		464		549		562
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

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

How many friends do you feel close to such that you could call on them for help?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
None	17.6%	567	14.5%	639	17.8%	808
One	17.7%	590	16.8%	751	18.8%	829
Two	22.4%	803	22.4%	1,058	22.7%	1,056
Three or Four	25.6%	928	27.8%	1,339	23.9%	1,189
Five to Eight	7.6%	279	9.2%	437	9.0%	434
Nine or more	5.1%	186	5.7%	298	4.7%	255
Prefer not to answer	4.0%	135	3.5%	152	3.1%	158
Subtotal		3,488		4,674		4,729
Data Unavailable		465		557		569
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 43. Here we want to know how you are feeling since your transition to civilian life. (Only TAP Veterans)

How often do you feel that you lack companionship?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Never	23.1%	923	24.2%	1,324	24.3%	1,335
Hardly Ever	19.9%	723	20.9%	997	20.2%	992
Some of the Time	36.8%	1,218	34.7%	1,547	34.2%	1,534
Often	20.2%	623	20.3%	812	21.3%	876
Subtotal		3,487		4,680		4,737
Data Unavailable		466		551		561
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 43. Here we want to know how you are feeling since your transition to civilian life. (Only TAP Veterans)

How often do you feel left out?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Never	24.8%	962	24.9%	1,345	24.3%	1,294
Hardly Ever	22.3%	803	25.7%	1,218	23.8%	1,168
Some of the Time	32.8%	1,107	30.3%	1,357	30.7%	1,401
Often	20.1%	615	19.1%	756	21.2%	870
Subtotal		3,487		4,676		4,733
Data Unavailable		466		555		565
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 43. Here we want to know how you are feeling since your transition to civilian life. (Only TAP Veterans)

How often do you feel isolated from others?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Never	23.3%	910	23.6%	1,293	23.8%	1,295
Hardly Ever	18.5%	680	20.6%	1,002	19.0%	963
Some of the Time	30.6%	1,037	30.8%	1,383	29.6%	1,373
Often	27.6%	857	24.9%	1,000	27.6%	1,099
Subtotal		3,484		4,678		4,730
Data Unavailable		469		553		568
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional 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? (Only TAP Veterans)

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	12.3%	355	11.4%	394	13.5%	469
Yes	81.0%	2,923	83.8%	4,075	81.7%	4,047
Prefer not to answer	6.7%	195	4.8%	184	4.8%	198
Subtotal		3,473		4,653		4,714
Data Unavailable		480		578		584
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional 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? (Only TAP Veterans)

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	42.3%	1,366	41.5%	1,750	49.8%	2,082
Yes	50.7%	1,899	52.8%	2,665	45.3%	2,402
Prefer not to answer	7.0%	210	5.7%	239	4.9%	232
Subtotal		3,475		4,654		4,716
Data Unavailable		478		577		582
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional 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)? (Only TAP Veterans)

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	22.0%	601	20.5%	716	24.6%	889
Yes	71.2%	2,686	74.3%	3,731	70.8%	3,629
Prefer not to answer	6.8%	186	5.2%	199	4.6%	200
Subtotal		3,473		4,646		4,718
Data Unavailable		480		585		580
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

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

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	34.1%	972	29.7%	1,087	33.8%	1,274
Yes	58.4%	2,280	64.2%	3,318	61.1%	3,206
Prefer not to answer	7.5%	221	6.1%	251	5.1%	243
Subtotal		3,473		4,656		4,723
Data Unavailable		480		575		575
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional 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)? (Only TAP Veterans)

Debt Situation	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No, my household is not more than one month behind in debt payments	65.2%	2,411	68.8%	3,389	69.9%	3,465
Yes, my household is over one month behind in debt payments	8.2%	232	7.1%	267	10.8%	374
Not applicable- my household does not have any debt	18.1%	582	17.9%	764	13.7%	634
Prefer not to answer	8.5%	243	6.2%	229	5.6%	239
Subtotal		3,468		4,649		4,712
Data Unavailable		485		582		586
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 49. Are you currently concerned that you will lose your housing and be unable to find stable alternative housing? (Only TAP Veterans)

No/Yes	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
No	86.5%	3,082	88.6%	4,241	86.4%	4,203
Yes	6.5%	193	6.4%	224	8.6%	305
Prefer not to answer	7.0%	194	5.0%	185	4.9%	203
Subtotal		3,469		4,650		4,711
Data Unavailable		484		581		587
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 50. 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? (Only TAP Veterans)

Number of People	CS4 (Mean and N)		CS5 (Mean and N)		CS6 (Mean and N)	
Number of People	2.6	2,876	2.6	4,050	2.8	4,212
Data Unavailable		1,077		1,181		1,086
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Mean is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 51. What is your current living situation? (Only TAP Veterans)

Living Situation	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Rent an apartment, house, or room	42.2%	1,241	40.7%	1,520	38.2%	1,421
Own an apartment or house	37.9%	1,695	45.0%	2,641	50.7%	2,881
Live with a friend or relative and not paying rent	13.0%	334	8.9%	286	6.3%	213
Live in a dormitory at school	0.2%	5	0.2%	6	0.0%	2
Live in a medical or assisted living facility, such as a hospital or rehab center	0.0%	1	0.1%	3	0.1%	2
Live in transitional housing (e.g., a halfway house)	0.1%	4	0.1%	4	0.0%	1
Live in a car, on the street, or in a homeless shelter	0.2%	7	0.3%	10	0.2%	8
Somewhere else	2.4%	66	1.6%	58	1.7%	68
Prefer not to answer	3.8%	108	3.0%	123	2.6%	117
Subtotal		3,461		4,651		4,713
Data Unavailable		492		580		585
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 52. 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. (Only Employed TAP Veterans)

YOUR Annual Income	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Less than $25,000	18.1%	621	14.6%	685	11.5%	565
$25,000 - $40,000	18.6%	597	17.6%	725	17.1%	678
$40,001 - $70,000	22.6%	741	22.6%	931	24.9%	1,005
$70,001 - $100,000	15.6%	504	15.4%	682	17.8%	775
$100,001 - $130,000	7.6%	283	9.7%	482	9.6%	489
$130,001 - $160,000	3.5%	141	4.5%	272	4.4%	280
Greater than $160,000	4.2%	206	7.3%	432	6.0%	407
Prefer not to answer	9.8%	346	8.4%	404	8.7%	463
Subtotal		2,553		3,328		3,686
Data Unavailable		1400		1903		1612
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 52. 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. (Only Employed TAP Veterans)

Household Income	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
Less than $25,000	10.3%	177	8.3%	174	7.1%	196
$25,000 - $40,000	14.4%	260	13.2%	290	12.9%	308
$40,001 - $70,000	20.6%	464	18.6%	492	19.4%	550
$70,001 - $100,000	16.2%	404	17.5%	535	17.3%	596
$100,001 - $130,000	10.2%	289	10.5%	415	13.3%	505
$130,001 - $160,000	6.4%	201	7.8%	324	7.0%	312
Greater than $160,000	8.5%	324	12.1%	595	12.1%	642
Prefer not to answer	13.5%	322	11.9%	361	10.9%	425
Subtotal		2,441		3,186		3,534
Data Unavailable		1512		2045		1764
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

Thinking about your own life and personal circumstances, how satisfied are you with your life as a whole?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	3.9%	104	3.1%	107	3.0%	110
1	2.2%	63	1.4%	57	2.3%	89
2	2.7%	77	2.9%	105	2.8%	109
3	6.8%	200	5.5%	215	5.8%	233
4	6.4%	187	5.1%	199	6.2%	238
5	10.6%	330	10.5%	434	10.8%	446
6	11.0%	359	12.4%	519	11.1%	496
7	17.9%	623	17.4%	799	17.5%	823
8	14.9%	571	17.0%	844	16.6%	842
9	9.4%	409	10.6%	613	10.4%	581
10 (Completely satisfied)	10.9%	421	11.4%	635	11.2%	622
Prefer not to answer	3.4%	111	2.6%	115	2.3%	116
Subtotal		3,455		4,642		4,705
Data Unavailable		498		589		593
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are with your standard of living?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	2.9%	78	2.8%	92	2.3%	80
1	1.5%	44	1.5%	51	2.0%	67
2	2.8%	77	2.0%	72	2.7%	94
3	4.9%	137	3.4%	132	3.6%	143
4	5.3%	153	4.6%	166	4.9%	179
5	9.6%	294	8.6%	330	9.4%	381
6	9.1%	291	9.6%	382	10.2%	406
7	15.5%	519	15.2%	678	15.4%	685
8	16.1%	608	18.0%	849	17.1%	858
9	12.2%	488	13.8%	767	12.4%	706
10 (Completely satisfied)	16.7%	661	18.4%	1,032	17.9%	999
Prefer not to answer	3.4%	108	2.2%	97	2.2%	111
Subtotal		3,458		4,648		4,709
Data Unavailable		495		583		589
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with your health?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	4.2%	109	3.4%	123	3.3%	124
1	2.9%	84	2.0%	88	2.3%	90
2	4.1%	137	3.3%	135	3.8%	169
3	7.8%	247	6.2%	267	7.0%	309
4	9.9%	321	8.3%	359	9.0%	386
5	14.7%	488	14.3%	642	13.6%	602
6	11.6%	441	12.9%	607	13.9%	655
7	14.6%	533	17.4%	833	16.5%	805
8	12.8%	483	14.0%	691	12.6%	662
9	7.6%	285	9.0%	469	8.5%	446
10 (Completely satisfied)	6.7%	232	6.9%	331	7.5%	350
Prefer not to answer	3.2%	99	2.3%	100	2.0%	105
Subtotal		3,459		4,645		4,703
Data Unavailable		494		586		595
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with what you are achieving in life?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	5.3%	147	4.6%	162	4.6%	173
1	3.0%	84	2.4%	94	2.6%	101
2	4.3%	129	3.3%	131	3.8%	164
3	5.8%	170	4.8%	183	5.3%	223
4	6.6%	208	6.3%	251	6.2%	248
5	10.0%	346	11.0%	470	11.0%	453
6	10.6%	352	10.2%	451	11.3%	492
7	14.1%	503	14.0%	687	15.4%	734
8	14.3%	552	15.7%	791	14.1%	753
9	10.6%	427	12.4%	663	11.4%	630
10 (Completely satisfied)	12.3%	437	12.8%	658	12.1%	627
Prefer not to answer	3.2%	102	2.4%	108	2.2%	111
Subtotal		3,457		4,649		4,709
Data Unavailable		496		582		589
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with your personal relationships?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	5.2%	149	4.4%	163	5.4%	207
1	3.3%	96	2.9%	125	2.9%	117
2	3.3%	107	3.4%	138	3.7%	157
3	5.8%	177	4.8%	197	5.7%	232
4	6.2%	186	5.8%	244	5.4%	235
5	8.7%	302	9.2%	406	9.8%	428
6	8.2%	276	8.8%	403	8.7%	392
7	12.9%	453	13.5%	614	12.6%	606
8	13.2%	483	14.1%	682	13.4%	673
9	12.2%	480	12.8%	659	12.9%	657
10 (Completely satisfied)	17.1%	624	17.6%	897	16.8%	864
Prefer not to answer	3.9%	127	2.6%	121	2.7%	137
Subtotal		3,460		4,649		4,705
Data Unavailable		493		582		593
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with how safe you feel?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	2.6%	68	2.5%	87	2.4%	85
1	1.8%	50	0.9%	36	1.8%	66
2	2.1%	66	1.7%	61	1.5%	71
3	3.3%	97	2.4%	100	2.9%	110
4	4.1%	120	3.3%	136	2.6%	110
5	6.9%	216	6.6%	271	8.2%	327
6	6.2%	196	5.4%	225	6.1%	278
7	10.3%	351	10.4%	458	10.6%	470
8	13.8%	485	14.7%	651	13.9%	671
9	14.6%	563	16.8%	862	16.5%	819
10 (Completely satisfied)	30.9%	1,140	32.6%	1,646	31.3%	1,593
Prefer not to answer	3.4%	108	2.6%	113	2.2%	109
Subtotal		3,460		4,646		4,709
Data Unavailable		493		585		589
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with feeling part of your community?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	10.5%	295	9.2%	332	9.7%	383
1	4.0%	126	4.1%	168	4.3%	170
2	5.6%	169	4.7%	192	5.3%	210
3	7.0%	217	7.4%	294	7.9%	325
4	7.5%	236	6.5%	287	7.1%	313
5	13.6%	464	13.6%	581	12.8%	565
6	9.6%	343	9.8%	474	9.4%	445
7	10.6%	399	11.3%	571	12.0%	600
8	9.6%	396	11.0%	578	10.1%	544
9	6.9%	281	8.4%	461	8.3%	467
10 (Completely satisfied)	10.2%	381	10.3%	547	10.2%	542
Prefer not to answer	4.9%	150	4.0%	162	3.0%	144
Subtotal		3,457		4,647		4,708
Data Unavailable		496		584		590
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with your future security?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	6.9%	185	5.8%	194	5.9%	212
1	2.5%	73	2.3%	84	3.2%	115
2	3.2%	92	3.1%	114	3.6%	147
3	5.7%	169	4.8%	181	5.5%	202
4	5.4%	166	5.2%	207	5.3%	225
5	11.2%	368	10.3%	443	11.5%	484
6	10.1%	330	9.3%	399	9.8%	431
7	12.3%	449	13.4%	609	12.8%	632
8	12.8%	498	14.7%	754	13.3%	696
9	11.6%	450	13.2%	720	12.5%	678
10 (Completely satisfied)	14.1%	545	15.2%	818	13.9%	764
Prefer not to answer	4.2%	130	2.8%	120	2.5%	117
Subtotal		3,455		4,643		4,703
Data Unavailable		498		588		595
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

Question 53. The following questions ask how satisfied you feel, on a scale from zero to 10. (Only TAP Veterans)

How satisfied are you with your spirituality or religion?	CS4 (% and N)		CS5 (% and N)		CS6 (% and N)	
0 (No satisfaction at all)	8.8%	240	8.3%	283	7.7%	293
1	2.6%	72	2.0%	78	2.3%	102
2	2.8%	83	2.2%	96	1.9%	85
3	3.4%	103	4.3%	163	3.0%	126
4	3.7%	119	3.8%	165	4.1%	160
5	10.1%	340	10.1%	432	10.1%	461
6	5.7%	205	5.7%	275	5.8%	268
7	9.4%	338	9.8%	473	9.2%	466
8	9.9%	382	10.3%	536	10.1%	520
9	8.4%	357	9.4%	523	9.5%	527
10 (Completely satisfied)	20.8%	750	21.3%	1064	22.3%	1102
Prefer not to answer	14.4%	465	12.8%	550	13.9%	592
Subtotal		3,454		4,638		4,702
Data Unavailable		499		593		596
Total		*(3,953)*		*(5,231)*		*(5,298)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Cross-Sectional Survey merged with VA administrative and DoD data.

APPENDIX H. LONGITUDINAL SURVEY DATA

This section provides detailed responses for almost all survey questions in the 2020 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 agree to participate in additional follow-up surveys. This section will also have 2019 Cross-Sectional Survey responses of comparable questions for Veterans that completed both surveys.

2019 Cross-Sectional (Baseline 2019) and 2020 Longitudinal (Follow-up 2020) Surveys merged with VA administrative and DoD data and who attended TAP.

Question 1. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Follow-up 2020, Only TAP Veterans)

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)	
Strongly disagree	5.1%	14	7.1%	25	6.8%	22
Disagree	5.2%	15	10.2%	46	13.3%	46
Neither agree nor disagree	13.2%	33	9.9%	38	15.0%	60
Agree	53.2%	143	50.3%	217	42.0%	219
Strongly agree	23.2%	78	22.5%	129	22.9%	139
Subtotal		283		455		486
Data Unavailable		5		10		7
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 1. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Follow-up 2020, Only TAP Veterans)

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)	
Strongly disagree	3.9%	13	6.8%	26	8.1%	26
Disagree	16.4%	34	14.1%	60	16.3%	64
Neither agree nor disagree	26.4%	54	17.7%	82	19.0%	76
Agree	35.8%	119	45.8%	196	38.9%	210
Strongly agree	17.5%	62	15.6%	89	17.8%	110
Subtotal		282		453		486
Data Unavailable		6		2		7
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 1. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Follow-up 2020, Only TAP Veterans)

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)	
Strongly disagree	4.4%	16	8.5%	24	10.8%	37
Disagree	18.1%	39	21.4%	84	19.6%	82
Neither agree nor disagree	31.2%	62	17.6%	93	27.7%	122
Agree	36.4%	119	36.9%	173	26.5%	151
Strongly agree	9.9%	46	15.7%	75	15.4%	89
Subtotal		282		449		481
Data Unavailable		6		6		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 1. To what extent do you agree or disagree with each of the following statements about VA TAP Benefits and Services briefings? (Follow-up 2020, Only TAP Veterans)

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)	
Strongly disagree	6.5%	17	8.6%	26	12.7%	41
Disagree	20.1%	44	22.7%	92	19.8%	89
Neither agree nor disagree	30.8%	74	26.1%	117	27.9%	121
Agree	32.2%	102	26.6%	136	25.4%	144
Strongly agree	10.4%	40	16.0%	65	14.2%	72
Subtotal		277		436		467
Data Unavailable		11		19		26
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Apply for VA benefits	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	0.2%	2	2.3%	4	5.5%	11
Not very knowledgeable	16.1%	29	14.0%	50	11.2%	52
Moderately knowledgeable	37.7%	112	40.9%	182	41.3%	204
Very knowledgeable	31.7%	94	27.1%	144	24.7%	138
Extremely knowledgeable	14.2%	49	15.7%	75	17.4%	84
Subtotal		286		455		489
Data Unavailable		2		0		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Prepare for changes in my economic situation after service	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	2.1%	5	4.6%	11	4.5%	13
Not very knowledgeable	11.7%	20	12.4%	37	11.3%	34
Moderately knowledgeable	38.0%	77	29.5%	136	29.7%	146
Very knowledgeable	26.6%	115	35.9%	179	36.0%	186
Extremely knowledgeable	21.7%	64	17.6%	84	18.6%	104
Subtotal		281		447		483
Data Unavailable		7		8		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Prepare for changes in my personal life	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	3.3%	6	2.6%	7	5.9%	13
Not very knowledgeable	11.4%	25	12.4%	37	10.9%	40
Moderately knowledgeable	28.5%	76	31.9%	144	29.3%	141
Very knowledgeable	38.7%	118	33.0%	160	28.6%	163
Extremely knowledgeable	18.1%	56	20.1%	98	25.3%	128
Subtotal		281		446		485
Data Unavailable		7		9		8
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Avoid potential homelessness	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	2.5%	4	2.4%	10	8.7%	18
Not very knowledgeable	13.7%	20	11.6%	29	4.6%	21
Moderately knowledgeable	18.0%	38	22.4%	74	19.8%	79
Very knowledgeable	29.3%	85	28.9%	141	28.1%	135
Extremely knowledgeable	36.5%	117	34.7%	164	38.8%	208
Subtotal		264		418		461
Data Unavailable		24		37		32
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Apply for VA health care	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	3.1%	8	5.1%	16	6.5%	21
Not very knowledgeable	22.0%	42	20.5%	69	18.2%	74
Moderately knowledgeable	34.6%	82	32.5%	146	31.0%	147
Very knowledgeable	23.9%	88	19.2%	113	24.8%	129
Extremely knowledgeable	16.4%	60	22.7%	103	19.5%	106
Subtotal		280		447		477
Data Unavailable		8		8		16
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 2. How knowledgeable are you about the process needed to: (Follow-up 2020, Only TAP Veterans)

