

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

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

# **2021** Cross-Sectional Survey Technical Appendices

**VA**



U.S. Department  
of Veterans Affairs



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

## **2021 Post-Separation Transition Assistance Program (PSTAP) Assessment Cross-Sectional Technical Appendices**

May 24, 2022

Submitted by:

**Economic Systems Inc. (Prime Contractor)**

3120 Fairview Park Drive, Suite 500

Falls Church, VA 22042

703.642.5225

[www.econsys.com](http://www.econsys.com)

and

**Westat, Inc. (Subcontractor)**

1600 Research Boulevard

Rockville, MD 20850

301.251.1500

[www.westat.com](http://www.westat.com)

# CONTENTS

---

- Appendix A. Glossary ..... 1
- Appendix B. 2021 Cross-Sectional Survey Form ..... 2
- Appendix C. Nonresponse Bias Analysis Report ..... 15
  - Introduction ..... 15
  - Comparison of Unweighted Descriptive Statistics ..... 16
  - Comparison of Descriptive Statistics After Weighting ..... 19
- Appendix D. Cross-Sectional Survey Demographic Tables ..... 23
- Appendix E. 2021 Cross-Sectional Survey Data ..... 25
- Appendix F. Comments Analysis ..... 68
- Appendix G. Cross-Sectional Survey Respondent Demographics ..... 97
- Appendix H. Detailed Regression Analysis ..... 102

## APPENDIX A. GLOSSARY

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

## APPENDIX B. 2021 CROSS-SECTIONAL SURVEY FORM



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

OMB Control No. 2900-0864  
Respondent Burden: 18.5 minutes  
Expiration Date: 02/28/2023

**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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Overall, the program enhanced my confidence in transition planning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Overall, I used what I learned from the program during my transition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I was given the time I needed during my military career to attend TAP courses.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My immediate leadership was supportive of my transition to civilian life (e.g., attending TAP courses, attaining Career Readiness Standards).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The process of transitioning from active duty was more challenging than I expected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I am adjusting well at working towards my civilian goals (e.g., employment, education, and/or entrepreneurship goals).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The information provided during TAP assisted me in my transition to civilian employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. VA Benefits Briefings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Career Technical Training Track (CT3, previously called CTT or sometimes "career training track")	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Transition Overview (e.g., Resilient Transitions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Personal Financial Planning for Transition (e.g., financial readiness)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Military Occupational Classification "MOC" Crosswalk (e.g., helps you to be more marketable in the civilian sector)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Department of Labor Employment Workshop (e.g., career development skills such as interviewing, networking, and writing resumes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Accessing Higher Education Track	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Entrepreneurship Track	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. OPM's Federal Employment Training (e.g., federal hiring program)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Draft



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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Prepare for potential impact to my economic well-being after my service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prepare for changes in my personal life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Prevent potential homelessness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Obtain VA Health Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Seek help for mental health concerns I might experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. VA Education (e.g., post 9/11 GI Bill, Montgomery Bill, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. VA Life Insurance (e.g., Veterans' Group Life Insurance)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. VA Home Loans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. VA Veteran Readiness and Employment (formerly known as Vocational Rehabilitation and Employment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. VA Health Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Information provided by the VA Benefits Advisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Accessibility of the VA Benefits Advisor during your transition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your overall experience with the VA Benefits Advisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Draft



**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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Specific steps I should take in conducting a job search.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How to translate my military experience to civilian job requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Difference between military and civilian workforce cultures and norms about expected behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Understanding how to interact with civilians who are not familiar with the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Working with civilians who share different values from what I was accustomed to in the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Communicating in civilian terms rather than using military vocabulary and acronyms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Learning to have a better work-life balance after the transition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Missing the camaraderie and teamwork that was part of the military culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Working at a slower pace than when in the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Working at a faster pace than when in the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**14. Did you obtain employment after your separation, retirement, or release from active duty service?**

*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 separating?** *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 best 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 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

**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., myHealthVet.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)
- VA Veteran Readiness and Employment (formerly known as Vocational Rehabilitation and Employment)
- Department of Labor's American Job Center
- U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track
- Commercial job site (e.g., Indeed, LinkedIn, etc.)
- Private or non-profit sector (e.g., applying directly, through a recruiter, Veteran hiring initiative, etc.)
- Other *Please specify:*
- None 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The extent to which your education or training is advancing your career goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your learning environment (e.g., teachers and other students, educational setting)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**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
<b>29. Do you have an ongoing physical health condition, illness, or disability</b> (e.g., high blood pressure, pain)? → <b>If no, SKIP TO Q31</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>30. Are you currently seeking treatment for your physical health condition(s)?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>31. Do you have an ongoing mental/emotional health condition, illness, or disability</b> (e.g., depression, anxiety)? → <b>If no, SKIP TO Q33</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>32. Are you currently seeking treatment for your mental/emotional health condition(s)?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>33. Do you have healthcare coverage?</b> → <b>If no, SKIP TO Q36</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**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 primary 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your emotional/mental health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**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	<input type="text"/> <input type="text"/>	Age 19 through 26 years old	<input type="text"/> <input type="text"/>
Age 5 through 12 years old	<input type="text"/> <input type="text"/>	27+ years old	<input type="text"/> <input type="text"/>
Age 13 through 18 years old	<input type="text"/> <input type="text"/>		