Obtain mental health counseling or assistance	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not knowledgeable at all	5.5%	12	6.0%	18	7.9%	23
Not very knowledgeable	21.2%	35	21.1%	74	19.4%	74
Moderately knowledgeable	30.8%	79	23.1%	123	25.4%	140
Very knowledgeable	27.1%	84	30.1%	135	28.8%	128
Extremely knowledgeable	15.5%	53	19.6%	86	18.5%	102
Subtotal		263		436		467
Data Unavailable		25		19		26
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Disability Compensation	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	10.7%	15	12.3%	27	16.0%	44
Yes, I've applied	77.7%	251	75.2%	397	71.7%	407
Yes, I plan to apply	5.9%	14	6.4%	16	7.6%	26
Not applicable	5.6%	7	4.4%	11	3.7%	11
Did not know about this benefit	0.0%	0	1.7%	3	0.9%	4
Subtotal		287		454		492
Data Unavailable		1		1		1
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Disability Compensation	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	42.6%	105	54.1%	225	62.6%	330
Yes, you applied in the last 12 months	44.7%	160	37.5%	193	24.6%	107
Yes, you plan to apply	9.1%	13	5.3%	22	9.1%	39
Did not know about this benefit	1.4%	3	1.0%	3	0.3%	2
Not sure	2.2%	4	2.1%	9	3.4%	13
Subtotal		285		452		491
Data Unavailable		3		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Education (e.g, post 9/11 GI Bill, Montgomery Bill, etc.)	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	4.4%	22	5.6%	35	6.4%	48
Yes, I've applied	69.6%	161	69.0%	281	76.5%	331
Yes, I plan to apply	23.0%	89	22.5%	112	15.1%	91
Not applicable	2.9%	14	2.7%	22	1.8%	17
Did not know about this benefit	0.1%	1	0.1%	1	0.3%	3
Subtotal		287		451		490
Data Unavailable		1		4		3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Education (e.g, post 9/11 GI Bill, Montgomery Bill, etc.)	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	29.2%	105	36.2%	181	45.9%	255
Yes, you applied in the last 12 months	49.8%	111	41.8%	167	33.6%	144
Yes, you plan to apply	17.6%	56	19.5%	86	16.5%	70
Did not know about this benefit	0.2%	2	0.1%	2	0.1%	1
Not sure	3.2%	10	2.3%	12	3.9%	21
Subtotal		284		448		491
Data Unavailable		4		7		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Life Insurance (e.g., Veterans' Group Life Insurance)	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	58.1%	160	54.7%	262	52.9%	285
Yes, I've applied	17.9%	61	19.6%	113	18.2%	113
Yes, I plan to apply	10.7%	41	12.2%	47	9.5%	30
Not applicable	3.6%	12	4.0%	13	6.4%	25
Did not know about this benefit	9.7%	11	9.6%	19	12.9%	37
Subtotal		285		454		490
Data Unavailable		3		1		3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Life Insurance (e.g., Veterans' Group Life Insurance)	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	64.0%	184	66.8%	320	71.4%	385
Yes, you applied in the last 12 months	15.2%	55	15.4%	83	6.9%	32
Yes, you plan to apply	4.8%	18	2.3%	12	6.2%	24
Did not know about this benefit	11.5%	14	8.9%	15	10.7%	25
Not sure	4.5%	13	6.6%	20	4.8%	21
Subtotal		284		450		487
Data Unavailable		4		5		6
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Home Loans	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	13.0%	44	14.4%	57	13.9%	72
Yes, I've applied	46.4%	141	43.7%	257	53.0%	306
Yes, I plan to apply	36.6%	87	39.2%	122	32.1%	100
Not applicable	2.9%	13	1.9%	14	0.8%	9
Did not know about this benefit	1.2%	1	0.8%	1	0.2%	2
Subtotal		286		451		489
Data Unavailable		2		4		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Home Loans	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	39.9%	129	37.2%	194	48.2%	284
Yes, you applied in the last 12 months	22.8%	81	23.9%	137	21.5%	106
Yes, you plan to apply	34.4%	65	32.5%	103	27.2%	86
Did not know about this benefit	1.0%	1	2.5%	4	0.1%	1
Not sure	1.9%	7	3.8%	12	3.1%	12
Subtotal		283		450		489
Data Unavailable		5		5		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Vocational Rehabilitation & Employment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	52.1%	154	53.2%	239	51.0%	291
Yes, I've applied	14.8%	33	13.4%	59	13.9%	52
Yes, I plan to apply	18.1%	59	15.1%	76	12.2%	60
Not applicable	9.9%	30	7.4%	41	11.5%	47
Did not know about this benefit	5.1%	9	10.8%	35	11.4%	41
Subtotal		285		450		491
Data Unavailable		3		5		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Vocational Rehabilitation & Employment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	63.8%	188	60.4%	304	70.6%	390
Yes, you applied in the last 12 months	10.5%	29	12.8%	53	9.1%	32
Yes, you plan to apply	13.4%	36	9.3%	35	6.7%	21
Did not know about this benefit	4.1%	8	10.7%	28	7.1%	24
Not sure	8.1%	22	6.8%	30	6.5%	24
Subtotal		283		450		489
Data Unavailable		5		5		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Baseline 2019, Only TAP Veterans)

VA Health Care	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	23.1%	48	21.3%	84	21.6%	107
Yes, I've applied	56.8%	171	60.8%	289	61.9%	301
Yes, I plan to apply	16.7%	54	11.2%	61	7.3%	52
Not applicable	2.3%	10	2.8%	8	3.6%	14
Did not know about this benefit	1.2%	1	3.9%	12	5.6%	15
Subtotal		284		454		489
Data Unavailable		4		1		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 3. In the last 12 months have you applied for these VA benefits, or do you plan to apply in the future? (Follow-up 2020, Only TAP Veterans)

VA Health Care	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	43.5%	94	45.5%	201	62.3%	297
Yes, you applied in the last 12 months	45.85%	155	40.2%	190	25.7%	127
Yes, you plan to apply	6.6%	19	7.0%	32	5.4%	35
Did not know about this benefit	2.2%	4	2.6%	6	2.2%	5
Not sure	1.9%	10	4.75	19	4.5%	25
Subtotal		282		448		489
Data Unavailable		6		7		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Not applicable" as an answer choice, instead of the "Not sure" answer choice in the 2020 Longitudinal Survey.
Source: 2020 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? (Baseline 2019, Only TAP Veterans)

Usefulness	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not useful at all	0.4%	2	1.6%	7	1.6%	4
Not very useful	2.7%	7	6.0%	12	3.8%	7
Neutral	5.7%	12	4.6%	13	12.6%	24
Somewhat useful	42.1%	74	27.3%	92	26.7%	90
Extremely useful	49.2%	128	60.5%	217	55.3%	165
Subtotal		223		341		290
Data Unavailable		65		114		203
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 4. In the past 12 months, how useful was the information you received during the VA TAP Benefits and Services briefings? (Follow-up 2020, Only TAP Veterans)

Usefulness	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Not useful at all	6.9%	15	8.2%	29	12.3%	45
Not very useful	10.1%	19	8.5%	50	13.5%	47
Neutral	17.9%	42	24.0%	86	25.1%	126
Somewhat useful	42.4%	116	32.0%	146	37.2%	157
Extremely useful	22.7%	88	27.3%	136	11.9%	91
Subtotal		280		447		476
Data Unavailable		8		8		17
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Managing my expectations about the salary earned in a civilian job.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	9.7%	28	19.6%	55	19.1%	66
Considerably challenging	15.8%	49	20.9%	99	23.5%	101
Somewhat challenging	17.3%	59	15.7%	87	22.9%	90
A little challenging	21.2%	64	21.3%	94	18.8%	96
Not at all challenging	33.9%	61	22.5%	86	15.4%	98
Prefer not to answer	2.3%	24	0.0%	33	0.3%	38
Subtotal		263		421		454
Data Unavailable		25		34		39
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Managing my expectations about the salary earned in a civilian job.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	8.6%	18	12.7%	37	11.8%	38
Considerably challenging	9.0%	29	13.2%	51	11.0%	45
Somewhat challenging	28.2%	62	16.3%	95	23.0%	78
A little challenging	17.5%	59	25.7%	96	17.8%	88
Not at all challenging	35.3%	83	31.8%	122	36.3%	175
Prefer not to answer	1.4%	31	0.3%	43	0.2%	59
Subtotal		253		404		426
Data Unavailable		35		41		67
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Knowing the steps in conducting a job search.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	5.4%	15	6.8%	26	10.4%	36
Considerably challenging	17.4%	43	17.7%	68	17.3%	80
Somewhat challenging	20.9%	59	24.0%	99	22.8%	106
A little challenging	24.2%	71	27.6%	129	21.7%	108
Not at all challenging	31.2%	73	23.5%	100	27.6%	133
Prefer not to answer	1.0%	1	0.5%	2	0.2%	3
Subtotal		262		424		466
Data Unavailable		26		31		27
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Knowing the steps in conducting a job search.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	2.9%	9	5.1%	16	4.7%	19
Considerably challenging	10.5%	28	9.4%	39	6.2%	23
Somewhat challenging	24.2%	45	18.2%	77	15.1%	59
A little challenging	24.7%	70	23.9%	100	28.5%	110
Not at all challenging	37.8%	105	43.3%	159	45.2%	174
Prefer not to answer	0.0%	0	0.0%	0	0.4%	3
Subtotal		257		391		388
Data Unavailable		31		64		105
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Understanding how my military experiences translate to civilian job requirements.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	12.2%	40	18.4%	58	18.1%	68
Considerably challenging	16.7%	42	19.3%	81	22.1%	89
Somewhat challenging	22.9%	68	23.1%	104	15.4%	77
A little challenging	25.0%	62	18.6%	90	16.2%	105
Not at all challenging	23.2%	59	20.3%	99	28.2%	125
Prefer not to answer	0.0%	0	0.4%	1	0.1%	1
Subtotal		271		433		465
Data Unavailable		17		22		28
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Understanding how my military experiences translate to civilian job requirements.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	11.2%	26	11.7%	36	10.1%	37
Considerably challenging	15.3%	32	11.8%	57	10.1%	44
Somewhat challenging	22.8%	53	23.9%	86	17.2%	69
A little challenging	29.1%	77	21.5%	105	23.8%	104
Not at all challenging	21.6%	80	31.0%	127	38.7%	171
Prefer not to answer	0.0%	0	0.1%	1	0.1%	1
Subtotal		268		412		426
Data Unavailable		20		43		67
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Adapting to differences between military and civilian workforce cultures, norms, and behaviors.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	15.6%	43	20.9%	72	22.5%	85
Considerably challenging	16.4%	44	20.9%	72	17.2%	90
Somewhat challenging	27.4%	73	19.7%	89	23.3%	99
A little challenging	19.4%	56	17.2%	100	19.4%	96
Not at all challenging	21.3%	57	21.0%	98	17.2%	98
Prefer not to answer	0.0%	0	0.4%	1	0.4%	2
Subtotal		273		432		470
Data Unavailable		15		23		23
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Adapting to differences between military and civilian workforce cultures, norms, and behaviors.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	13.5%	29	13.3%	50	13.9%	49
Considerably challenging	19.1%	44	15.2%	70	16.8%	62
Somewhat challenging	18.6%	49	18.8%	80	18.9%	83
A little challenging	28.5%	72	24.6%	109	22.7%	107
Not at all challenging	20.2%	71	28.1%	103	26.3%	138
Prefer not to answer	0.0%	0	0.0%	0	1.5%	4
Subtotal		265		412		443
Data Unavailable		23		43		50
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Interacting with civilians who are not familiar with the military.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	13.5%	38	16.4%	59	20.4%	69
Considerably challenging	13.1%	38	11.8%	49	14.4%	68
Somewhat challenging	27.6%	62	18.2%	87	21.8%	90
A little challenging	21.1%	67	22.4%	108	19.7%	114
Not at all challenging	24.7%	70	30.8%	130	23.3%	131
Prefer not to answer	0.0%	0	0.4%	1	0.4%	2
Subtotal		275		434		474
Data Unavailable		13		21		19
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Interacting with civilians who are not familiar with the military.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	12.8%	28	9.1%	39	8.2%	32
Considerably challenging	12.1%	34	15.7%	58	16.7%	61
Somewhat challenging	20.6%	54	16.3%	75	13.4%	74
A little challenging	20.6%	64	23.9%	99	28.4%	118
Not at all challenging	34.0%	90	34.9%	144	33.2%	166
Prefer not to answer	0.0%	0	0.0%	0	0.1%	1
Subtotal		270		415		452
Data Unavailable		18		40		41
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Baseline 2019, Only TAP Veterans)

Working with civilians who share different values from me.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	14.8%	40	21.1%	67	23.5%	83
Considerably challenging	19.3%	44	14.0%	67	14.8%	73
Somewhat challenging	18.0%	43	14.3%	80	18.3%	83
A little challenging	27.8%	78	22.2%	111	17.9%	98
Not at all challenging	20.0%	51	27.9%	101	25.1%	124
Prefer not to answer	0.1%	1	0.5%	2	0.4%	2
Subtotal		257		428		463
Data Unavailable		31		27		30
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 5. In the last 12 months, how challenging have the following areas been for you as you continue your transition into civilian life? (Follow-up 2020, Only TAP Veterans)

Working with civilians who share different values from me.	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Extremely challenging	11.3%	24	11.8%	46	8.7%	37
Considerably challenging	12.6%	41	16.0%	55	16.4%	69
Somewhat challenging	21.5%	52	12.4%	65	17.7%	80
A little challenging	18.2%	57	26.6%	104	22.9%	109
Not at all challenging	36.2%	83	32.3%	135	34.3%	144
Prefer not to answer	0.3%	2	0.9%	1	0.0%	0
Subtotal		259		406		439
Data Unavailable		29		49		54
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 6. What is your current employment status? (Baseline 2019, Only TAP Veterans)

Current Employment Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Self-employed	2.6%	13	2.3%	15	4.6%	20
Work for a business, non-profit, or government agency (not self-employed)	67.6%	185	62.8%	294	68.0%	351
Not employed - pursuing education/training	16.7%	35	19.4%	61	11.6%	44
Not employed - Retired and chose not to pursue further employment	1.6%	12	1.2%	15	1.5%	18
Not employed - I want to work but cannot find a job	3.1%	11	3.7%	14	3.6%	14
Not employed - I am currently taking time off (greater than 6 months)	3.9%	17	4.6%	27	0.7%	5
Not employed - Other reason	4.5%	13	4.4%	25	7.4%	32
Prefer not to answer	0.0%	0	1.5%	2	2.6%	7
Subtotal		286		453		491
Data Unavailable		2		2		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 6. What is your current employment status? (Follow-up 2020, Only TAP Veterans)

Current Employment Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Self-employed	2.8%	14	3.6%	17	4.3%	25
Work for a business, non-profit, or government agency (not self-employed)	64.1%	186	68.9%	301	72.4%	350
Not employed - pursuing education/training	21.4%	41	14.3%	49	6.5%	26
Not employed - Retired and chose not to pursue further employment	1.9%	13	1.9%	22	3.0%	28
Not employed - I want to work but cannot find a job	3.9%	8	3.9%	17	6.3%	22
Not employed - I am currently taking time off (greater than 6 months)	2.8%	12	1.5%	17	1.3%	8
Not employed - Other reason	2.9%	8	5.7%	23	5.9%	22
Prefer not to answer	0.2%	1	0.2%	2	0.2%	3
Subtotal		283		448		484
Data Unavailable		5		7		9
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 7. Please describe your current employment (Baseline 2019, Only TAP Veterans)

Current Employment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
I work full-time (without an additional part-time job)	77.7%	147	70.5%	215	68.2%	266
I work full-time, and have an additional part-time job	4.7%	12	17.2%	35	14.9%	36
I don't have a full-time job, I work part-time by choice	14.2%	23	8.5%	26	11.3%	42
I work part-time at one job, but would like full-time employment	3.3%	7	1.6%	7	3.3%	8
I work part-time at more than one job, but would like full-time employment	0.1%	1	2.2%	6	2.3%	7
Subtotal		190		289		359
Data Unavailable		98		66		134
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 7. Please describe your current employment (Follow-up 2020, Only TAP Veterans)

Current Employment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
I work full-time (without an additional part-time job)	87.4%	168	75.8%	257	81.5%	307
I work full-time, and have an additional part-time job	4.0%	12	13.6%	32	11.7%	29
I don't have a full-time job, I work part-time by choice	3.1%	12	7.0%	17	5.1%	33
I work part-time at one job, but would like full-time employment	3.6%	6	1.3%	10	1.4%	5
I work part-time at more than one job, but would like full-time employment	2.0%	3	2.4%	4	0.2%	2
Subtotal		201		320		376
Data Unavailable		87		135		117
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 8. Please describe your current employment (Baseline 2019, Only TAP Veterans)

Current Employment Type	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Permanent	92.2%	171	84.5%	250	83.4%	319
Temporary	7.8%	18	15.5%	41	16.6%	45
Subtotal		189		291		364
Data Unavailable		99		164		129
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 8. Please describe your current employment (Follow-up 2020, Only TAP Veterans)

Current Employment Type	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Permanent	93.0%	183	92.0%	294	93.7%	345
Temporary	7.0%	16	8.0%	25	6.3%	29
Subtotal		199		319		374
Data Unavailable		89		146		119
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 9. Do you currently work more than one job? (Follow-up 2020, Only TAP Veterans)

Work more than one job?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	92.8%	179	82.8%	274	85.4%	331
Yes	7.2%	22	17.2%	46	14.6%	47
Subtotal		199		319		374
Data Unavailable		89		146		119
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 10. Why do you work more than one job? (Follow-up 2020, Only TAP Veterans)

Reasons for working more than one job	L1 (% and N)		L2 (% and N)		L3 (% and N)	
By choice	69.3%	16	71.0%	34	67.2%	36
Could not find a full-time job	24.3%	2	8.4%	3	0.6%	1
Because one job did not provide enough for myself and/or my family	34.6%	6	52.0%	19	50.0%	14
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

Promotion or Raise	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Promotion	18.5%	29	16.1%	52	21.7%	73
Raise	54.1%	99	52.6%	174	55.6%	212
Did not receive promotion or raise	43.8%	95	44.0%	135	40.6%	148
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

Skills match?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Does not match skillset	12.0%	17	13.3%	26	21.3%	53
Doesn't match skillset, wanted to pursue different work	13.5%	21	16.4%	32	11.9%	30
Slightly matches	17.8%	23	10.2%	32	18.8%	51
Somewhat matches	23.0%	40	20.1%	70	16.5%	70
Considerably matches	23.9%	69	24.9%	101	20.2%	101
Completely matches my skillset	9.8%	31	15.1%	59	11.3%	71
Subtotal		201		320		376
Data Unavailable		87		135		117
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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? (Baseline 2019, Only TAP Veterans)

Entrepreneurial Activity?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	79.3%	156	78.4%	238	82.7%	310
Yes, I own my own company & have employees	3.1%	9	1.6%	10	5.0%	15
Yes, I have a side-business/hobby I use to supplement my income	8.4%	15	11.6%	28	6.8%	24
Yes, I have taken tangible steps to start a business during the last 12 months	9.1%	11	8.4%	17	5.5%	15
Subtotal		191		293		364
Data Unavailable		97		162		129
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

Entrepreneurial Activity?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	85.6%	166	76.4%	260	82.7%	313
Yes, I own my own company & have employees	3.7%	11	3.4%	10	2.0%	13
Yes, I have a side-business/hobby I use to supplement my income	3.5%	9	11.2%	26	8.2%	26
Yes, I have taken tangible steps to start a business during the last 12 months	7.1%	14	9.1%	24	7.1%	24
Subtotal		200		320		376
Data Unavailable		88		135		117
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

Let go or laid off from job?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	89.1%	185	86.8%	293	95.2%	360
Yes, I was laid off from a job	10.9%	15	13.2%	25	4.8%	18
Subtotal		200		318		378
Data Unavailable		88		137		115
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 15. In the last 12 months, have you quit or resigned from a job? (Follow-up 2020, Only TAP Veterans)

Quit or resigned from job?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	70.1%	158	75.5%	261	85.3%	327
Yes, I quit or resigned from a job	29.9%	43	24.5%	57	14.7%	48
Subtotal		201		318		375
Data Unavailable		87		137		118
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Higher pay	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	52.5%	11	38.9%	9	56.5%	12
2	31.8%	6	37.8%	10	7.7%	4
3	15.8%	5	23.3%	7	35.8%	7
Subtotal		22		26		23
Data Unavailable		266		429		470
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Better fit for my skills and abilities	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	41.3%	5	38.6%	6	29.5%	5
2	27.9%	8	29.9%	5	56.7%	13
3	30.9%	2	31.5%	7	13.8%	3
Subtotal		15		18		21
Data Unavailable		273		437		472
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Want a permanent position	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	20.0%	6	60.3%	4	19.1%	1
2	75.5%	4	6.7%	2	38.9%	1
3	4.5%	2	33.0%	4	42.0%	2
Subtotal		12		10		4
Data Unavailable		276		445		489
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Job satisfaction/better work environment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	66.7%	9	67.4%	19	28.4%	12
2	28.2%	5	14.8%	7	44.5%	11
3	5.1%	3	17.8%	6	27.1%	6
Subtotal		17		32		29
Data Unavailable		271		423		464
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Something more interesting	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.0%	0	4.6%	3	34.3%	2
2	91.5%	3	69.5%	11	8.0%	3
3	8.5%	2	25.9%	4	57.7%	6
Subtotal		5		18		11
Data Unavailable		283		437		482
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

More flexible schedule	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	34.8%	2	39.6%	3	9.9%	1
2	32.6%	2	0.0%	0	64.6%	1
3	32.6%	2	60.4%	3	25.5%	2
Subtotal		6		6		4
Data Unavailable		282		449		489
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Better training and educational opportunities	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.0%	0	19.8%	1	0.0%	0
2	0.0%	0	33.0%	2	0.0%	0
3	100.0%	2	47.2%	2	100.0%	3
Subtotal		2		5		3
Data Unavailable		286		450		490
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Better hours	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	3.2%	1	7.8%	2	4.3%	1
2	10.0%	3	36.7%	3	75.8%	3
3	86.8%	4	55.5%	5	19.9%	3
Subtotal		8		10		7
Data Unavailable		280		445		486
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Want more hours/full-time position	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	4.5%	1	0.0%	0	100.0%	1
2	0.0%	0	100.0%	2	0.0%	0
3	95.5%	2	0.0%	0	0.0%	0
Subtotal		3		2		1
Data Unavailable		285		453		492
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

More opportunities for advancement	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	4.9%	2	5.2%	2	3.4%	1
2	18.6%	3	46.0%	6	49.6%	3
3	76.5%	7	48.8%	8	47.0%	5
Subtotal		12		16		9
Data Unavailable		276		439		484
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Shorter commute	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	42.0%	1	15.4%	2	51.3%	3
2	3.9%	1	15.0%	2	14.2%	2
3	54.1%	4	69.5%	1	34.5%	2
Subtotal		6		5		7
Data Unavailable		282		450		486
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 16. Please rank your top three reasons you quit or resigned? (Follow-up 2020, Only TAP Veterans)

Prefer not to answer	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	100.0%	1	0.0%	0	60.8%	2
2	0.0%	0	0.0%	0	0.0%	0
3	0.0%	0	0.0%	0	39.2%	1
Subtotal		1		0		3
Data Unavailable		287		455		490
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 17. Are you actively looking for a new job? (Baseline 2019, Only TAP Veterans)

Are you actively looking for a new job?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	67.4%	138	67.0%	212	67.1%	271
Yes	32.6%	65	33.0%	94	32.9%	106
Subtotal		203		306		377
Data Unavailable		85		149		116
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 17. Are you actively looking for a new job? (Follow-up 2020, Only TAP Veterans)

Are you actively looking for a new job?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	74.7%	157	66.8%	241	67.7%	292
Yes	25.3%	52	33.2%	96	32.3%	107
Subtotal		209		337		399
Data Unavailable		79		118		94
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Higher pay	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	48.7%	18	46.4%	24	68.8%	38
2	34.1%	9	31.0%	15	15.0%	10
3	17.2%	8	22.6%	11	16.2%	8
Subtotal		35		50		56
Data Unavailable		253		405		437
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Better fit for my skills and abilities	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	20.6%	6	20.7%	12	24.3%	12
2	36.3%	13	38.8%	14	56.7%	25
3	43.1%	7	40.5%	13	19.0%	10
Subtotal		26		39		47
Data Unavailable		262		416		442
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Want a permanent position	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	30.3%	4	70.3%	5	40.5%	7
2	14.9%	2	26.1%	3	22.5%	5
3	54.8%	2	3.7%	1	37.0%	5
Subtotal		8		8		17
Data Unavailable		280		447		476
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Job satisfaction/better work environment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	21.5%	11	41.1%	21	33.8%	24
2	59.3%	13	31.6%	10	30.7%	12
3	19.1%	9	27.3%	10	35.5%	16
Subtotal		33		41		52
Data Unavailable		255		404		441
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Something more interesting	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	61.6%	2	3.3%	2	20.4%	3
2	10.7%	2	34.7%	8	20.4%	7
3	27.6%	4	62.0%	9	59.1%	12
Subtotal		8		19		22
Data Unavailable		280		436		471
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

More flexible schedule	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	90.7%	1	73.8%	2	35.4%	2
2	0.0%	0	7.3%	1	18.0%	5
3	9.3%	1	18.9%	2	46.7%	4
Subtotal		2		5		11
Data Unavailable		286		450		482
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Better training and educational opportunities	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.0%	0	25.3%	2	0.0%	0
2	60.2%	2	29.2%	4	56.4%	5
3	39.8%	1	45.5%	2	43.6%	5
Subtotal		3		8		10
Data Unavailable		285		447		483
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Better hours	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	19.1%	2	84.5%	4	18.0%	1
2	53.2%	2	9.9%	2	45.4%	3
3	27.6%	2	5.5%	1	36.6%	4
Subtotal		6		7		8
Data Unavailable		282		448		485
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Want more hours/full-time position	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.0%	0	14.7%	2	6.6%	1
2	54.5%	1	68.4%	4	80.7%	3
3	45.5%	1	16.8%	1	12.7%	2
Subtotal		2		7		6
Data Unavailable		286		448		487
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

More opportunities for advancement	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	13.1%	2	31.0%	4	22.0%	4
2	16.8%	3	14.2%	9	37.9%	10
3	70.1%	6	54.8%	12	40.1%	9
Subtotal		11		25		23
Data Unavailable		277		430		470
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Shorter commute	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0..0%	0	14.6%	5	2.7%	2
2	0.0%	0	50.1%	6	37.3%	5
3	100.0%	5	35.3%	9	60.0%	9
Subtotal		5		20		16
Data Unavailable		283		435		477
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 18. What are the primary reasons you are looking for another job? (Follow-up 2020, Only TAP Veterans)

Prefer not to answer	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.0%	0	100.0%	2	100.0%	2
2	0.0%	0	0.0%	0	0.0%	0
3	0.0%	0	0.0%	0	0.0%	0
Subtotal		0		2		2
Data Unavailable		288		453		491
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 19. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Follow-up 2020, Only TAP Veterans)

VA Health Care System	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Enrolled/registered in the past 12 months	23.7%	71	15.0%	71	11.2%	39
Enrolled/registered prior to past 12 months	25.4%	74	28.4%	126	21.7%	104
Used services in the past 12 months	15.9%	53	18.2%	79	20.2%	96
Used services prior to past 12 months	15.4%	28	14.3%	59	13.8%	74
Never used	19.6%	42	24.1%	96	33.0%	138
Subtotal		268		431		451
Data Unavailable		20		24		42
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 19. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Follow-up 2020, Only TAP Veterans)

Department of Labor's American Job	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Enrolled/registered in the past 12 months	2.1%	7	1.6%	9	2.3%	7
Enrolled/registered prior to past 12 months	7.0%	31	5.3%	29	2.8%	20
Used services in the past 12 months	3.0%	6	2.2%	8	2.2%	7
Used services prior to past 12 months	4.4%	13	2.5%	25	6.5%	29
Never used	83.5%	210	88.4%	339	86.2%	368
Subtotal		267		410		431
Data Unavailable		21		45		62
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 19. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Follow-up 2020, Only TAP Veterans)

VA Benefits Website	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Enrolled/registered in the past 12 months	16.6%	53	10.8%	50	6.1%	28
Enrolled/registered prior to past 12 months	30.6%	94	30.7%	145	25.1%	112
Used services in the past 12 months	29.4%	74	31.2%	122	31.2%	139
Used services prior to past 12 months	12.5%	31	17.4%	85	22.3%	105
Never used	10.9%	21	10.0%	34	15.4%	63
Subtotal		273		436		447
Data Unavailable		15		19		46
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 19. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Follow-up 2020, Only TAP Veterans)

Commercial job site	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Enrolled/registered in the past 12 months	15.4%	41	12.5%	55	11.3%	37
Enrolled/registered prior to past 12 months	26.8%	88	28.1%	120	22.0%	100
Used services in the past 12 months	26.8%	61	29.8%	116	28.9%	122
Used services prior to past 12 months	14.1%	40	17.9%	85	19.0%	91
Never used	16.8%	34	11.6%	50	18.9%	94
Subtotal		264		426		444
Data Unavailable		24		29		49
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 19. In the last 12 months have you enrolled, registered, or established a profile or online account with any of the following? (Follow-up 2020, Only TAP Veterans)

USAJOBS	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Enrolled/registered in the past 12 months	7.8%	31	10.2%	44	9.0%	31
Enrolled/registered prior to past 12 months	22.4%	78	25.3%	120	19.6%	102
Used services in the past 12 months	19.7%	42	22.7%	82	20.2%	88
Used services prior to past 12 months	20.6%	53	13.8%	69	21.3%	112
Never used	29.5%	65	28.0%	105	29.7%	108
Subtotal		269		420		441
Data Unavailable		19		35		52
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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? (Baseline 2019, Only TAP Veterans)

Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
USAJOBS	21.2%	60	32.4%	103	35.9%	155
Vocational Rehabilitation and Employment	2.4%	9	2.6%	16	3.4%	16
Department of Labor's American Job Center	1.8%	12	1.0%	8	0.8%	8
U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track	1.6%	11	0.8%	9	0.4%	6
Commercial job site	28.5%	64	32.3%	117	30.3%	119
Private or non-profit sector	28.3%	57	20.7%	78	23.8%	85
Other	12.6%	35	12.6%	52	14.7%	58
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
USAJOBS	44.6%	106	55.4%	189	50.4%	168
Vocational Rehabilitation and Employment	8.2%	13	11.2%	33	6.7%	20
Department of Labor's American Job Center	4.5%	10	4.3%	16	5.7%	10
U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track	2.9%	11	1.5%	8	1.0%	3
Commercial job site	52.7%	109	46.7%	165	41.0%	133
Private or non-profit sector	28.6%	61	27.0%	93	23.7%	76
Other	16.4%	35	13.2%	55	17.7%	69
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 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? (Baseline 2019, Only TAP Veterans)

Education/Training Program?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Education at a college/university, full-time	30.9%	59	28.1%	89	26.1%	81
Education at a college/university, full-time	9.7%	20	9.9%	41	8.9%	28
Technical or vocational training/obtain license or certificate, full-time	3.8%	7	1.8%	7	2.9%	9
Technical or vocational training/obtain license or certificate, part-time	2.8%	9	0.7%	10	1.5%	12
Other	4.0%	10	3.0%	12	4.3%	23
No	49.1%	186	57.5%	297	58.9%	347
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 21. In the past 12 months, did you engage in any education and/or training programs? (Follow-up 2020, Only TAP Veterans)

Education/Training Program?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Education at a college/university, full-time	36.7%	66	35.4%	112	34.1%	94
Education at a college/university, full-time	14.7%	28	17.6%	59	11.4%	40
Technical or vocational training/obtain license or certificate, full-time	5.9%	14	6.1%	27	4.0%	16
Technical or vocational training/obtain license or certificate, part-time	8.3%	16	9.6%	37	6.2%	30
Other	4.7%	14	1.9%	21	5.1%	34
No	42.4%	160	43.2%	225	44.1%	280
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

Apprenticeship or Internship?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Yes, apprenticeship	2.7%	3	2.4%	7	1.3%	6
Yes, internship	8.9%	9	10.6%	18	10.2%	17
No	88.4%	107	87.0%	189	88.6%	167
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 23. In the past 12 months, have you obtained any new degrees or certifications? (Follow-up 2020, Only TAP Veterans)

Degrees or Certifications?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	56.0%	71	60.4%	137	55.3%	115
Yes	44.0%	49	39.6%	79	44.7%	75
Subtotal		269		420		441
Data Unavailable		19		35		52
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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. (Follow-up 2020, Only TAP Veterans)

Degrees or Certifications?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Trade/technical school certification/degree	46.3%	22	35.9%	36	23.2%	25
Some college	23.8%	6	19.9%	11	4.0%	5
Apprenticeship certification	5.5%	2	9.8%	7	3.8%	5
4-year college degree	18.5%	10	23.1%	12	50.2%	27
Master's degree	7.3%	9	24.7%	16	18.4%	12
Professional	0.5%	1	0.8%	1	0.5%	1
Doctorate degree	0.0%	0	0.0%	0	0.0%	0
Prefer not to answer	4.2%	1	1.3%	3	6.1%	3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Student Loans	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	3.4%	3	3.8%	7	4.7%	5
2	3.2%	6	4.7%	10	10.0%	14
3	4.5%	2	4.0%	3	4.9%	11
4	2.9%	3	0.5%	3	0.8%	3
5	0.0%	0	1.4%	2	0.0%	0
6	5.7%	6	7.4%	12	1.4%	3
7	5.6%	4	5.2%	8	2.7%	5
Subtotal		116		205		181
Data Unavailable		172		250		212
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

GI Bill	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	76.2%	78	65.5%	109	70.4%	108
2	8.9%	6	6.1%	12	2.8%	10
3	0.2%	1	3.2%	4	1.4%	1
4	0.0%	0	1.5%	1	0.0%	0
5	0.4%	1	0.0%	0	0.0%	0
6	0.2%	1	0.1%	1	1.2%	1
7	0.3%	1	1.9%	3	1.5%	2
Subtotal		28		75		59
Data Unavailable		260		375		434
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Working part-time or full-time	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	5.8%	9	7.6%	24	6.4%	15
2	23.9%	23	13.8%	23	25.5%	32
3	7.0%	5	10.2%	14	5.7%	11
4	4.5%	4	4.7%	9	2.0%	4
5	0.0%	0	2.4%	8	1.4%	3
6	0.0%	0	0.0%	0	0.0%	0
7	0.0%	0	0.2%	1	0.9%	2
Subtotal		75		126		114
Data Unavailable		213		229		379
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Scholarship	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.8%	3	6.4%	12	1.1%	6
2	18.2%	10	14.3%	19	7.1%	12
3	10.9%	9	8.2%	16	5.4%	9
4	5.2%	4	8.7%	11	1.1%	4
5	0.8%	3	0.4%	2	0.6%	2
6	0.0%	0	0.1%	1	1.9%	2
7	0.0%	0	0.1%	1	0.2%	1
Subtotal		87		143		145
Data Unavailable		201		312		348
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Money from other sources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	1.2%	5	2.5%	14	3.8%	11
2	9.9%	12	10.5%	25	5.6%	9
3	9.4%	10	7.1%	12	6.6%	12
4	5.9%	5	2.1%	3	3.6%	6
5	4.8%	4	6.2%	8	3.4%	5
6	2.1%	1	4.3%	6	1.4%	3
7	6.1%	4	1.3%	2	1.3%	3
Subtotal		75		135		132
Data Unavailable		213		320		259
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Other	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	9.7%	13	8.2%	23	6.6%	18
2	2.8%	5	3.7%	8	1.4%	2
3	5.1%	4	2.5%	4	0.3%	2
4	3.8%	2	2.6%	4	1.9%	2
5	6.6%	4	4.2%	4	3.3%	4
6	5.3%	5	1.1%	1	0.8%	3
7	0.0%	0	0.3%	2	1.1%	2
Subtotal		83		159		148
Data Unavailable		205		296		245
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 25. Please rank the methods you are using to pay for your education/training: (Follow-up 2020, Only TAP Veterans)

Prefer not to answer	L1 (% and N)		L2 (% and N)		L3 (% and N)	
1	0.7%	4	4.3%	13	5.5%	14
2	0.0%	0	0.0%	0	0.0%	0
3	0.0%	0	0.0%	0	0.0%	0
4	0.0%	0	0.0%	0	0.0%	0
5	0.0%	0	0.0%	0	0.0%	0
6	0.0%	0	0.0%	0	0.0%	0
7	0.0%	0	0.0%	0	0.2%	1
Subtotal		4		13		15
Data Unavailable		284		442		478
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

Reason for not using GI Bill	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Transfer to another beneficiary	3.1%	12	6.0%	37	4.9%	24
Saving it for future educational purposes	17.5%	17	11.1%	30	13.9%	21
Have used all my funds/eligibility	5.4%	9	3.3%	8	7.8%	9
Did not know about GI Bill	0.0%	0	0.0%	0	0.1%	1
Other	8.5%	11	10.9%	23	5.4%	11
Not applicable	67.3%	60	71.8%	106	71.8%	111
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 27. Does your current level of education allow you to pursue your career goals? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	31.5%	67	31.0%	109	29.8%	103
Yes	68.5%	217	69.0%	338	70.2%	377
Subtotal		284		447		480
Data Unavailable		4		8		13
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	43.8%	83	39.2%	125	37.9%	119
Yes	56.2%	201	60.8%	322	62.1%	360
Subtotal		284		447		479
Data Unavailable		4		8		14
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 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)? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	24.6%	59	27.1%	84	31.3%	119
Yes	72.7%	225	69.0%	358	64.9%	356
Prefer not to answer	2.6%	4	3.9%	10	3.8%	17
Subtotal		288		452		392
Data Unavailable		0		3		101
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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)? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	28.5%	57	30.0%	93	34.8%	121
Yes	71.5%	225	70.0%	352	65.2%	362
Subtotal		282		445		483
Data Unavailable		6		10		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 30. Did you develop this condition in the last 12 months? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	83.6%	185	89.4%	310	92.8%	323
Yes	16.4%	31	10.6%	35	7.2%	30
Subtotal		216		345		353
Data Unavailable		72		110		140
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 31. Are you currently seeking treatment for your physical health condition(s)? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	21.3%	38	14.8%	47	29.0%	69
Yes	72.2%	172	82.1%	285	65.3%	263
Prefer not to answer	6.5%	5	3.2%	8	5.7%	16
Subtotal		215		340		348
Data Unavailable		73		115		145
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 31. Are you currently seeking treatment for your physical health condition(s)? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	24.6%	34	25.7%	68	27.7%	75
Yes	75.4%	180	74.3%	277	72.3%	278
Subtotal		214		345		353
Data Unavailable		74		110		140
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2020 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)? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	51.7%	140	51.4%	226	48.8%	266
Yes	44.2%	134	42.3%	204	45.5%	201
Prefer not to answer	4.1%	10	6.3%	22	5.7%	23
Subtotal		284		452		490
Data Unavailable		4		2		3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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)? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	58.2%	150	51.0%	222	55.2%	275
Yes	41.8%	131	49.0%	220	44.8%	207
Subtotal		281		442		482
Data Unavailable		7		13		11
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 33. Did you develop this condition within the last 12 months? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	94.6%	112	86.1%	187	92.8%	183
Yes	5.4%	13	13.9%	27	7.2%	17
Subtotal		125		214		200
Data Unavailable		163		241		293
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 34. Are you currently seeking treatment for your mental/emotional health condition(s)? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	21.5%	34	24.6%	56	36.5%	75
Yes	67.9%	93	67.6%	137	52.7%	119
Prefer not to answer	10.6%	13	7.8%	15	10.9%	20
Subtotal		140		208		214
Data Unavailable		148		253		279
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 34. Are you currently seeking treatment for your mental/emotional health condition(s)? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	28.2%	32	33.4%	73	32.9%	79
Yes	71.8%	94	66.6%	140	67.1%	121
Subtotal		126		213		200
Data Unavailable		162		242		293
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 35. Select all of the healthcare resources in which you are currently enrolled? (Follow-up 2020, Only TAP Veterans)

Healthcare Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Employer-provided health insurance	42.5%	95	43.0%	148	38.9%	140
A plan you purchased through a healthcare exchange	1.4%	2	4.3%	11	2.0%	9
TRICARE	31.3%	172	38.2%	278	35.6%	307
VA	70.1%	193	66.1%	300	59.8%	282
Medicaid	1.6%	3	1.8%	5	0.9%	4
Medicare	0.2%	1	0.6%	5	1.3%	17
Other government assisted plan	1.2%	2	0.1%	1	1.5%	4
Something else	7.5%	11	3.7%	10	2.6%	7
Prefer not to answer	1.5%	3	0.8%	3	0.6%	3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** Percentages total more than 100% since more than one choice was allowed.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 36. Are you currently seeking treatment for your mental/emotional health condition(s)? (Baseline 2019, Only TAP Veterans)