**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?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How many relatives do you feel at ease with that you can talk about private matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How many relatives do you feel close to such that you could call on them for help?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

**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?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. How often do you feel left out?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. How often do you feel isolated from others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**The final area we'd like to ask you about is your financial situation. VA wants to understand 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?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. Does your household have at least 3 months of your typical income set aside in case of an unexpected financial event?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. Has your household begun to set aside money for retirement?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Draft



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	<input type="checkbox"/>	<input type="checkbox"/>
\$25,000 - \$40,000	<input type="checkbox"/>	<input type="checkbox"/>
\$40,001 - \$70,000	<input type="checkbox"/>	<input type="checkbox"/>
\$70,001 - \$100,000	<input type="checkbox"/>	<input type="checkbox"/>
\$100,001 - \$130,000	<input type="checkbox"/>	<input type="checkbox"/>
\$130,001-\$160,000	<input type="checkbox"/>	<input type="checkbox"/>
Greater than \$160,000	<input type="checkbox"/>	<input type="checkbox"/>
Prefer not to answer	<input type="checkbox"/>	<input type="checkbox"/>

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





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](mailto: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. NONRESPONSE BIAS ANALYSIS REPORT

## INTRODUCTION

The PSTAP Assessment is designed to determine whether there are meaningful differences in outcomes between transitioning Service members who did or did not receive Transition Assistance Program (TAP) training. The 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 7:** 5-6 months since separation, contacted in 2021 (6 month cohort)
- **Cohort 8:** 11-12 months since separation, contacted in 2021 (12 month cohort)
- **Cohort 9:** 35-36 months since separation, contacted in 2021 (3 year cohort)

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. No sampling was performed.

The final data file for the 2021 Cross-Sectional Survey contained 143,381 eligible cases and 16,117 responding cases, for a final response rate of 11.2 percent. The final breakdown by cohort is provided in Table 1 below.

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

Cohort	All cases	Eligible cases	Population Percentage	Respondents	Sample Percentage	Response Rate by Cohort
7	33,788	33,772	23.6%	3,989	24.8%	11.8%
8	50,505	50,484	35.2%	6,049	37.5%	12.0%
9	59,088	59,058	41.2%	6,079	37.7%	10.3%
Total	143,381	143,314	100.0%	16,117	100.0%	11.2%

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

Response rates for the 2021 survey are slightly down from the overall 13.4 percent response rate achieved in 2020, but the small drop is not particularly concerning. However, the large proportion of nonrespondents 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. In Section 3, we show how the potential for bias is mitigated by use of the nonresponse weights.

## COMPARISON OF UNWEIGHTED DESCRIPTIVE STATISTICS

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

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

In general, for the Cross-Sectional Survey we see some moderate differences between characteristics of respondents and that of the full population of interest, and these differences are consistent with those in previous PSTAP surveys. Respondents are more likely to be active duty (53% of the population vs. 63% of respondents), more likely to be in the Air Force (18% vs. 22%), and more likely to be in a higher grade. Table 3 shows that they also tend to be older (average age of 40 vs. 33 in the full population) and have served longer (average length of service of 4,542 days compared to 2,822 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
7	33,788	23.6%	3,989	24.8%	11.8%
8	50,505	35.2%	6,049	37.5%	12.0%
9	59,088	41.2%	6,079	37.7%	10.3%

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

<sup>a</sup>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	76,116	53.1	11,489	75.5	15.1
National Guard Member	16,391	11.4	1,704	5.5	10.4
Reserve Member	45,064	31.4	4,131	17.9	9.2
Reserve Retiree	5,810	4.1	1,397	1	24

Source: 2021 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 <sup>a</sup>	377	0.3	1	0	0.3
E-1	5,834	4.1	157	1	2.7
E-2	4,932	3.5	172	1.1	3.5
E-3	11,642	8.2	668	4.1	5.7
E-4	46,174	32.5	3,218	20	7
E-5	29,075	20.5	2,838	17.6	9.8
E-6	10,855	7.6	1,856	11.5	17.1
E-7	8,331	5.9	2,098	13	25.2
E-8	3,683	2.6	1,037	6.4	28.2
E-9	1,571	1.1	528	3.3	33.6
O-1	4,033	2.8	33	0.2	0.8
O-2	841	0.6	80	0.5	9.5
O-3	5,729	4	776	4.8	13.5
O-4	3,682	2.6	737	4.6	20
O-5	3,355	2.4	897	5.6	26.7
O-6	1,799	1.3	623	3.9	34.6
O-7	65	0	18	0.1	27.7
O-8	49	0	21	0.1	42.9
O-9	24	0	10	0.1	41.7
O-10	4	0	1	0	25
Missing	1326	0.9	348	2.2	26.2