Healthcare Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Employer-provided health insurance	30.1%	44	26.9%	75	35.0%	95
A plan you purchased through a healthcare exchange	1.2%	1	4.8%	7	0.8%	3
TRICARE	22.0%	117	28.0%	174	25.4%	206
VA	41.0%	65	36.3%	108	31.9%	106
Medicaid	0.0%	0	0.0%	0	1.5%	3
Medicare	0.0%	0	0.1%	1	1.2%	4
Other government assisted plan	0.0%	0	1.0%	2	0.6%	2
Something else	3.9%	6	1.4%	6	3.5%	7
Prefer not to answer	1.8%	2	1.4%	3	0.0%	0
Subtotal		235		376		426
Data Unavailable		53		117		73
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 36. Are you currently seeking treatment for your mental/emotional health condition(s)? (Follow-up 2020, Only TAP Veterans)

Healthcare Resources	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Employer-provided health insurance	27.0%	50	27.2%	77	31.8%	96
A plan you purchased through a healthcare exchange	0.2%	1	3.3%	7	1.0%	5
TRICARE	19.6%	103	25.8%	177	26.9%	215
VA	49.3%	118	39.2%	172	35.8%	144
Medicaid	0.0%	0	0.2%	1	0.5%	1
Medicare	0.0%	0	0.0%	0	0.4%	5
Other government assisted plan	0.0%	0	0.0%	0	0.4%	1
Something else	2.3%	3	1.8%	5	2.0%	5
Prefer not to answer	1.6%	4	2.5%	4	1.1%	3
Subtotal		279		443		475
Data Unavailable		9		12		22
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Baseline 2019, Only TAP Veterans)

Your physical health	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	8.5%	18	7.3%	26	8.8%	29
Somewhat dissatisfied	18.3%	53	24.5%	113	19.1%	93
Neither satisfied nor dissatisfied	14.0%	40	14.2%	55	15.3%	69
Somewhat satisfied	36.9%	120	35.2%	174	37.4%	188
Very satisfied	22.3%	56	18.8%	86	19.4%	112
Subtotal		287		454		491
Data Unavailable		1		1		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Follow-up 2020, Only TAP Veterans)

Your physical health	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	5.4%	14	3.6%	16	9.2%	23
Somewhat dissatisfied	18.0%	47	17.9%	74	22.3%	96
Neither satisfied nor dissatisfied	12.8%	31	17.4%	81	16.6%	78
Somewhat satisfied	45.9%	137	38.2%	177	29.8%	176
Very satisfied	18.1%	53	22.9%	95	22.1%	108
Subtotal		282		443		481
Data Unavailable		6		12		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Baseline 2019, Only TAP Veterans)

Your emotional/mental health	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	8.2%	19	9.2%	35	9.5%	37
Somewhat dissatisfied	19.8%	50	18.8%	76	18.5%	76
Neither satisfied nor dissatisfied	19.2%	43	20.9%	73	15.1%	72
Somewhat satisfied	23.8%	97	25.2%	133	26.1%	126
Very satisfied	28.9%	78	25.9%	135	30.8%	180
Subtotal		287		452		491
Data Unavailable		1		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Follow-up 2020, Only TAP Veterans)

Your emotional/mental health	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	10.8%	16	8.0%	28	8.4%	27
Somewhat dissatisfied	12.9%	35	14.2%	68	18.3%	72
Neither satisfied nor dissatisfied	14.4%	37	19.8%	79	20.6%	90
Somewhat satisfied	32.8%	108	29.9%	133	26.3%	125
Very satisfied	29.1%	85	28.2%	136	26.5%	167
Subtotal		281		444		481
Data Unavailable		7		11		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Baseline 2019, Only TAP Veterans)

Your health care	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	5.6%	13	5.5%	19	9.0%	28
Somewhat dissatisfied	11.0%	30	6.8%	34	7.3%	32
Neither satisfied nor dissatisfied	27.7%	57	23.3%	90	17.9%	76
Somewhat satisfied	25.4%	97	34.6%	178	32.0%	172
Very satisfied	30.3%	91	29.8%	132	33.8%	181
Subtotal		288		453		489
Data Unavailable		0		2		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 37. Over the last 3 months, how satisfied have you been with: (Follow-up 2020, Only TAP Veterans)

Your health care	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Very dissatisfied	3.8%	11	3.5%	11	3.8%	12
Somewhat dissatisfied	9.9%	23	6.9%	33	8.8%	43
Neither satisfied nor dissatisfied	24.5%	47	19.9%	80	23.7%	89
Somewhat satisfied	33.0%	104	37.6%	185	33.2%	166
Very satisfied	28.8%	95	32.1%	135	30.6%	171
Subtotal		280		444		481
Data Unavailable		8		11		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 38. What is your marital status? (Baseline 2019, Only TAP Veterans)

Marital Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Living with a domestic partner	7.1%	15	5.0%	14	7.3%	23
Never married	22.3%	31	26.1%	62	17.2%	41
Married - first and only marriage	45.2%	144	47.4%	247	45.4%	265
Married - second or later marriage	12.4%	60	9.8%	84	17.6%	111
Separated	4.4%	9	2.1%	11	2.1%	7
Divorced	8.1%	24	7.7%	31	9.2%	39
Widowed	0.1%	1	0.1%	1	0.1%	2
Prefer not to answer	0.4%	3	1.8%	4	1.1%	4
Subtotal		287		454		492
Data Unavailable		1		1		1
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 38. What is your marital status? (Follow-up 2020, Only TAP Veterans)

Marital Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Living with a domestic partner	4.2%	9	6.1%	16	4.0%	15
Never married	23.7%	31	21.5%	53	13.4%	33
Married - first and only marriage	47.4%	143	48.1%	243	49.2%	265
Married - second or later marriage	13.3%	65	10.7%	85	18.1%	107
Separated	1.7%	4	2.8%	7	2.6%	9
Divorced	8.9%	25	9.5%	36	11.3%	45
Widowed	0.4%	3	0.1%	1	0.1%	1
Prefer not to answer	0.3%	2	1.1%	3	1.2%	8
Subtotal		282		444		483
Data Unavailable		6		11		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 39. What is your marital status? (Baseline 2019, Only TAP Veterans)

Relationship Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Currently in a relationship	24.8%	15	48.1%	38	29.0%	26
Not currently in a relationship	72.1%	46	45.9%	62	65.6%	58
Prefer not to answer	3.0%	5	6.0%	7	5.4%	6
Subtotal		66		107		90
Data Unavailable		222		348		409
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 39. What is your marital status? (Follow-up 2020, Only TAP Veterans)

Relationship Status	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Currently in a relationship	22.7%	17	21.3%	19	32.8%	29
Not currently in a relationship	76.5%	45	72.8%	73	63.8%	56
Prefer not to answer	0.8%	2	5.9%	7	3.4%	8
Subtotal		64		99		93
Data Unavailable		224		356		400
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 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)? (Baseline 2019, Only TAP Veterans)

Parent/Parenting Role	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	59.1%	115	57.6%	171	41.8%	134
Yes	40.8%	172	41.6%	278	57.9%	354
Prefer not to answer	0.1%	1	0.8%	3	0.3%	3
Subtotal		288		452		491
Data Unavailable		0		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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)? (Follow-up 2020, Only TAP Veterans)

Parent/Parenting Role	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	57.0%	104	54.4%	168	37.3%	125
Yes	42.1%	175	43.9%	270	62.3%	351
Prefer not to answer	0.9%	2	1.7%	4	0.4%	5
Subtotal		281		442		481
Data Unavailable		7		13		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Baseline 2019, Only TAP Veterans)

How many relatives do you see or hear from at least once a month?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
None	4.8%	17	4.1%	15	4.5%	20
One	6.1%	17	7.1%	36	10.2%	40
Two	10.4%	38	15.9%	76	14.6%	74
Three or Four	41.9%	106	31.9%	159	35.6%	166
Five to Eight	24.0%	79	25.0%	114	28.3%	145
Nine or more	12.7%	30	15.2%	51	6.4%	43
Prefer not to answer	0.2%	1	0.8%	2	0.4%	5
Subtotal		288		453		493
Data Unavailable		0		2		0
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Follow-up 2020, Only TAP Veterans)

How many relatives do you see or hear from at least once a month?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
None	1.2%	3	4.3%	13	3.6%	14
One	2.0%	9	6.2%	24	6.6%	19
Two	9.7%	31	15.6%	66	15.2%	56
Three or Four	41.2%	106	29.2%	138	36.3%	166
Five to Eight	33.3%	85	29.7%	148	28.7%	166
Nine or more	11.0%	44	14.4%	55	8.7%	58
Prefer not to answer	1.7%	3	0.8%	1	0.9%	4
Subtotal		281		445		483
Data Unavailable		7		10		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Baseline 2019, Only TAP Veterans)

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)	
None	13.6%	37	12.2%	58	13.3%	60
One	21.4%	60	16.7%	89	18.8%	83
Two	21.9%	61	24.0%	106	28.8%	113
Three or Four	28.6%	79	29.4%	132	28.1%	148
Five to Eight	8.8%	34	11.3%	43	8.5%	57
Nine or more	4.3%	14	5.5%	21	2.1%	23
Prefer not to answer	1.3%	2	0.9%	3	0.5%	7
Subtotal		287		452		491
Data Unavailable		1		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Follow-up 2020, Only TAP Veterans)

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)	
None	11.4%	28	11.6%	54	15.9%	61
One	15.7%	42	19.0%	90	20.1%	82
Two	24.4%	63	19.6%	95	28.8%	120
Three or Four	31.1%	98	31.1%	129	22.1%	127
Five to Eight	12.4%	31	11.1%	51	8.1%	58
Nine or more	3.0%	14	6.1%	21	3.4%	25
Prefer not to answer	1.9%	4	1.5%	3	1.6%	10
Subtotal		280		443		483
Data Unavailable		8		12		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Baseline 2019, Only TAP Veterans)

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)	
None	7.1%	24	4.3%	36	11.1%	46
One	10.4%	37	15.5%	67	13.6%	51
Two	25.5%	62	22.1%	88	23.8%	96
Three or Four	32.0%	88	32.5%	143	34.3%	169
Five to Eight	14.1%	46	14.5%	72	12.0%	86
Nine or more	10.7%	28	10.2%	43	4.7%	37
Prefer not to answer	0.3%	2	0.9%	3	0.5%	6
Subtotal		287		452		491
Data Unavailable		1		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 41. FAMILY — Considering the people to whom you are related by birth, marriage, adoption, spouse/significant other, etc. (Follow-up 2020, Only TAP Veterans)

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)	
None	6.3%	17	5.5%	31	8.9%	41
One	7.5%	30	13.5%	63	19.4%	66
Two	26.1%	67	19.5%	84	21.9%	92
Three or Four	33.7%	88	32.2%	141	29.6%	144
Five to Eight	18.3%	48	15.0%	73	13.1%	88
Nine or more	6.4%	26	12.7%	48	5.7%	43
Prefer not to answer	1.8%	3	1.6%	3	1.4%	7
Subtotal		279		443		481
Data Unavailable		9		12		12
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Baseline 2019, Only TAP Veterans)

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)	
None	11.5%	34	10.2%	57	11.6%	71
One	11.8%	35	15.9%	58	15.8%	62
Two	19.6%	47	18.5%	96	22.1%	88
Three or Four	27.1%	88	32.8%	139	29.9%	138
Five to Eight	17.9%	53	12.5%	66	11.3%	72
Nine or more	11.9%	29	9.0%	35	8.3%	54
Prefer not to answer	0.3%	2	1.1%	4	1.0%	6
Subtotal		288		455		491
Data Unavailable		0		0		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Follow-up 2020, Only TAP Veterans)

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)	
None	9.2%	23	9.9%	55	11.3%	56
One	8.1%	25	12.3%	53	13.4%	54
Two	16.8%	49	18.1%	78	16.9%	76
Three or Four	29.9%	91	32.6%	150	34.9%	153
Five to Eight	25.2%	60	15.7%	75	12.2%	78
Nine or more	9.1%	31	10.5%	30	10.0%	61
Prefer not to answer	1.7%	3	0.9%	3	1.3%	4
Subtotal		282		444		482
Data Unavailable		6		11		11
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Baseline 2019, Only TAP Veterans)

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)	
None	16.4%	55	17.2%	83	17.0%	95
One	14.5%	42	18.1%	89	19.7%	89
Two	29.1%	72	22.4%	96	23.9%	102
Three or Four	24.9%	76	28.4%	135	28.8%	147
Five to Eight	11.9%	27	8.7%	34	6.7%	36
Nine or more	2.9%	14	4.4%	14	3.0%	17
Prefer not to answer	0.3%	2	0.9%	3	1.0%	6
Subtotal		288		454		492
Data Unavailable		0		1		1
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Follow-up 2020, Only TAP Veterans)

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)	
None	14.0%	40	15.4%	74	15.5%	73
One	18.1%	51	16.4%	79	23.0%	95
Two	22.2%	68	21.6%	99	21.8%	103
Three or Four	28.0%	79	28.4%	131	27.0%	138
Five to Eight	14.7%	33	12.5%	37	8.2%	43
Nine or more	1.1%	7	4.8%	19	2.6%	21
Prefer not to answer	1.9%	4	1.0%	4	1.8%	7
Subtotal		282		443		480
Data Unavailable		6		12		10
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Baseline 2019, Only TAP Veterans)

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)	
None	17.7%	47	16.4%	76	16.9%	86
One	15.5%	49	14.9%	68	19.6%	79
Two	20.6%	59	26.1%	104	20.9%	105
Three or Four	29.5%	81	25.9%	126	31.2%	139
Five to Eight	8.4%	25	8.5%	48	6.7%	47
Nine or more	6.9%	24	7.3%	29	3.6%	29
Prefer not to answer	1.5%	3	0.9%	3	1.0%	6
Subtotal		288		454		491
Data Unavailable		0		1		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 42. FRIENDSHIPS — Considering all of your friends including those who live in your neighborhood: (Follow-up 2020, Only TAP Veterans)

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)	
None	11.0%	34	10.6%	60	17.0%	71
One	16.5%	47	18.0%	74	18.2%	83
Two	26.1%	69	22.8%	93	22.4%	96
Three or Four	28.2%	83	27.6%	137	27.0%	134
Five to Eight	13.0%	29	10.3%	43	6.9%	53
Nine or more	3.3%	15	9.6%	32	6.2%	35
Prefer not to answer	1.9%	4	1.0%	4	2.3%	8
Subtotal		281		443		480
Data Unavailable		7		12		13
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 43. Please tell us a little about your sense of connection with others (Baseline 2019, Only TAP Veterans)

How often do you feel that you lack companionship?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	21.1%	71	27.2%	132	23.6%	154
Hardly Ever	19.6%	68	20.1%	87	24.0%	114
Some of the Time	36.5%	90	34.1%	156	30.5%	134
Often	22.8%	59	18.6%	78	22.0%	89
Subtotal		288		453		491
Data Unavailable		0		2		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 42. Please tell us a little about your sense of connection with others (Follow-up 2020, Only TAP Veterans)

How often do you feel that you lack companionship?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	24.2%	74	27.2%	128	26.7%	164
Hardly Ever	24.4%	76	25.4%	112	21.1%	107
Some of the Time	31.1%	87	28.2%	140	33.9%	146
Often	20.3%	45	19.2%	65	18.3%	66
Subtotal		281		443		480
Data Unavailable		7		12		13
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 43. Please tell us a little about your sense of connection with others (Baseline 2019, Only TAP Veterans)

How often do you feel left out?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	20.8%	68	27.5%	126	20.5%	148
Hardly Ever	31.8%	93	22.1%	111	24.8%	130
Some of the Time	32.5%	76	27.4%	135	31.4%	135
Often	15.0%	51	22.9%	80	23.3%	76
Subtotal		288		452		489
Data Unavailable		0		3		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 43. Please tell us a little about your sense of connection with others (Follow-up 2020, Only TAP Veterans)

How often do you feel left out?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	23.3%	74	27.2%	127	21.7%	140
Hardly Ever	31.9%	88	27.4%	131	28.2%	151
Some of the Time	33.5%	88	29.5%	124	31.2%	132
Often	11.4%	31	15.9%	62	18.9%	59
Subtotal		281		444		482
Data Unavailable		7		11		11
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 43. Please tell us a little about your sense of connection with others (Baseline 2019, Only TAP Veterans)

How often do you feel isolated from others?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	18.7%	74	24.0%	126	22.5%	150
Hardly Ever	21.2%	69	18.4%	95	19.5%	118
Some of the Time	36.6%	81	31.0%	140	28.7%	121
Often	23.4%	64	26.5%	91	29.3%	100
Subtotal		288		452		489
Data Unavailable		0		3		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 43. Please tell us a little about your sense of connection with others (Follow-up 2020, Only TAP Veterans)

How often do you feel isolated from others?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Never	24.0%	77	27.2%	125	22.7%	143
Hardly Ever	25.0%	75	24.6%	120	23.1%	130
Some of the Time	33.9%	82	23.9%	115	27.2%	126
Often	17.1%	49	24.3%	85	26.9%	83
Subtotal		283		445		482
Data Unavailable		5		10		11
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 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? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	6.9%	19	13.2%	30	13.7%	39
Yes	92.7%	266	85.6%	415	85.6%	442
Prefer not to answer	0.4%	3	1.2%	8	0.7%	7
Subtotal		288		453		488
Data Unavailable		0		2		5
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	5.0%	10	7.0%	18	12.1%	28
Yes	95.0%	273	93.0%	425	87.9%	449
Subtotal		283		443		477
Data Unavailable		5		12		16
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source 2020 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? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	34.8%	98	47.3%	179	50.3%	200
Yes	61.8%	183	51.5%	264	49.1%	281
Prefer not to answer	3.4%	6	1.3%	8	0.5%	8
Subtotal		287		451		489
Data Unavailable		1		4		4
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	36.5%	84	41.8%	149	41.9%	168
Yes	63.5%	197	58.2%	295	58.1%	312
Subtotal		281		444		480
Data Unavailable		7		11		13
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source 2020 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)? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	14.8%	32	20.2%	48	19.1%	64
Yes	83.8%	252	77.7%	398	79.7%	419
Prefer not to answer	1.5%	4	2.1%	7	1.2%	7
Subtotal		288		453		490
Data Unavailable		0		2		3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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)? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	12.0%	25	10.5%	33	17.2%	59
Yes	88.0%	258	89.5%	408	82.8%	420
Subtotal		283		441		479
Data Unavailable		5		14		14
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 47. Has your household begun to set aside money for retirement? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	22.3%	43	26.5%	76	27.0%	93
Yes	73.3%	238	71.9%	370	72.3%	390
Prefer not to answer	4.4%	6	1.6%	6	0.7%	8
Subtotal		287		452		491
Data Unavailable		1		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 47. Has your household begun to set aside money for retirement? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	17.4%	33	23.1%	62	24.6%	77
Yes	82.6%	249	76.9%	381	75.4%	401
Subtotal		282		443		478
Data Unavailable		6		12		15
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
** 2019 Cross-Sectional Survey included "Prefer not to answer" as an answer choice.
Source 2020 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)? (Baseline 2019, Only TAP Veterans)

Household Debt Payment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No, my household is not more than one month behind in debt payments	81.4%	238	75.5%	365	78.6%	398
Yes, my household is over one month behind in debt payments	4.1%	12	6.5%	21	10.0%	34
Not applicable- my household does not have any debt	12.4%	34	16.1%	58	9.3%	51
Prefer not to answer	2.1%	4	1.9%	8	2.1%	8
Subtotal		288		452		491
Data Unavailable		0		3		2
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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)? (Follow-up 2020, Only TAP Veterans)

Household Debt Payment	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No, my household is not more than one month behind in debt payments	75.8%	229	78.7%	361	76.7%	387
Yes, my household is over one month behind in debt payments	4.9%	9	4.3%	12	5.9%	19
Not applicable- my household does not have any debt	17.5%	40	15.9%	66	14.4%	66
Prefer not to answer	1.8%	4	1.0%	4	3.0%	8
Subtotal		282		443		480
Data Unavailable		6		12		13
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 49. What is your current living situation? (Baseline 2019, Only TAP Veterans)

Living Situation	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Rent an apartment, house, or room	34.3%	84	40.6%	134	33.5%	106
Own an apartment or house	50.6%	181	48.9%	297	62.3%	368
Live with a friend or relative and not paying rent	14.4%	17	5.7%	10	2.7%	11
Live in a dormitory at school	0.0%	0	1.4%	2	0.0%	0
Live in a medical or assisted living facility, such as a hospital or rehab center	0.0%	0	0.0%	0	0.1%	1
Live in transitional housing	0.7%	5	2.6%	7	1.3%	4
Live in a car, on the street, or in a homeless shelter	0.0%	0	0.7%	2	0.1%	2
Somewhere else	34.3%	84	40.6%	134	33.5%	106
Prefer not to answer	50.6%	181	48.9%	297	62.3%	368
Subtotal		287		452		492
Data Unavailable		1		3		1
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 49. What is your current living situation? (Follow-up 2020, Only TAP Veterans)

Living Situation	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Rent an apartment, house, or room	29.5%	71	36.4%	110	33.0%	97
Own an apartment or house	55.9%	192	53.4%	308	63.0%	364
Live with a friend or relative and not paying rent	13.9%	15	7.8%	15	1.9%	7
Live in a dormitory at school	0.0%	0	0.1%	1	0.0%	0
Live in a medical or assisted living facility, such as a hospital or rehab center	0.0%	0	0.0%	0	0.4%	1
Live in transitional housing	0.6%	3	2.3%	6	1.4%	6
Live in a car, on the street, or in a homeless shelter	0.2%	1	0.1%	1	0.4%	4
Somewhere else	29.5%	71	36.4%	110	33.0%	97
Prefer not to answer	55.9%	192	53.4%	308	63.0%	364
Subtotal		282		441		479
Data Unavailable		6		14		14
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 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? (Baseline 2019, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	94.8%	274	91.9%	431	91.8%	454
Yes	3.8%	10	5.3%	16	7.3%	27
Prefer not to answer	1.5%	4	2.8%	6	0.9%	9
Subtotal		288		453		490
Data Unavailable		0		2		3
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	92.7%	262	89.5%	419	92.2%	450
Yes	6.4%	14	7.7%	18	6.7%	22
Prefer not to answer	0.8%	6	2.9%	6	1.1%	7
Subtotal		282		443		479
Data Unavailable		6		12		14
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 51. 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. (Baseline 2019, Only Employed TAP Veterans)

Your Annual Income	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Less than $25,000	11.6%	9	8.8%	15	14.6%	28
$25,000 - $40,000	21.2%	30	20.9%	36	15.5%	35
$40,001 - $70,000	16.6%	31	23.8%	70	26.7%	90
$70,001 - $100,000	23.7%	57	16.9%	73	19.1%	69
$100,001 - $130,000	14.6%	40	14.9%	60	9.8%	59
$130,001 - $160,000	1.4%	8	4.0%	25	5.2%	35
Greater than $160,000	6.6%	30	7.3%	54	6.8%	72
Prefer not to answer	4.4%	12	3.5%	19	2.3%	11
Subtotal		217		352		399
Data Unavailable		71		103		94
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 51. 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. (Follow-up 2020, Only Employed TAP Veterans)

Your Annual Income	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Less than $25,000	10.7%	6	10.7%	12	9.5%	16
$25,000 - $40,000	11.0%	15	13.3%	16	11.9%	25
$40,001 - $70,000	25.3%	37	23.5%	62	29.0%	75
$70,001 - $100,000	24.4%	44	13.9%	58	20.1%	73
$100,001 - $130,000	12.4%	44	21.8%	58	13.0%	65
$130,001 - $160,000	8.1%	20	5.8%	30	7.1%	35
Greater than $160,000	6.6%	33	8.8%	59	8.1%	70
Prefer not to answer	1.7%	7	2.2%	14	1.3%	10
Subtotal		206		309		369
Data Unavailable		82		146		124
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 51. 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. (Baseline 2019, Only Employed TAP Veterans)

Household Income	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Less than $25,000	1.8%	7	3.3%	8	5.4%	15
$25,000 - $40,000	14.6%	14	12.1%	19	11.4%	22
$40,001 - $70,000	15.6%	23	24.9%	44	20.2%	51
$70,001 - $100,000	22.8%	39	13.1%	49	21.6%	67
$100,001 - $130,000	13.6%	35	14.3%	53	14.4%	65
$130,001 - $160,000	12.2%	20	9.5%	38	10.6%	37
Greater than $160,000	14.9%	39	15.1%	78	13.5%	98
Prefer not to answer	4.5%	12	7.7%	17	2.9%	10
Subtotal		189		306		365
Data Unavailable		99		149		128
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys merged with VA administrative and DoD data.

Question 51. 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. (Follow-up 2020, Only Employed TAP Veterans)

Household Income	L1 (% and N)		L2 (% and N)		L3 (% and N)	
Less than $25,000	2.6%	4	7.3%	12	4.7%	7
$25,000 - $40,000	8.3%	10	11.5%	12	11.4%	21
$40,001 - $70,000	20.1%	19	23.5%	43	15.0%	37
$70,001 - $100,000	23.3%	35	11.8%	42	27.7%	70
$100,001 - $130,000	12.4%	32	14.0%	48	15.7%	57
$130,001 - $160,000	14.8%	26	11.2%	36	8.8%	48
Greater than $160,000	16.4%	53	18.4%	87	15.3%	95
Prefer not to answer	2.1%	8	2.3%	14	1.5%	11
Subtotal		187		294		346
Data Unavailable		101		161		147
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 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? (Baseline 2019, Only TAP Veterans)

Number of People	L1 (Mean and N)		L2 (Mean and N)		L3 (Mean and N)	
Number of People	2.3	278	2.5	439	2.8	474
Data Unavailable		10		16		19
Total		(288)		(455)		(493)

* Mean is weighted; N is unweighted.
Source: 2019 Cross-Sectional and 2020 Longitudinal Surveys 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? (Follow-up 2020, Only TAP Veterans)

Number of People	L1 (Mean and N)		L2 (Mean and N)		L3 (Mean and N)	
Number of People	2.6	275	2.5	423	2.9	457
Data Unavailable		13		32		36
Total		(288)		(455)		(493)

* Mean is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 53. During the past 12 months, did you receive unemployment compensation? (Follow-up 2020, Only TAP Veterans)

No/Yes	L1 (% and N)		L2 (% and N)		L3 (% and N)	
No	88.7%	261	91.3%	426	93.5%	456
Yes	11.3%	22	8.7%	17	6.5%	19
Subtotal		283		443		475
Data Unavailable		5		12		18
Total		*(288)*		*(455)*		*(493)*

* Percentage (%) is weighted; N is unweighted.
Source 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 54. How many weeks of unemployment did you receive? (Follow-up 2020, Only TAP Veterans)

Number of People	L1 (Mean and N)		L2 (Mean and N)		L3 (Mean and N)	
Number of People	10.5	21	8.2	16	6.7	18
Data Unavailable		267		439		475
Total		(288)		(455)		(493)

* Mean is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

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)	
0 (No satisfaction at all)	1.3%	3	0.1%	2	3.0%	9
1	1.3%	2	2.7%	6	1.0%	3
2	2.5%	5	2.8%	14	2.6%	10
3	2.7%	6	5.2%	17	3.2%	13
4	4.0%	15	4.4%	12	5.0%	22
5	8.7%	22	9.5%	34	12.0%	43
6	15.4%	29	11.4%	50	11.5%	45
7	20.1%	63	17.0%	76	16.0%	85
8	21.4%	55	21.3%	100	21.1%	109
9	12.2%	49	11.1%	77	12.8%	71
10 (Completely satisfied)	9.8%	36	12.4%	60	11.6%	78
Prefer not to answer	0.6%	3	2.1%	4	0.2%	1
Subtotal		288		452		489
Data Unavailable		0		3		4
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

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

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)	
0 (No satisfaction at all)	0.2%	2	0.9%	3	2.9%	7
1	2.9%	6	2.4%	5	0.4%	6
2	1.7%	5	2.0%	10	1.3%	3
3	7.2%	11	3.5%	19	5.4%	21
4	1.5%	5	4.6%	14	6.3%	17
5	9.2%	21	8.1%	26	9.2%	39
6	12.9%	27	11.8%	43	14.7%	54
7	19.6%	48	19.4%	83	19.9%	86
8	22.0%	65	19.4%	89	18.5%	92
9	15.7%	56	14.4%	87	11.8%	72
10 (Completely satisfied)	7.0%	35	12.8%	64	9.5%	80
Prefer not to answer	0.3%	2	0.8%	1	0.1%	2
Subtotal		283		444		479
Data Unavailable		5		11		14
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

How satisfied are you with your quality of life?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	0.2%	1	0.1%	1	3.1%	8
1	1.3%	3	1.1%	3	2.2%	5
2	0.1%	1	2.4%	4	1.8%	6
3	0.7%	4	1.6%	9	4.1%	16
4	4.4%	11	6.6%	15	3.3%	12
5	7.5%	16	7.3%	27	7.6%	32
6	11.6%	26	10.3%	35	8.3%	41
7	13.4%	45	14.4%	60	13.5%	64
8	26.2%	60	21.5%	106	18.4%	89
9	15.8%	61	16.1%	91	17.8%	92
10 (Completely satisfied)	18.0%	57	18.1%	101	19.7%	124
Prefer not to answer	0.6%	3	0.4%	1	0.2%	1
Subtotal		288		453		490
Data Unavailable		0		2		3
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

Question 55. 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 quality of life?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	0.2%	2	0.1%	1	1.6%	5
1	1.3%	2	2.7%	5	1.2%	3
2	4.1%	7	1.2%	5	0.5%	3
3	3.4%	8	5.7%	18	4.0%	17
4	4.7%	9	2.3%	10	8.5%	23
5	7.4%	15	6.9%	25	8.4%	35
6	6.5%	20	9.1%	40	10.0%	40
7	16.2%	42	18.7%	73	17.7%	62
8	23.8%	55	15.5%	69	19.9%	97
9	19.9%	71	16.7%	92	15.2%	92
10 (Completely satisfied)	12.1%	51	20.0%	102	13.1%	99
Prefer not to answer	0.3%	2	1.2%	2	0.1%	1
Subtotal		284		442		477
Data Unavailable		4		13		16
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

How satisfied are you with your health?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	0.0%	0	2.9%	7	2.8%	8
1	0.7%	3	0.2%	3	0.8%	6
2	5.2%	10	2.1%	12	3.2%	16
3	3.5%	17	7.5%	25	3.8%	22
4	7.0%	22	8.3%	34	6.9%	27
5	12.2%	30	8.6%	49	12.2%	61
6	13.8%	37	12.7%	55	15.2%	61
7	17.1%	44	17.9%	92	18.7%	97
8	20.4%	55	18.8%	83	15.1%	85
9	11.1%	46	15.0%	65	9.9%	60
10 (Completely satisfied)	8.2%	21	6.0%	28	11.2%	47
Prefer not to answer	0.6%	3	0.0%	0	0.3%	2
Subtotal		288		453		492
Data Unavailable		0		2		1
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

Question 55. 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 health?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	0.5%	2	1.0%	7	3.3%	7
1	4.4%	8	1.7%	5	0.3%	5
2	5.2%	7	3.9%	14	2.4%	10
3	4.1%	7	6.8%	21	7.2%	27
4	4.5%	15	6.5%	25	6.9%	26
5	9.1%	30	10.6%	55	8.5%	47
6	14.0%	39	12.0%	52	14.2%	63
7	18.2%	53	18.9%	96	19.0%	102
8	23.0%	62	17.9%	68	17.5%	76
9	11.2%	41	11.6%	70	11.2%	63
10 (Completely satisfied)	5.5%	17	8.3%	28	9.5%	52
Prefer not to answer	0.3%	2	0.8%	1	0.1%	1
Subtotal		283		442		479
Data Unavailable		5		13		14
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

How satisfied are you with your personal relationships?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	1.0%	6	1.7%	8	6.5%	19
1	1.4%	3	2.3%	11	4.4%	17
2	5.8%	14	1.9%	11	2.3%	9
3	5.9%	15	4.6%	19	3.9%	19
4	5.8%	12	8.2%	30	3.9%	27
5	8.6%	22	9.1%	40	8.5%	43
6	10.0%	24	7.1%	33	10.2%	42
7	11.8%	31	12.6%	52	10.7%	60
8	11.6%	50	21.6%	90	15.6%	77
9	14.5%	57	10.1%	68	16.5%	74
10 (Completely satisfied)	23.2%	51	20.1%	88	17.3%	102
Prefer not to answer	0.3%	2	0.8%	2	0.3%	2
Subtotal		287		452		491
Data Unavailable		1		3		2
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

Question 55. 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)	
0 (No satisfaction at all)	1.9%	7	3.1%	12	3.4%	15
1	3.1%	6	1.7%	9	1.3%	8
2	2.9%	6	4.0%	18	6.1%	18
3	6.9%	10	2.5%	14	4.0%	17
4	2.3%	11	5.4%	18	6.5%	21
5	10.2%	22	9.8%	37	8.7%	38
6	7.7%	23	8.2%	38	12.3%	52
7	18.0%	40	15.2%	68	11.0%	54
8	13.5%	53	18.6%	73	15.2%	82
9	20.2%	59	16.5%	88	14.7%	79
10 (Completely satisfied)	12.9%	42	13.8%	66	16.5%	91
Prefer not to answer	0.5%	4	1.3%	3	0.3%	4
Subtotal		283		444		479
Data Unavailable		5		11		14
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

How satisfied are you with feeling part of your community?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	4.6%	12	9.3%	27	8.0%	21
1	7.5%	14	3.2%	11	4.9%	17
2	4.6%	9	5.3%	22	8.5%	27
3	3.5%	13	3.9%	23	4.3%	19
4	5.3%	12	7.1%	36	5.1%	28
5	14.6%	30	12.0%	50	11.4%	59
6	18.4%	46	12.1%	44	7.6%	39
7	12.5%	35	11.4%	56	12.4%	65
8	14.6%	47	15.0%	66	9.1%	68
9	7.5%	37	9.1%	59	16.3%	67
10 (Completely satisfied)	6.6%	28	9.4%	53	11.4%	78
Prefer not to answer	0.4%	3	2.1%	5	0.9%	4
Subtotal		286		452		492
Data Unavailable		2		3		1
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

Question 55. 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)	
0 (No satisfaction at all)	3.0%	10	8.2%	25	9.4%	24
1	7.2%	11	2.6%	14	4.2%	18
2	4.4%	9	7.4%	23	6.9%	20
3	7.6%	14	6.9%	25	7.8%	24
4	5.5%	12	7.4%	29	6.4%	34
5	18.7%	39	11.3%	60	16.7%	58
6	12.8%	37	9.7%	47	9.1%	54
7	15.3%	46	18.1%	72	12.3%	72
8	12.2%	44	12.5%	69	9.4%	60
9	6.7%	37	6.0%	34	5.3%	44
10 (Completely satisfied)	3.8%	20	7.9%	39	10.4%	64
Prefer not to answer	2.7%	4	2.0%	7	2.2%	6
Subtotal		283		444		478
Data Unavailable		5		11		15
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

Question 55. The following questions ask how satisfied you feel, on a scale from zero to 10. (Baseline 2019, Only TAP Veterans)

How satisfied are you with your future security?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	0.3%	2	1.1%	6	5.9%	17
1	0.2%	2	1.2%	4	2.9%	9
2	1.5%	4	3.2%	10	1.0%	6
3	3.4%	11	4.9%	18	5.1%	18
4	5.7%	10	4.4%	14	5.3%	27
5	7.3%	17	7.2%	33	8.6%	36
6	16.4%	34	8.9%	33	10.4%	40
7	19.7%	40	19.5%	75	11.0%	60
8	16.4%	61	16.6%	79	16.1%	79
9	15.5%	58	17.2%	96	14.4%	88
10 (Completely satisfied)	12.4%	45	15.7%	82	18.1%	107
Prefer not to answer	1.2%	3	0.1%	1	1.2%	5
Subtotal		287		451		492
Data Unavailable		1		4		1
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2019 Cross-Sectional and Longitudinal Surveys merged with VA administrative and DoD data.

Question 55. 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 future security?	L1 (% and N)		L2 (% and N)		L3 (% and N)	
0 (No satisfaction at all)	1.7%	6	2.4%	5	2.9%	10
1	2.5%	4	3.4%	8	4.3%	12
2	4.4%	8	3.5%	12	4.2%	17
3	2.4%	3	2.7%	14	3.5%	13
4	5.5%	8	8.0%	17	3.7%	16
5	7.6%	19	9.6%	40	10.0%	40
6	10.3%	23	8.5%	39	14.8%	49
7	23.4%	46	12.3%	63	16.2%	61
8	18.4%	60	17.0%	92	16.4%	90
9	15.9%	67	16.6%	82	13.2%	79
10 (Completely satisfied)	7.7%	35	13.9%	67	10.8%	88
Prefer not to answer	0.3%	2	2.1%	4	0.1%	1
Subtotal		281		443		476
Data Unavailable		4		12		17
Total		(288)		(455)		(493)

* Percentage (%) is weighted; N is unweighted.
Source: 2020 Longitudinal Survey merged with VA administrative and DoD data.

APPENDIX I. COMMENTS ANALYSIS

INTRODUCTION

This section provides a summary of the comments received in response to the open-ended questions asked in the 2020 Post-Separation Transition Assistance Program (PSTAP) Assessment that included a Cross-Sectional Survey and a Longitudinal Survey this year. The three open-ended questions included in the two surveys were as follows:

- Cross-Sectional Question 7: Thinking about your transition, what did you find helpful or what could be improved to better prepare you for civilian life?
- Cross-Sectional Question 55: 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?
- 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 overall well-being) or the Veterans experience with TAP and determined whether it was a positive comment or provided a critique of the program.

SUMMARY OF COMMENTS BY STUDY LIFE DOMAINS

For Cross-Sectional Question 7, there was a total of 11,711 comments. Most comments fell under the domain *"Employment*" with approximately 62 percent of Veterans from each cohort responding with a critique (see Table I1Table). This was followed by "*Experience with TAP*" which also had a high percentage of critiques, as around 78 percent of Veterans from each cohort provided ways to improve the program. While across all domains the more comments were identified as 'critiques' than being 'positive', it is common in surveys for respondents to provide their opinion on areas of improvement instead of complimentary feedback. Additionally, *"Employment"* life domain had the highest percentage (at least 34%) of positive comments across all three cohorts. *"Personal Satisfaction"* received the lowest number of comments (N=6) across all three cohorts.

Table I1. Distribution of Comments by Life Domain, Cohort, and Type of Comment – Cross-Sectional Question 7

Life Domain	Cohort 4		Cohort 5		Cohort 6	
	Critique	Positive	Critique	Positive	Critique	Positive
Education	76.99% *(184)*	23.01% *(55)*	74.93% *(272)*	25.07% *(91)*	76.92% *(370)*	23.08% *(111)*
Employment	61.84% *(705)*	38.16% *(435)*	62.64% *(1,026)*	37.36% *(612)*	65.22% *(1,110)*	34.78% *(592)*
Experience with TAP	77.75% *(863)*	22.25% *(247)*	78.17% *(1,153)*	21.83% *(322)*	77.67% *(1,207)*	22.33% *(347)*
Financial Circumstances	78.05% *(128)*	21.95% *(36)*	75.09% *(205)*	24.91% *(68)*	78.01% *(220)*	21.99% *(62)*
Health & Relationships	89.84% *(513)*	10.16% *(58)*	91.41% *(713)*	8.59% *(67)*	91.94% *(753)*	8.06% *(66)*
Personal Satisfaction	100.00% *(1)*	0.00% *(0)*	100.00% *(1)*	0.00% *(0)*	66.67% *(4)*	33.33% *(2)*

Source: 2020 Cross-Sectional and Longitudinal Surveys

For Cross-Sectional Question 55 (Table I2Table) there was a total of 7,694 total comments. Most comments fell under the domain of "*Health & Relationships*" with 97 percent of Veterans from each cohort responding with areas of improvement. "*Employment*" had the second highest number of comments with 85 percent of Veterans from each cohort responding with critiques. "*Employment*" had a higher percentage of positive comments (around 14-15%) compared to all other life domains except for "*Personal Satisfaction*." Although "*Personal Satisfaction"* had the lowest number of comments among all life domains, at 127 comments across all three cohorts.

Table I2. Distribution of Comments by Life Domain, Cohort, and Type of Comment – Cross-Sectional Question 55

Life Domain	Cohort 4		Cohort 5		Cohort 6	
	Critique	Positive	Critique	Positive	Critique	Positive
Education	92.86% *(91)*	7.14% *(7)*	93.75% *(135)*	6.25% *(9)*	93.47% *(186)*	6.53% *(13)*
Employment	85.19% *(368)*	14.81% *(64)*	84.89% *(556)*	15.11% *(99)*	86.49% *(672)*	13.51% *(105)*
Experience with TAP	91.67% *(264)*	8.33% *(24)*	93.52% *(375)*	6.48% *(26)*	91.18% *(372)*	8.82% *(36)*
Financial Circumstances	95.12% *(78)*	4.88% *(4)*	95.54% *(107)*	4.46% *(5)*	98.31% *(116)*	1.69% *(2)*
Health & Relationships	97.17% *(756)*	2.83% *(22)*	97.31% *(1050)*	2.69% *(29)*	97.71% *(1108)*	2.29% *(26)*
Personal Satisfaction	28.95% *(11)*	71.05% *(27)*	33.33% *(15)*	66.67% *(30)*	34.09% *(15)*	65.91% *(29)*

Source: 2020 Cross-Sectional and Longitudinal Surveys

For Longitudinal Question 56 (Table I3), there was a total of 1,002 total comments. Most comments fell under the life domain of "*Health & Relationships*" and around 97 percent

of Veterans from each cohort responded with a critique. "*Employment*" had the second highest number of comments, with over 79 percent of Veterans from each cohort responding with critiques. The life domains of "*Education*" and "*Financial Circumstances*" had a 100 percent critique response rate across all three cohorts. It should be noted that "*Education*" and "*Financial Circumstances*" only had 77 and 49 comments across all three cohorts, respectively. *Personal Satisfaction* had the lowest number of comments across all life domains, with only 10 comments all three cohorts combined.

Table I3. Distribution of Comments by Life Domain, Cohort, and Type of Comment – Cross-Sectional Question 56

	Cohort 1		Cohort 2		Cohort 3	
Life Domain	Critique	Positive	Critique	Positive	Critique	Positive
Education	100.00% *(13)*	0.00% *(0)*	100.00% *(28)*	0.00% *(0)*	100.00% *(36)*	0.00% *(0)*
Employment	79.25% *(42)*	20.75% *(11)*	83.47% *(101)*	16.53% *(20)*	85.34% *(99)*	14.66% *(17)*
Experience with TAP	85.71% *(42)*	14.29% *(7)*	89.41% *(76)*	10.59% *(9)*	88.76% *(79)*	11.24% *(10)*
Financial Circumstances	100.00% *(15)*	0.00% *(0)*	100.00% *(15)*	0.00% *(0)*	100.00% *(19)*	0.00% *(0)*
Health & Relationships	98.84% *(85)*	1.16% *(1)*	95.71% *(134)*	4.29% *(6)*	97.56% *(160)*	2.44% *(4)*
Personal Satisfaction	0.00% *(0)*	100.00% *(3)*	0.00% *(0)*	100.00% *(2)*	60.00% *(3)*	40.00% *(2)*

Source: 2020 Cross-Sectional and Longitudinal Surveys

Most Frequently Used Words

Table I4A-4C provides the most frequently used words in response to each open-ended question to identify the most common topics and themes. The most frequently used word for all three questions was "Benefits." The word "Job" was among the top three words mentioned the most for all three questions. All three questions had words related to the "*Health & Relationships*" life domain such as "Medical," "Health," and "Mental." A significant number of comments related to "*Health & Relationships*" life domain was provided in response to the Cross-Sectional Question 55 and Longitudinal Question 56. Comments left for the Cross-Sectional Question 7, meanwhile, were geared toward to the "*Employment*" life domain with words like "Resume," "Career," "Employment" and "Interview."

Table I4A. Most Frequent Words Used in Response to Open-Ended Questions - Cross-Sectional Question 7: Thinking about your transition, what did you find helpful or what could be improved to better prepare you for civilian life? (N=11,711)

Word	Frequency	Number of Unique Appearances	Percentage of Unique Appearances
Benefits	1,904	1,588	13.56%
Job	1,718	1,398	11.94%
Resume	1,657	1,391	11.88%
Career	630	556	4.75%
Retirement	620	498	4.25%
Employment	540	473	4.04%
Education	511	456	3.89%
Medical	495	404	3.45%
Disability	483	437	3.73%
Financial	438	393	3.36%
Interview	394	365	3.12%
Resources	363	325	2.78%
Leadership	327	282	2.41%
Command	322	269	2.30%
College	285	225	1.92%
Health	322	280	2.39%
Mental	221	191	1.63%
Government	194	168	1.43%
Employers	192	167	1.43%
Insurance	170	151	1.29%
Healthcare	151	131	1.12%
Tricare	142	121	1.03%

Source: 2020 Cross-Sectional

Table I4B. Most Frequent Words Used in Response to Open-Ended Questions - Cross-Sectional Question 55: 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=7,694)

Word	Frequency	Number of Unique Appearances	Percentage of Unique Appearances
Benefits	1,260	1,039	13.50%
Disability	1,012	871	11.32%
Job	878	736	9.57%
Health	758	626	8.14%
Medical	603	493	6.41%
Retirement	373	310	4.03%
Mental	356	303	3.94%
Healthcare	351	300	3.90%
Resources	316	289	3.76%
Education	250	225	2.92%
Appointment	196	159	2.07%
Employment	191	165	2.14%
Compensation	162	147	1.91%
Insurance	156	134	1.74%

Source: 2020 Cross-Sectional and Longitudinal Surveys

Table I4C. Most Frequent Words Used in Response to Open-Ended Questions - 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? (N=1,002)

Word	Frequency	Number of Unique Appearances	Percentage of Unique Appearances
Benefits	164	144	14.37%
Job	152	115	11.48%
Health	128	89	8.88%
Disability	119	101	10.08%
Retirement	93	72	7.19%
Medical	73	63	6.29%
Mental	61	38	3.79%
Healthcare	45	39	3.89%
Resources	45	39	3.89%

Source: 2020 Longitudinal Surveys

The next section provides an analysis of overarching themes from responses to all three questions followed by question-specific themes. Finally, the last section compares and contrasts comments provided in response to the two open-ended questions (that is, Question 7 and Question 55) from the 2019 and 2020 Cross-Sectional Surveys.

Overarching Themes

While each open-ended question is different, there were several key words/topics that appeared across all three. This section discusses some of the overarching themes from these questions.

Employment

Another theme that spanned all three questions was employment. Several issues surrounding employment were uncovered through analysis of the comments. Overall, Table I5 provides a rundown of the number of comments referencing employment.

Table I5. Frequency of *Employment* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	4,480	38.25%
Cross-Sectional Question 55	1,864	24.23%
Longitudinal Question 56	290	28.94%

Source: 2020 Cross-Sectional and Longitudinal Surveys

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. Comments regarding this issue include:

- "I think the VA could go over better ways to find employment and how to find help for those of us struggling with PTSD and other service-connected disabilities." (Cohort 6)
- "Assist in finding a job on USAJOBS, assist with getting education, explain what my health benefits are for 100% disabled." (Cohort 5)
- "Have a direct hiring process for veterans exiting the service. Also tell people about the Work Study program." (Cohort 6)
- "The best thing TAP / VA could do to assist transitioning Soldiers is to develop an Intern program with a 4-6 month duration. Additionally, create a greater network and integration with Veteran owned businesses local to that specific area to assist with employment and Internships. Greater emphasis in self employment at the 2-5 year mark post separation. This could be information on available financial support programs as well as workshops about VOSB/SDVOSB registration." (Cohort 3)
- "I think the most beneficial thing that could have happened would have been about an hour of one on one time drafting a couple USAJOBS and other federal sites, or a little more in depth practice on navigating government application processes. Or,

failing that actual accreditations that apply directly to job opportunities in the private sector." (Cohort 6)

Another issue that was uncovered was that, along with resume support, **Veterans want more mock interview support and job fairs**. Comments include:

- "I believe the VA should cut down on some of the fill in classes, such as the budgeting class and focus on interviewing skills, where to turn to for training and educational resources, and really getting ready for the realities outside the military, especially for the younger members." (Cohort 4)
- "I really wish they had further pressed us on filing for VA benefits and connected us with more employers while transitioning out. I'd also be interested in more job fairs and no deadline for help. I'd like to do TAP, again, now that I'm out. It'd help more now than it did then. Oddly enough." (Cohort 3)
- "More on how to translate military skills to civilian workforce. Better job of interviewing prep such as bring in real people that conduct interviews in the real-world vice us interviewing each other. Really mandatory one year out and with more focus on VA disability application." (Cohort 5)
- "They should have a job fair for the soldiers transitioning out of the military." (Cohort 4)

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:

- "If I had to find one thing I wish I knew before getting out, it was just how difficult it could be to translate my military skills to civilian skills. When applying to jobs many people did not seem interested in my job title while enlisted. They only saw USAF and took everything I said as the gospel. It was like they were trying to meet a quota rather than making sure I was a good fit for the company. So maybe spending more time on translating military skills to civilians ones. Also as far as now, maybe just doing surveys like these to see how things have changed!" (Cohort 6)
- "Better explain how to relate skills from military to civilian sector. More hands on with resume building for actual jobs available in area looking to move to. Allow headhunters and companies looking to hire veterans to talk with those in TAP class." (Cohort 6)
- "It would have been helpful to have a civilian salary calculator, because it's hard when you're transitioning to understand how much of military income isn't taxed. It would also help to know that civilian salaries really aren't transparent. TAP was also pretty unrealistically idealistic. The military does a really bad job of educating the civilian job market on the skills veterans bring, which means getting a callback on an

application without knowing someone or working with a headhunter basically isn't going to happen. I know when I was getting out, I got hit with all of the horror stories of how bad the outside world is, or how if you don't like or don't succeed inside how you'll never make it outside, and there's really nothing further from the truth so I'd really like to see that mentality stopped. I know you're eligible for tap in advance, but I wasn't in a position to tip my hand about leaving a year in advance, and then when my letter was in it was hard to break away to go." (Cohort 3)

- "Create better bridges to transfer military skills to civilian." (Cohort 2)

Department of Veterans Affairs

There were several themes dealing with VA identified in the comments. Table I6 provides the frequency of comments related to VA across the three questions.

Table I6. Frequency of *VA* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	3,088	26.37%
Cross-Sectional Question 55	3,342	43.44%
Longitudinal Question 56	456	45.51%

Source: 2020 Cross-Sectional and Longitudinal Surveys

The first theme was about the **VA Benefits Briefings**. Veterans across all cohorts commented that it was a very useful course to their transition and one of the best parts of the TAP program. Comments include:

- "The VA benefits briefings were the most helpful so that I could have the right resources and help." (Cohort 6)
- "The VA benefits & education briefings were the most helpful to me. I've been able to help several veterans sort out their G.I.-bills, health coverages and employment options. Because of this, some have been able to drastically change their financial situations." (Cohort 5)
- "I found the VA Benefits briefings extremely beneficial during the 5-day workshop. Also, the Accessing Higher Education class and Boots to Business classes were some of the most beneficial courses I have received my whole career." (Cohort 4)

Even though the sentiment towards VA Benefits Briefings was positive, **many Veterans did feel that the course was too short**. This made it difficult to retain the information from the course, and did not allow enough time to cover the benefits available. Comments regarding this include:

- "Take a longer time with the VA briefings provide more information. The lady that gave my briefing was extremely knowledgeable and helpful but had too small of a time frame to give out the information. Also spend more time on the resume class and GI bill benefits, both of those briefings were too short I didn't get any information

about the GI bill benefits until the mandatory out possessing briefing. Would have been better during the 5-day workshop." (Cohort 5)

- "I believe the transitioning classes should be two weeks instead of the five-day classes. Especially during the VA benefit briefings, there are a lot of programs that I have found out while retired that were not mentioned in the classroom and some of the processes. It is also a huge disadvantage to be overseas while separating or retiring. I found out about the SkillsBridge program late and didn't have the opportunity to participate in it because the information was not shared in my command. That's a huge missed opportunity that I believe a lot of service members could've used to helped them in securing job opportunities in the civilian sector." (Cohort 4)
- "I think that the VA TAP course should be required multiple times during a person's military career. I think that if I had the training provided earlier in my career I could have worked on how to better transition at retirement instead of trying to rush and figure it out in the last 6 months of my career. I would recommend prior to each re-enlistment to help keep it fresh and up to date." (Cohort 3)
- "The VA briefings were helpful and could have possibly been expanded." (Cohort 5)
- "The VA portion and material that was handed out was helpful on how to file a VA claim and benefits. I feel as thou this is a class that needs to be taken at least twice before separation. I think having individuals who actually separated from the military or retirees sharing their individual stories will help the audience relate to them and get insight on the truth and what happens once you separate. The VA portion was briefly discussed, and I was still really confused on the process. It also was a little discouraging in one of the briefs because the lady who runs the program at the airman family readiness center who I had to show my resume to before signing me off was constantly saying in the TAPS briefings to everyone, 'If you plan on coming back and getting a federal job don't burn any bridges.' I was confused as to why she would make this statement several times before introducing the briefers. One of the briefers did not even try to help me with my resume." (Cohort 5)

The sentiment towards VA itself was positive. There were comments from Veterans that said **VA helped them through the transition process**, and a few commented that **Veterans must be proactive in seeking help and assistance from VA**. Comments include:

- "No. The VA offers great help I just wish that more people go to that facility instead of waiting for so long." (Cohort 5)
- "Transition process was good. VA did all they could do in my case and I appreciate it." (Cohort 6)
- "I appreciate the services provided, used them, promote others use of the same services. I feel taken care of by the VA." (Cohort 5)

- “I wouldn't be where I am in life without the VA. I have the highest respect for the VA organization as a whole. At times the processes for using some benefits like VA healthcare are difficult but I am indebted to the VA for the rest of my life for what they have done for my family and I.” (Cohort 4)
- “No, I think the VA provided the resources for help and support but is also up to the separating service member to seek help. The VA disability process is intimidating to many; continue offering quick claims and other methods for veterans to claim benefits.” (Cohort 6)
- “No. People get what they want out of the transition process. If you're motivated and use all the info given to you during separation you will do well.” (Cohort 3)
- “VA (& TAP) is great ... always room for improvement I suppose, but overall, I'm sincerely appreciative of the VA "being there" for us. Thank you.” (Cohort 1)
- “The VA has been great since my transition. I first went to Post Deployment at the VA and was given phenomenal treatment. After my care with Post Deployment, I needed a Primary Care provider and that is where things became difficult. The outside clinics or outpatient care facilities were not the best and did not show great concern for my medical needs. I was thrown medication after medication with no real plan for care. Billing and authorizations for outside care also have become issues. The VA has been exceptional since my transition. I am glad to have a place where all my needs can be taken care of all in one place, but the problems arise with outside patient care clinics. Please keep veterans care at the VA if possible so we do not have to stress about billing and wait times for authorizations by the VA.” (Cohort 2)

Length and Timeliness of TAP Curriculum

Veterans provided their opinions on the TAP curriculum mainly through Question 7 of the Cross-Sectional Survey. Veterans had opinions on both the length of the course and timing of taking it. Table I7 provides the number of comments from each of the three questions.

Table I7. Frequency of *TAP Feedback* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	4,139	35.34%
Cross-Sectional Question 55	1,097	14.26%
Longitudinal Question 56	223	22.26%

Source: 2020 Cross-Sectional and Longitudinal Surveys

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:

- “Not many people know that you can attend TAPS 1 year prior to separation. The sooner this is done, the better to prepare to get out. People aren't getting this information. Even though medical wasted 2 months of my time, If I had gone to TAPS earlier, I would still have leeway to file my disability claims before separation. This is a ripple effect. I filed my claims a day before getting out. Now, I am in another state, still waiting to get my claims filed 6 months later. Yes, COVID messed us up, but still. Time wasted, compensations delayed, and medical that I am not being seen for.” (Cohort 4)
- “The class was helpful to me. I wish I had taken it earlier than I did. It would have been even more helpful, but I already had a job before attending.” (Cohort 5)
- “The only thing that could use some work is the awareness of when to start them. I believe many soldiers including myself are led to start them a little later than you should because to take full advantage of the options you have for transition assistance you need to go earlier then a couple months out which I feel like is the majority of what people do.” (Cohort 5)
- “The TAPs class should be mandatory well before separation. For instance the financial planning classes point out many strategies that would be extremely helpful at entry level, after second enlistment etc. many senior individuals in the class which they had this subject matter expertise much earlier on in their careers” (Cohort 6)
- “Service members should attend the TAP programs multiple times throughout their career. The information is important enough that it should be acted upon much earlier than only a year or two out from retirement or separation. I believe that it should be mandatory to receive this kind of information two or three times throughout a 10 or 20 year career.” (Cohort 5)

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:

- “The Tap program is too short and needs to be at least 2 weeks. Especially for those who have served for a significant amount of time” (Cohort 6)
- “Personally I think 5 days was too short to learn everything you need to know about transitioning to civilian life” (Cohort 4)

Resume Writing

Resume writing was a prevalent theme for Cross-Sectional Question 7. Overall, Table I8Table provides a rundown of the number of comments referencing resume writing.

Table I8. Frequency of *Resume Writing* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	1,594	13.61%
Cross-Sectional Question 55	160	2.08%
Longitudinal Question 56	38	3.79%

Source: 2020 Cross-Sectional and Longitudinal Surveys

Question 7 also provided a more positive response to resume writing compared to the other two questions. It should be noted that Question 7 asks the Veterans "*Thinking about your transition, what did you find helpful or what could be improved to better prepare you for civilian life?*" Table I9 displays the breakdown of the sentiment towards resume writing by question.

Table I9. *Resume Writing* Comment Sentiment

Question	Critique	Positive
Cross-Sectional Question 7	39.90% *(636)*	60.10% *(958)*
Cross-Sectional Question 55	66.25% *(106)*	33.75% *(54)*
Longitudinal Question 56	63.16% *(24)*	36.84% *(14)*

Source: 2020 Cross-Sectional and Longitudinal Surveys

Veterans found that many aspects of **TAP needed improvement, but resume writing was a positive** that assisted them in the transition process. Comments include:

- "Personally, I didn't find the personal finance stuff that useful. We needed those skills anyway. I did appreciate the resume and mock interview process, and the VA benefits explanations." (Cohort 4)
- "The resume review along with the information about job searching was the most valuable part of the training." (Cohort 6)
- "The most useful parts were help with writing resumes, interview preparation, and review of VA benefits. The improvement could be more focus on these areas and not so much on other areas." (Cohort 5)
- "The real worth of the 5-day course was the resume workshop and benefits info. Most other modules were not helpful, the self-marketing module being least helpful. Transition was difficult and I was lucky to have excellent guidance from my superiors." (Cohort 5)

Despite the positive sentiment towards resume writing many Veterans felt that more time should have been spent on it. Comments include:

- “Information on putting together your resume was awesome, but it needed more time.” (Cohort 5)
- “I think the 5-day TAPS course was too short of a time to cover everything we covered. I wish I had more time to prepare my resume while I had the resources and help there.” (Cohort 6)

Disability Claims

Another theme that spanned all three questions 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 I10 provides a rundown of the number of comments referencing disability claims.

Table I10. Frequency of *Disability Claims* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	995	8.50%
Cross-Sectional Question 55	1,616	21.00%
Longitudinal Question 56	176	17.56%

Source: 2020 Cross-Sectional and Longitudinal Surveys

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:

- “The VA disability screening and counseling was a joke. I received absolutely no assistance or guidance leaving Okinawa other than a cursory review of my medical record. Camp Pendleton couldn't have cared less about getting me through the VA. When I finally found and received help on my own, the VA played your typical games instead of helping. My first medical appointment for disability review was scheduled without my input and I received a FedEx envelope telling me when my appointment was scheduled. Big surprise I couldn't make it because I had a conflict. I called the provider but typical useless VA rules stated it was a late cancellation and therefore I had to start the whole process over again. I didn't bother. I was extremely pleased to receive my summary of finding shortly after that informing me that I absolutely had service-connected disabilities according my medical record but rated 0 disability benefits. The VA is a joke. You guys don't give a shit about helping veterans.” (Cohort 5)
- “My VA disability compensation process was a joke. I had 5 surgeries on a joint that needed to be replaced while I was on active duty, and I received 10%. Before I could even begin to fight that process, I spent 3 years sending in multiple appeals to

get my dependent status changed to 'married'. I was married with children for almost my entire 20+ year career, and despite sending in multiple appeals and all the required documentation, my claim was denied. It was only changed when I was able to speak with the VA Secretary personally. Then, it was changed within days. Pathetically incompetent (or intentional). I have 5 degrees including a PhD and spent over 20 years as an officer in the Army. If I can't get things corrected that should be simple, then I can only imagine how difficult it is for a service member with more complex problems." (Cohort 3)

- "I don't understand why the VA continues to ignore my requests for help. I was separated from the Army Reserve due to blood clots and am categorically ineligible any help. As a result, I'll apply a second time and get denied a second time and then I will raise quite a ruckus trying to change the law. Ever since I left VA employment early in my career, I have had generally no success at all with the VA except for the care it provided my late father. They were heroes. I am disgusted at the hoops that I will have to go through to even get a zero percent rating so that I can get prescription help and in person access to military commissaries. I plan to really raise a fuss when I'm denied a second time as I was separated from inactive duty as a reservist through no fault of my own, I clearly understand that no one cares. Except me." (Cohort 2)
- "The VA has turned a blind eye on my disability (blood clot disorder) and will not listen to other doctors when presented with information. When transitioning out, they failed to add disabilities that were documented during my MEDBOARD and the physical was a joke. I had a completely blown out knee that required extensive surgery that I provided documentation and surgery pictures and the VA denied me because I could still bend the knee fully. I was diagnosed with severe depression and was never seen to address this problem. I have lost faith in the VA and it really put me in a hardship financially due to my blood clot disorder." (Cohort 4)

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:

- "I think the VA briefing does not adequately prepare members to go through the arduous VA disability process, and members should not be directed/pushed to use the DAV as they do not always have their individual best interests at heart--it is about helping as many people as possible, not about the best possible results. I think a more detailed process on the VA disability application, and how a member can be successful submitting it themselves would be beneficial. Also, many of the Veteran organization options given at the Skillsbridge briefing were insightful and would be valuable to veterans in general, regardless of their participation in the Skillsbridge program." (Cohort 5)

- “Nobody explained the process to get seen by a VA clinic or hospital. Nobody helped to apply for disability or education and those were all very difficult process to figure out.” (Cohort 6)
- “Applying for disability and dealing with the VA is very complicated. It's hard to find a place where they actually assist you in filling out the paperwork properly. I haven't applied because I don't think my paperwork is correct.” (Cohort 6)
- “More in depth help on applying and what is NEEDED for disability.” (Cohort 1)

Mental Health

One theme that spanned all three questions was **mental health**. Several separate issues surrounding mental health were uncovered through analysis of the comments. Overall, Table I11 provides a rundown of the number of comments referencing mental health or mental concerns during or after their transition.

Table I11. Frequency of *Mental Health* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	340	2.90%
Cross-Sectional Question 55	442	5.74%
Longitudinal Question 56	59	5.89%

Source: 2020 Cross-Sectional and Longitudinal Surveys

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 surveys.

- “Everyone needs to know that you WILL struggle with your mental health when you separate. It will take months or even years to let go of your military status and become a functioning civilian. Transitioning. Is. HARD.” (Cohort 6)
- “There needs to be more classes involving mentality during the transition. I received no mental health training before separating, and I believe that would have helped me avoid severe depression following my separation. Also, someone to check in on veterans who are separating would be extremely beneficial.” (Cohort 6)
- “I said it once, and I'll say it again, make Mental Health an Absolute Priority for all service members separating and transitioning into civilian society. As a military police, I know there are many others I worked with who are have either committed suicide or destroyed their households unknowingly because they never sought mental health out of shame and stigmatization that carries over from the military

culture. Please save our lives as vets and make mental health a priority, a TOP priority, in the transition process." (Cohort 4)

- "The mental transition was the hardest for me, and it was barely touched on. It was like a slap in the face once it hit me that I was out." (Cohort 5)

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 has 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:

- "Get me steady mental health counseling during the transition, it took almost 6 months after retirement before I was back into counseling again." (Cohort 5)
- "As stated earlier in this survey; I believe all veterans should be presented with and opportunity for mental counseling. Preferably, through a third party such as Better Help. Because this counseling medium is completely online and can be accessed through a smart phone." (Cohort 4)
- "This may or may not be something y'all could do, but making sure people separating that have mental health issues have appointments set up before they are released, at which ever va they choose. It's a daunting task to go at it alone and that little step will insure they stay safe and have a care already set up. It may seem minuscule but I know from experience and it took me a year to go and get back on track." (Cohort 5)
- "Better explain the process for gaining access to mental health. I was under mental health care when I left active duty and am struggling to find access that is convenient and comfortable for me to talk to someone." (Cohort 1)
- "More "well-checks" from mental health professionals, even if it was just a phone call or email. I find often times it is when "life" hits you in the gut that things become harder to find solutions and continue to step forward and make progress (i.e., COVID-19, uncertainty of what is going to happen next, knowing you have support when all of this hits the fan)." (Cohort 2)
- "I received a phone call from some mental health agency working for the VA maybe 6 months after separation; they called me a number of times, actually. I can't say how much it helped. I think checking in on veterans via a personal email or phone call "having a VA contact who knows your name" makes such a difference. It would be great to have some sort of a link to the veteran's state VA/veteran resources and agencies. There are so many resources I simply didn't know that I didn't know

about...having someone to check in and prompt some of those searches would've been an amazing asset." (Cohort 2)

- "Mental healthcare provided from the VA right off the bat instead of waiting months to get my disability approved." (Cohort 6)

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. Several Veterans said that they got more information from outside resources than they did from TAP. Some example comments include:

- "I wish I was told of programs from the VA or other organizations like the Wounded Warrior Project that provide mental health services at no cost to me. My greatest challenge and fight was my mental health. This was way more difficult than I expected. No matter what I could achieve in terms of a career or academic degrees nothing maters as much as my mental health. I wish their (sic) was a class that was part of the TAP courses that talked about what mental health challenges I could/would experience and what to do if/when I find myself in dealing/struggling with alcohol, suicidal ideation, recreational drugs, insomnia, depression, or anxiety disorder to name a few. It took me ending up in a mental hospital under involuntary institutionalization to awaken me to seek and accept help." (Cohort 6)
- "There needs to be a segment on mental health and using support networks to ease the transition. Many spent two decades or more in the military and the person we became is not the person we were when we left the military. I know from experience I was his with severe depression and anxiety upon leaving the military. I was blessed with joining a company with a lot of veterans so I had a support network readily available." (Cohort 6)
- "Mental Health Preparedness. I felt completely out of touch with civilians when I got out, but eventually got back to feeling normal. Still feel numb sometimes like I lack emotion." (Cohort 4)
- "There is so much information thrown out in such a short amount of time when going through the transition process but I wish there was time dedicated to mental health and the feelings associated with transition (loss of identity, feelings of failure in the civilian job market, etc.) ." (Cohort 1)
- "More help w/ mental health resources, knowing where to go to talk to someone about depression, anxiety, drinking too much alcohol... Feeling isolated when moving to a new city/state." (Cohort 6)

Lastly, some Veterans mentioned the difficulty in **receiving a service-connected disability rating for mental health issues**. Veterans said that the mentality of being in the military typically causes Servicemembers 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. Comments regarding these issues include:

- "I spent the first 6 months after separating from the military seeing VA mental health care specialists (5 in total) for diagnosis and treatment of mental health conditions yet the VA won't rate me because it's not service connected? As if I became mentally ill between my separation date and checking in with the VA. Going to VA mental health was the first thing I did when I separated." (Cohort 2)
- "Service members need a mental health boot camp upon transitioning to civilian life because many go undiagnosed with PTSD or other disorders and destroy the lives of their families and those who love them who are around, without the service member even being aware that they are experiencing a mental health crisis. Reduce the suicide rate by destigmatizing mental health and fitness for military members while they are in service so they can seek help outside of service if they ever reach a very low point and are too fearful or ashamed to seek help. Prevent them from killing themselves by educating them on the deconditioning process of hypervigilance, among other psychological disorders that arise after military service with untreated trauma. Care for their minds before you care for their placement into society, you cannot solve mental issues by keeping people busy at work. They need better mental health training and services to help facilitate the mental transition necessary to survive." (Cohort 2)

OFFICERS

For all three questions, many Officers (Grade O-1 or higher) commented that the training was more catered towards Veterans from lower grades. Table I12 provides a breakdown of the comments left by Veterans who are Officers by question:

Table I12 Frequency of Comments from Veterans who Served as *Officers* by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	2,602	22.22%
Cross-Sectional Question 55	1,787	23.23%
Longitudinal Question 56	359	35.83%

Source: 2020 Cross-Sectional and Longitudinal Surveys

Over a fifth of the comments from the open Cross-Sectional questions were left by Officers, while this was over 35 percent for Longitudinal Question 56 comments. 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:

- “The 5-day TAP course, unfortunately, was a complete waste of time. The program seems to be geared towards junior enlisted service members and it showed. If this is going to be a requirement for the military, it needs to be tailored to education/experience level. I had high expectations for the course, but it fell flat. (Cohort 5)
- “Not very useful for those with professional degrees (i.e., MD, DMD, DDS, etc.)” (Cohort 6)
- “VA training was geared toward the lower enlisted. As an Officer, I did not need training on how to make a budget or fill out a paper application. Need a separate briefing for Executive positions in civilian sector for Officers.” (Cohort 2)
- “As a retiring O-6, I found most of the modules not very useful. I understand most people retiring or separating are lower in grade, but for me, the overall experience did not factor in where in the job market I planned to be.” (Cohort 4)
- “There needs to be content based on demographics. I was a 42-year-old Lt Col with savings, retirement pay, and a job already lined up. The content I was given focused on a 22-year-old SSgt who didn't have solid footing. I didn't need to learn physical signs of stress. There should be three groups. Young people without solid footing, retirees with a solid footing, flag officers group.” (Cohort 5)
- “I believe it is good program for the rank and file. I already had professional degree and employment 6 months prior to my retirement. Despite this I was still required to perform training that was designed for a lower enlisted member.” (Cohort 6)

Command and Leadership

While both command and leadership are discussed in all three questions, the majority of comments related to this topic are in Question 7. Table I13shows that over five percent of comments in Question 7 mentioned this top compared to less than three percent of the other two questions.

Table I13. Frequency of *Command and Leadership* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	638	5.45%
Cross-Sectional Question 55	189	2.46%
Longitudinal Question 56	24	2.40%

Source: 2020 Cross-Sectional and Longitudinal Surveys

Much like the 2019 Cross-Sectional Survey, most comments regarding command and leadership discussed two topics. The first topic was that a **Servicemember’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. Some comments include:

- “The biggest hurdle I had for my transition had to do with how little time my command had given me to prepare for my transition and attend the TAPS course. To me, that is something that should have more emphasis placed on the individual commands to ensure that sailors who are getting out are cared about as much as those staying in.” (Cohort 4)
- “Many of my mentors and leadership in the military kept telling me that TAP was a waste of time, and kept pushing it off until the final month of my enlistment. THE FINAL MONTH. I kept asking for it knowing there was a strong likelihood I would be getting out. I wanted to cover my bases. When I finally got into TAP, I soon realized that it was too late for me to truly make the most of the information. I personally think TAP should be congressionally mandated to be taken two years before getting out and then six months before getting out, time allowing for either of those.” (Cohort 4)
- “My chain of command lacked to give me the best transition to civilian life. They were more focused on me staying in the military rather than helping me transit out of it. I wasn't prepared for the transition and took me a long time to get the proper education through nonprofit organizations” (Cohort 6)
- “The program itself is very helpful. Although, I believe it should be longer. There was a lot of very useful information, but it felt crammed into the 5 days. Chain of commands and leadership should also be more supportive of its members decision to stay in or get out and work with them to ensure they can attend.” (Cohort 5)
- “My command refused to let me do in person course citing the need I provided in pre-deployment prep. After being told I would be able to do the in person course post deployment while working on a reenlistment package. I was then ordered to complete all online courses in a week while still performing my MOS and all command duties I was responsible for.” (Cohort 5)

Several Veterans responded that their **command/leadership was supportive and gave much more positive comments about TAP**. Comments highlighting this include:

- “The transition program has been very beneficial to me. I would like to thank my prior leadership for giving me the opportunity to go through it stress free” (Cohort 4)
- “There was so much information at such a fast pace that I took the program twice which turned out to be more beneficial. I am grateful my leadership allowed me too. I highly recommend taking it twice.” (Cohort 4)
- “I found it helpful that my chain of command was very supportive of my decisions, whether if they were to transition or stay in.” (Cohort 6)

Respondents also felt that it would be helpful if **leadership had a better understanding of the importance of TAP and what information it provided**. Comments include:

- "I think requiring higher leadership in the military to gain the knowledge and skills learned from the course and enforce helping military members transition out. The system of the military itself hinders those service members from making good judgements and responsible life decisions, because their leadership forces them to think getting out of the military is like a death sentence and that the civilian world is impossible to do anything in." (Cohort 5)
- "I know for certain that I would have been in a much better position after the military had my leadership been more understanding of how important TAP and the benefits of TAP are. Rather than attend a crucial IT course to help me attain a Certification in my career, my unit sent me to Fort Polk for a month, resulting in a missed opportunity for me that I was unable to regain upon returning." (Cohort 4)

Financial Planning

Financial was discussed mainly in Question 7 of the Cross-Sectional Survey. Veterans had opinions on the current state of the financial planning courses provided within TAP. Table I14 provides the number of comments from each of the three questions.

Table I14. Frequency of *Financial Planning* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	719	6.14%
Cross-Sectional Question 55	312	4.06%
Longitudinal Question 56	49	4.89%

Source: 2020 Cross-Sectional and Longitudinal Surveys

Veterans had split opinions on the effectiveness of the financial planning course. Some Veterans believed that the **financial planning course was not effective and needed to be provided earlier** in their careers. Some comments highlighting this issue include:

- "The financials of transition and costs associated with civilian life, such as life insurance, should be more heavily emphasized in TAPS." (Cohort 6)
- "I think the finance class should be done when soldiers enter not leave the service. It is too late by the time they are getting out." (Cohort 4)
- "More access or addition of mandatory financial classes to help people realize what they should be doing with they're money when they first get in. Doing financial classes on the way out is useless if someone doesn't already understand about saving money up for a transition in life" (Cohort 4)

- “Finance and personal accounting needs to be reworked, maybe talk about IRA, TSP, retirement accounts, what do with them, what being vested means, matching, etc. maybe even talk more about budgets, instead of just glancing over the spreadsheet.” (Cohort 5)
- “I found the individuals teaching were helpful in pointing you in the right direction and genuinely wanting you to help your transition be smooth. I believe the financial piece and VA benefits proponents are the most crucial courses and should be double tapped. Maybe updating how the finances should be handled while transitioning and while out. Even look into having a financial advisor, from a place like Edward Jones speak about best ways to accumulate funds while a civilian.” (Cohort 5)
- “many of these courses should be offered earlier during active duty. Primarily the financial planning module. It was very informative but useless as a transition class. this need to be taught during AIT to inform soldiers how to plan during their career.” (Cohort 6)

While some Veterans had thoughts on improving the financial planning course, other **thought the financial planning course was useful** and highlighted its importance. Those comments include:

- “The part about finances helped because I did not know much about credit scores. The fact that military people end up switching jobs a lot is true because I switched jobs six times and gave up.” (Cohort 5)
- “Financial management briefing was the most beneficial. Some lessons crammed too much information in a lesson” (Cohort 4)
- “The personal financial planning training was extremely beneficial. I already had a job offer prior to attending TAPS so I can't provide input on several of the modules. Also very useful was VA disability assistance for helping with filing claims.” (Cohort 5)
- “The financial planning course should be mandatory for all service members, and not just during transition. People of all ranks and experience can benefit from this block of instruction.” (Cohort 6)
- “The course needs to be longer and more in depth. We were given overviews of many different modules. Five days is too short for so much information. Transitions are very different for each person. Transitions should be tailored to the individual.” (Cohort 6)
- “Longer class schedule. I felt like there was a lot of information but the classes were rushed and not enough time to "take in" the information or for the instructors to "thoroughly" go over all the information.” (Cohort 5)

Comparison to 2019 Cross-Sectional Survey Topics

The comments provided for the 2020 Cross-Sectional and Longitudinal Surveys have similar sentiment and themes to the 2019 Cross-Sectional Survey (Questions 6 and 52). Key words showed up in similar frequencies for each question (Table I15A-I15B). For the first Cross-Sectional Survey open-ended question (#7), the only key word to have a greater than three percentage point difference was resume, which appeared 3.18 percentage points less in 2020 than it did in 2019. For the second open-ended question (#55), disability appeared 3.59 percentage points more in 2020 than it did in 2019.

Table I15A. Differences in Distribution of Comments by Key Word – 2019 vs 2020 Cross-Sectional Surveys – Cross-Sectional Question 7

Word	Percentage of Unique Appearances in 2020 (N=11,711)	Percentage of Unique Appearances in 2019 (N=2,317)	Difference
Benefits	13.56%	15.71%	-2.15%
Job	11.94%	14.16%	-2.22%
Resume	11.88%	15.06%	-3.18%
Career	4.75%	4.96%	-0.22%
Retirement	4.25%	3.63%	0.63%
Employment	4.04%	5.48%	-1.44%
Education	3.89%	3.11%	0.79%
Medical	3.45%	4.45%	-1.00%
Disability	3.73%	3.75%	-0.02%
Financial	3.36%	4.23%	-0.87%
Interview	3.12%	4.57%	-1.46%
Resources	2.78%	3.06%	-0.29%
Leadership	2.41%	2.03%	0.38%
Command	2.30%	2.11%	0.18%
College	1.92%	1.64%	0.28%
Health	2.39%	2.46%	-0.07%
Mental	1.63%	1.47%	0.16%
Government	1.43%	1.12%	0.31%
Employers	1.43%	1.77%	-0.34%
Insurance	1.29%	1.73%	-0.44%
Healthcare	1.12%	1.47%	-0.35%
Tricare	1.03%	1.68%	-0.65%

Source: 2020 Cross-Sectional Survey

Table I15B. Differences in Distribution of Comments by Key Word – 2019 vs 2020 Cross-Sectional Surveys = Cross-Sectional Question 55

Word	Percentage of Unique Appearances in 2020 (N=11,711)	Percentage of Unique Appearances in 2019 (N=2,317)	Difference
Benefits	13.50%	13.12%	0.38%
Disability	11.32%	7.73%	3.59%
Job	9.57%	8.84%	0.73%
Health	8.14%	7.37%	0.77%
Medical	6.41%	5.99%	0.41%
Retirement	4.03%	4.15%	-0.12%
Mental	3.94%	3.01%	0.93%
Healthcare	3.90%	3.08%	0.82%
Resources	3.76%	2.28%	1.48%
Education	2.92%	2.58%	0.35%
Appointment	2.07%	1.94%	0.12%
Employment	2.14%	2.54%	-0.40%
Compensation	1.91%	1.54%	0.37%
Insurance	1.74%	1.47%	0.27%

Source: 2020 Cross-Sectional Survey

Just like last year Veterans found resume writing to be helpful, and the VA Briefings to be a very informative course that should be extended. Veterans wanted to see improvements in the disability claims process and were anted their Command and Leadership to offer more support towards the transition process.

COVID-19

The main difference between 2020 and 2019 was the inclusion of comments on COVID-19. The pandemic has caused additional issues for Veterans in terms of employment and health care. Comments about COVID-19 were more prevalent in Cross-Sectional Question 55, compared to the other two questions. Table I16 provides an overview of the frequency of COVID-19 comments by question.

Table I16. Frequency of *COVID-19* Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	53	0.45%
Cross-Sectional Question 55	159	2.07%
Longitudinal Question 56	9	0.90%

Source: 2020 Cross-Sectional and Longitudinal Surveys

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. Comments include:

- “I have had several VA medical appointments rescheduled or canceled due to COVID 19. When attempting to reschedule, the available appointments are always a considerable amount of time in the future making planning very difficult. I would appreciate more regular engagement about the chance to reschedule an appointment that has been canceled or needing to be moved.” (Cohort 5)
- “Due to COVID, my disability medical exams were cancelled and haven't been rescheduled. I fear they will be forgotten.” (Cohort 4)
- “At this time I can't say because Covid-19 has slowed everyone's abilities right now. I'd like to believe the portion of disability claims would be conducted in a quicker manner but I understand why things are delayed. Up to this point that's the only portion of VA assistance that I've used.” (Cohort 4)
- “COVID-19 has thrown a wrench in everyone's plans and activities; VA included. As the Country recovers, I would like to see the VA quickly (as reasonable) reschedule appointments and procedures without the Veteran having to self-initiate.” (Cohort 5)

Appendix J. Cross-Sectional and Longitudinal Survey Respondent Demographics

Table J1A. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents - Race*

Race	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	1.1	44	1.3	59	1.1	40
Asian or Pacific Islander	5.7	211	5.1	245	5.4	223
Black/African American	16.0	612	14.4	712	15.3	673
Hispanic	16.8	568	16.8	750	14.2	536
Unknown	4.6	170	4.3	185	4.1	162
White	55.9	2,198	58.2	3,080	60.0	2,728
Total Respondents (N)	***100***	***3,803***	***100***	***5,041***	***100***	***4,362***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J1B. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents - Gender*

Gender	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	21.6	763	21.5	987	21.1	817
Male	78.4	3,040	78.5	4,054	78.9	3,545
N/A	0.0	0	0.0	0	0.0	0
Total Respondents (N)	***100***	***3,803***	***100***	***5,041***	***100***	***4,362***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J1C. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents – Military Service Branch*

Military Service Branch	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	21.0	938	19.8	1,185	19.3	1,032
Army	39.1	1,512	32.1	1,630	33.6	1,513
Coast Guard	0.9	36	2.3	149	2.8	128
Marine Corps	20.1	561	23.2	900	20.9	706
Navy	21.0	756	22.6	1,177	23.4	983
Unknown	0.0	0	0.0	0	0.0	0
Total Respondents (N)	***100***	***3,803***	***100***	***5,041***	***100***	***4,362***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J1D. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents – Military Component*

Military Component	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	75.5	2,983	76.5	4,127	90.6	4,012
National Guard Member	3.2	163	2.5	144	1.7	88
Reserve Member	21.2	653	20.9	767	7.6	260
Reserve Retiree	0.1	4	0.1	3	0.1	2
Total Respondents (N)	***100***	***3,803***	***100***	***5,041***	***100***	***4,362***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J1E. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents – Pay Grade*

Pay Grade	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	8.9	223	9.8	305	10.2	259
E-4 to E-6	72.2	2,088	66.8	2,418	62.7	1,948
E-7 to E-9	8.3	766	9.1	1,051	11.4	1,052
O-1 and above	9.5	640	13.0	1,144	14.2	985
Other	1.1	86	1.4	123	1.5	118
Total Respondents (N)	***100***	***3,803***	***100***	***5,041***	***100***	***4,362***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J1F. Demographic Characteristics of TAP Eligible 2020 Cross-Sectional Survey *Respondents - Age*

Average Age	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	31.3	3,803	31.7	5,041	34.4	4,362

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2A. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents - Race*

Race	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	0.6	9	1.1	17	1.2	26
Asian or Pacific Islander	3.3	38	4.1	60	3.9	96
Black/African American	13.7	169	13.9	222	11.6	282
Hispanic	10.8	132	9.9	159	10.7	245
Unknown	6.3	84	4.4	69	4.0	96
White	65.2	898	66.6	1,166	68.6	1,747
Total Respondents	***100***	***1,330***	***100***	***1693***	***100***	***2492***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2B. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents - Gender*

Gender	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	19.3	237	20.3	317	20.4	483
Male	80.7	1,093	79.7	1376	79.6	2,009
N/A	0.0	0	0.0	0	0.0	0
Total Respondents	***100***	***1,330***	***100***	***1,693***	***100***	***2,492***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2C. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents – Military Service Branch*

Military Service Branch	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	25.1	377	21.1	404	21.5	588
Army	54.4	668	57.3	935	43.9	1,150
Coast Guard	1.6	22	1.5	26	1.8	53
Marine Corps	9.3	122	8.5	117	17.5	329
Navy	8.7	122	10.8	188	14.9	355
Unknown	1.1	19	0.9	23	0.4	17
Total Respondents	***100***	***1,330***	***100***	***1,693***	***100***	***2,492***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2D. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents* – *Military Component*

Military Component	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	12.2	162	6.2	104	3.4	101
National Guard Member	27.9	412	23.6	440	14.8	457
Reserve Member	36.7	421	44.6	642	65.8	1,388
Reserve Retiree	23.2	335	25.6	507	16.0	546
Total Respondents	***100***	***1,330***	***100***	***1,693***	***100***	***2,492***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2E. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents* – *Pay Grade*

Pay Grade	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	5.2	37	5.2	52	6.6	112
E-4 to E-6	51.0	516	56.5	754	66.4	1,338
E-7 to E-9	21.4	420	17.9	435	11.6	483
O-1 and above	20.0	326	18.6	418	13.9	514
Other	2.4	31	1.8	34	1.5	45
Total Respondents	***100***	***1,330***	***100***	***1,693***	***100***	***2,492***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J2F. Demographic Characteristics of Non-TAP Eligible 2020 Cross-Sectional Survey *Respondents* - *Age*

Average Age	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	43.7	1,330	43.6	1,693	41.0	2,492

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3A. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP - Race

Race	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	1.2	47	1.4	65	1.2	50
Asian or Pacific Islander	5.6	217	5.1	252	5.2	268
Black/African American	15.7	631	14.1	732	13.9	776
Hispanic	16.4	578	15.6	748	12.7	617
Unknown	4.9	192	4.6	210	4.4	207
White	56.3	2,288	59.2	3,224	62.8	3,380
Total Respondents	***100.0***	***3,953***	***100.0***	***5,231***	***100.0***	***5,298***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3B. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP - Gender

Gender	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	21.5	795	21.4	1,027	21.1	1,018
Male	78.5	3,158	78.6	4,204	78.9	4,280
Total Respondents	***100.0***	***3,953***	***100.0***	***5,231***	***100.0***	***5,298***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3C. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP – Military Service Branch

Military Service Branch	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	21.3	958	19.6	1,206	20.2	1,249
Army	38.0	1,535	32.8	1,720	32.2	1,811
Coast Guard	0.8	35	2.2	1,50	2.5	154
Marine Corps	20.7	621	23.2	948	23.3	942
Navy	19.0	793	22.0	1,201	21.6	1,140
Unknown	0.3	11	0.1	6	0.0	2
Total Respondents	***100.0***	***3,953***	***100.0***	***5,231***	***100.0***	***5,298***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3D. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP – Military Component

Military Component	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	72.2	2,997	69.0	4,024	58.4	3,872
National Guard Member	4.2	224	3.8	222	4.2	239
Reserve Member	22.7	699	26.1	933	36.1	1,129
Reserve Retiree	1.0	33	1.2	52	1.3	58
Total Respondents	***100.0***	***3,953***	***100.0***	***5,231***	***100.0***	***5,298***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3E. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP – Pay Grade

Pay Grade	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	7.9	205	8.6	282	8.3	283
E-4 to E-6	69.6	2,074	66.5	2,496	68.7	2,608
E-7 to E-9	9.7	855	9.6	1,110	9.4	1,162
O-1 and above	11.5	730	14.0	1,217	12.5	1,117
Other	1.2	89	1.3	126	1.1	128
Total Respondents	***100.0***	***3,953***	***100.0***	***5,231***	***100.0***	***5,298***

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J3F. Demographic Characteristics of 2020 Cross-Sectional Survey *Respondents* that Completed TAP - Age

Average Age	CS4		CS5		CS6	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	32.2	3,953	32.5	5,231	35.0	5,298

Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table J4A. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents - Race

Race	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	1.6	2	1.0	4	1.2	3
Asian or Pacific Islander	11.0	17	6.1	19	2.7	16
Black/African American	10.4	36	14.9	60	7.2	38
Hispanic	16.9	33	9.1	38	9.3	36
Unknown	1.9	5	3.0	13	5.0	15
White	58.3	177	65.9	297	74.7	384
Total Respondents (N)	***100***	***270***	***100***	***431***	***100***	***492***

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

Table J4B. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents - Gender

Gender	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	16.8	46	21.5	75	26.6	90
Male	83.2	224	78.5	356	73.4	402
N/A	0.0	0	0.0	0	0.0	0
Total Respondents (N)	***100***	***270***	***100***	***431***	***100***	***492***

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

Table J4C. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents – Military Service Branch

Military Service Branch	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	21.7	69	20.4	93	21.9	132
Army	35.4	109	40.5	162	36.8	171
Coast Guard	0.3	1	3.5	20	2.8	20
Marine Corps	22.5	37	19.2	56	9.5	36
Navy	20.1	54	16.3	100	29.1	133
Unknown	0.0	0	0.0	0	0.0	0
Total Respondents (N)	***100***	***270***	***100***	***431***	***100***	***492***

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

Table J4D. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents – Military Component

Military Component	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	72.0	215	79.4	376	96.1	471
National Guard Member	5.9	16	2.0	16	1.1	7
Reserve Member	21.9	38	18.6	39	2.7	13
Reserve Retiree	0.2	1	0.0	0	0.1	1
Total Respondents (N)	***100***	***270***	***100***	***431***	***100***	***492***

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

Table J4E. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents – Pay Grade

Pay Grade	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	6.8	5	5.4	7	12.5	20
E-4 to E-6	64.9	77	60.2	123	62.5	164
E-7 to E-9	11.5	86	10.1	115	7.8	117
O-1 and above	15.8	95	22.0	171	15.0	176
Other	1.0	7	2.3	15	2.0	15
Total Respondents (N)	***100***	***270***	***100***	***431***	***100***	***492***

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

Table J4F. Demographic Characteristics of TAP Eligible 2020 Longitudinal Survey Respondents - Age

Average Age	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	33.9	270	33.9	431	34.6	492

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

Table J5A. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents - Race*

Race	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	1.5	1	0.0	0	1.4	7
Asian or Pacific Islander	2.4	3	1.8	5	2.5	5
Black/African American	3.4	14	8.5	15	8.7	24
Hispanic	9.5	14	13.8	25	14.3	24
Unknown	5.0	8	1.4	8	2.9	7
White	78.2	120	74.5	173	70.3	230
Total Respondents (N)	***100***	***160***	***100***	***226***	***100***	***297***

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

Table J5B. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents - Gender*

Gender	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	25.4	35	21.7	50	16.8	47
Male	74.6	125	78.3	176	83.2	250
N/A	0.0	0	0.0	0	0.0	0
Total Respondents (N)	***100***	***160***	***100***	***226***	***100***	***297***

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

Table J5C. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents – Military Service Branch*

Military Service Branch	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	15.6	28	18.0	51	14.7	56
Army	63.6	101	58.2	123	40.3	141
Coast Guard	0.3	1	2.5	6	3.7	15
Marine Corps	15.4	17	8.8	16	18.6	31
Navy	2.6	7	12.6	30	22.6	53
Unknown	2.6	6	0.0	0	0.1	1
Total Respondents (N)	***100***	***160***	***100***	***226***	***100***	***297***

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

Table J5D. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents – Military Component*

Military Component	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	3.7	10	2.91%	6	1.88%	7
National Guard Member	23.1	52	19.57%	58	14.40%	65
Reserve Member	59.1	62	61.25%	102	64.85%	133
Reserve Retiree	14.0	36	16.27%	60	18.87%	92
Total Respondents (N)	***100***	***160***	***100***	***226***	***100***	***297***

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

Table J5E. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents – Pay Grade*

Pay Grade	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	6.3	4	2.4	2	1.9	2
E-4 to E-6	68.5	63	71.0	97	69.2	111
E-7 to E-9	11.7	51	7.0	44	8.5	60
O-1 and above	11.9	38	17.2	76	17.8	115
Other	1.6	4	2.3	7	2.6	9
Total Respondents (N)	***100***	***160***	***100***	***226***	***100***	***297***

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

Table J5F. Demographic Characteristics of Non-TAP Eligible 2020 Longitudinal Survey *Respondents - Age*

Average Age	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	38.8	160	40.0	226	41.6	297

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

Table J6A. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP - Race

Race	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
American Indian/Alaskan Native	1.3	2	0.7	2	1.0	5
Asian or Pacific Islander	10.3	17	5.3	21	4.0	17
Black/African American	8.7	41	12.1	57	6.2	39
Hispanic	15.1	33	10.8	45	12.3	39
Unknown	2.8	6	2.5	16	4.3	15
White	61.8	189	68.6	314	72.3	378
Total Respondents	***100.0***	***288***	***100.0***	***455***	***100.0***	***493***

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

Table J6B. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP - Gender

Gender	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Female	14.7	44	20.9	86	23.9	88
Male	85.3	244	79.1	369	76.1	405
Total Respondents	***100.0***	***288***	***100.0***	***455***	***100.0***	***493***

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

Table J6C. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP – Military Service Branch

Military Service Branch	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Air Force	20.8	67	20.3	99	19.2	122
Army	39.2	120	42.1	170	35.2	176
Coast Guard	0.2	1	3.7	19	2.7	19
Marine Corps	23.8	45	16.2	55	12.9	41
Navy	15.6	53	17.7	112	30.1	135
Unknown	0.3	2	0.0	0	0.0	0
Total Respondents	***100.0***	***288***	***100.0***	***455***	***100.0***	***493***

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

Table J6D. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP – Military Component

Military Component	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Active Duty Member	54.8	204	61.0	344	71.1	402
National Guard Member	8.0	25	4.7	28	2.0	21
Reserve Member	36.2	54	32.5	76	26.6	68
Reserve Retiree	1.1	5	1.7	7	0.3	2
Total Respondents	***100.0***	***288***	***100.0***	***455***	***100.0***	***493***

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

Table J6E. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP – Pay Grade

Pay Grade	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
E-1 to E-3	5.8	5	3.7	5	8.1	14
E-4 to E-6	68.6	87	63.9	136	67.3	168
E-7 to E-9	10.5	89	9.6	124	8.2	123
O-1 and above	14.3	100	21.3	178	14.7	173
Other	0.8	7	1.7	12	1.7	15
Total Respondents	***100.0***	***288***	***100.0***	***455***	***100.0***	***493***

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

Table J6F. Demographic Characteristics of 2020 Longitudinal Survey *Respondents* that Completed TAP - Age

Average Age	L1		L2		L3	
	Weighted %	Unweighted N	Weighted %	Unweighted N	Weighted %	Unweighted N
Average Age	33.6	288	34.1	455	35.4	493

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

APPENDIX K. DETAILED REGRESSION ANALYSIS

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

Table K1. Logistic Regression Predicting Transition Satisfaction from Demographic Variables (and Course Setting) – All Cohorts

Predictor	Coefficient	Standard Error	Pr > [t]
Race: Black	0.194	0.033	<.0001
Race: White	-0.125	0.023	<.0001
Grade E1 to E3	-0.549	0.036	<.0001
CS4	0.525	0.026	<.0001
CS5	0.377	0.023	<.0001
Gender: Female	0.357	0.025	<.0001
Age (Capped)	0.032	0.001	<.0001
Active Duty	0.501	0.022	<.0001
LOS: 5 to 10 Years	-0.267	0.025	<.0001
LOS: 10 to 20 Years	0.307	0.037	<.0001
Air Force	0.179	0.026	<.0001
Coast Guard	0.368	0.075	<.0001
TAP (Yes/No)	0.746	0.044	<.0001
Q5 - I did not complete any modules	-0.342	0.029	<.0001
Q5 - Took a few in a classroom and few virtually	0.263	0.046	<.0001
Q5 - Took all or almost all virtually	0.519	0.041	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K2. Logistic Regression Predicting Challenges Veterans Face During Transition – All Cohorts

Predictor	Coefficient	Standard Error	Pr > [t]
Expectations about the salary I can expect in a civilian job. (Satisfaction)	0.244	0.035	<.0001
Specific steps I should take in conducting a job search. (Satisfaction)	0.253	0.036	<.0001
How to translate my military experience to civilian job requirements. (Satisfaction)	0.430	0.036	<.0001
Learning to have a better work-life balance after the transition. (Satisfaction)	0.409	0.033	<.0001
Missing the camaraderie and teamwork that was part of the military culture. (Satisfaction)	-0.336	0.034	<.0001
Race: White	-0.284	0.029	<.0001
Grade E4 to E6	0.215	0.036	<.0001
CS4	0.530	0.037	<.0001
CS5	0.355	0.033	<.0001
Age (Capped)	0.035	0.002	<.0001
Reserve Member	-0.531	0.032	<.0001
LOS: 5 to 10 Yrs	-0.269	0.035	<.0001
Air Force	0.306	0.038	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K3. Overall Effectiveness of TAP (Q3_1 as a function of the remaining questions in Q3, Partial Least Squares Model).

Explanatory Variable	Variable Importance
Overall, the program enhanced my confidence in transition planning.	70%
Overall, I used what I learned from the program during my transition.	14%
The information provided during TAP assisted me in my transition to civilian employment.	10%

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K4. Logistic Regression Predicting Veterans Enrolling in Educational Programs After Separation – All Cohorts

Predictor	Coefficient	Standard Error	Pr > [t]
TAP Yes/No	0.415	0.028	<.0001
Grade E1 to E3	-0.409	0.053	<.0001
Active Duty	0.354	0.021	<.0001
Grade E4 to E6	0.249	0.041	<.0001
Female	0.248	0.022	<.0001
National Guard	-0.211	0.040	<.0001
White	-0.145	0.018	<.0001
Army	-0.126	0.020	<.0001
Cohort = 5	0.097	0.019	<.0001
Age	-0.057	0.002	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K5. Ordinal Logistic Regression Predicting Individual Earnings of Veterans – All Cohorts

Predictor	Coefficient	Standard Error	p-value
Race: White	-0.308	0.016	<.0001
Grade O1 and Above	-1.357	0.036	<.0001
Grade E1 to E3	1.338	0.048	<.0001
Grade E4 to E6	0.674	0.037	<.0001
CS4	0.328	0.020	<.0001
CS5	0.173	0.018	<.0001
Gender: Female	0.682	0.020	<.0001
Age (Capped)	-0.050	0.020	<.0001
Reserve Member	-0.420	0.019	<.0001
LOS: 5 to 10 Years	0.391	0.040	<.0001
LOS: < 5 Years	0.795	0.042	<.0001
LOS: 10 to 20 Years	0.498	0.035	<.0001
TAP (Yes/No)	-0.158	0.021	<.0001
Air Force	-0.258	0.020	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K6. Logistic Regression Predicting Life Satisfaction of Veterans – All Cohorts

Predictor	Coefficient	Standard Error	Pr > [t]
Grade E1 to E3	-1.224	0.035	<.0001
Grade E4 to E6	-0.534	0.024	<.0001
Grade O1 and Above	0.498	0.026	<.0001
Black	-0.334	0.018	<.0001
Branch = Army	-0.166	0.013	<.0001
Age (capped)	0.013	0.001	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K7. Ordinal Logistic Regression Predicting Satisfaction of Future Security of Veterans - All Cohorts

Predictor	Coefficient	Standard Error	Pr > [t]
Grade E1 to E3	-0.984	0.040	<.0001
Grade 01 and Above	0.638	0.029	<.0001
Grade E4 to E6	-0.538	0.027	<.0001
Race: White	0.240	0.015	<.0001
TAP Yes/No	0.212	0.018	<.0001
Age (capped)	0.012	0.001	<.0001

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Table K8. Logistic Regression Predicting Life Satisfaction from Demographic and Expanded Variables – All Cohorts

Predictor	Coefficient	Standard Error	Prob>ChiSq
How often do you feel that you lack companionship? Never	-0.580	0.064	<.0001
How often do you feel that you lack companionship? Hardly Ever	-0.259	0.055	<.0001
How often do you feel that you lack companionship? Some of the Time	0.176	0.044	<.0001
How often do you feel isolated from others? Never	-0.531	0.067	<.0001
How often do you feel isolated from others? Hardly Ever	-0.356	0.056	<.0001
How often do you feel isolated from others? Some of the Time	0.205	0.045	<.0001
Has your household begun to set aside money for retirement? No	0.263	0.061	<.0001
Has your household begun to set aside money for retirement? Yes	-0.254	0.059	<.0001
Are you currently concerned that you will lose your housing and be unable to find stable alternative housing? No	-0.539	0.078	<.0001
Are you currently concerned that you will lose your housing and be unable to find stable alternative housing? Yes	0.205	0.106	0.0522
Annual Income (less than $25,000)	0.507	0.080	<.0001
Annual Income ($25,000 - $40,000)	0.408	0.066	<.0001
Annual Income ($40,001 - $70,000)	0.183	0.054	0.0007
Annual Income ($70,001 - $100,000)	-0.018	0.058	0.7574
Annual Income ($101,001 - $130,000)	-0.193	0.070	0.0058
Annual Income ($130,001 - $160,000)	-0.307	0.087	0.0004

Note: Model is weighted.
Source: 2020 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.