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

<sup>a</sup> 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	25,920	18.1	3,521	21.8	13.6
Army	65,029	45.4	6,977	43.3	10.7
Coast Guard	2,240	1.6	343	2.1	15.3
Marine Corps	25,932	18.1	2,300	14.3	8.9
Navy	24,122	16.8	2,935	18.2	12.2
Unknown	138	0.1	41	0.3	29.7

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

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

Race	Population N	Population %	Respondent N	Respondent %	Response Rate
American Indian/ Alaskan Native	1764	1.2	181	1.1	10.3
Asian/Pacific Islander	7010	4.9	913	5.7	13
Black/African American	22383	15.6	2,637	16.4	11.8
Unknown	8155	5.7	962	6	11.8
White	104069	72.6	11,424	70.9	11

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

<sup>b</sup>In 2020, race and ethnicity were provided as two separate variables; in 2019, Hispanic ethnicity was reported under race.

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

Census Region	Population N	Population %	Respondent N	Respondent %	Response Rate
Continental	27,938	19.5	3,283	20.4	11.8
Northeast	34,535	24.1	3,444	21.4	10.0
Other	2,526	1.8	255	1.6	10.1
South	31,914	22.3	3,557	22.1	11.2
West	46,468	32.4	5,578	34.6	12.0

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

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

TAP Eligible	Population N	Population %	Respondent N	Respondent %	Response Rate
Yes	92,726	64.7	11,961	74.2	12.9
No	50,655	35.3	4,156	25.8	8.2

Source: 2021 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 - Full Population	Age- Respondents Only	Length of Service - Full Population	Length of Service - Respondents Only
Minimum	18	18	61	61
Lower Quartile	25	29	1,207	1,461
Median	29	39	1,824	3,525
Mean (SE)	32.7 (0.03)	39.3 (0.09)	2822.17 (6.84)	4542.53 (26.42)
Upper Quartile	37	48	3,471	7,331
Maximum	85	73	23,701	15,638

Source: 2021 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 11.2 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 O-6 (34.63%), while the lowest response rates are among Service members with grades of O-1 (0.82%). 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.

This is evidence of strong associations between response status and each of these characteristics in the survey. 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<sup>1</sup>. The initial nonresponse adjustment cells were formed by crossing grade (two-level), length of service (four-level), VA region (four-level), and separation reason (two-level). This resulted in 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 34 cells and 51 cells, respectively. These nonresponses adjusted weights were post-stratified to the respective cohort population totals to produce the final weights. This is the same general procedure used for the 2019 and 2020 PSTAP Assessments.

Tables 4A - 4G 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 17.9 percent smaller as compared to the population proportion, but this difference is reduced to only 1.3 percent when looking at the weighted distribution (Table 6). Most of the large relative differences remaining in the tables are related to very small population sample sizes, where even a small absolute change in a proportion results in a large relative change. The medians and means of age and length of service are also very close to the population statistics after weighting. This suggests that the nonresponse weights are successful in reducing the potential for nonresponse bias.

**Table 4A. 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 (%)
7	33,788	23.57	24.75	-5.0	23.56	0.38	0.0
8	50,505	35.22	37.53	-6.6	35.22	0.44	0.0
9	59,088	41.21	37.72	8.5	41.21	0.47	0.0

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

<sup>1</sup> The classification tree was run using PROC HPSPPLIT 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.

**Table 4B. 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	76,116	53.09	62.60	-17.9	52.39	0.47	1.3
National Guard Member	16,391	11.43	10.44	8.7	10.91	0.30	4.6
Reserve Member	45,064	31.43	20.62	34.4	29.68	0.46	5.6
Reserve Retiree	5,810	4.05	6.33	-56.3	7.02	0.22	-73.2

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table 4C. 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 <sup>a</sup>	377	0.26	0.01	97.6	0.02	0.02	93.8
E-1	5,834	4.07	0.97	76.1	1.61	0.13	60.4
E-2	4,932	3.44	1.07	69.0	1.78	0.14	48.3
E-3	11,642	8.12	4.14	49.0	6.67	0.26	17.9
E-4	46,174	32.20	19.97	38.0	32.83	0.47	-2.0
E-5	29,075	20.28	17.61	13.2	26.42	0.43	-30.3
E-6	10,855	7.57	11.52	-52.1	7.23	0.18	4.5
E-7	8,331	5.81	13.02	-124.0	6.42	0.16	-10.5
E-8	3,683	2.57	6.43	-150.5	3.19	0.11	-24.2
E-9	1,571	1.10	3.28	-199.0	1.49	0.08	-36.0
O-1	4,033	2.81	0.20	92.7	0.41	0.07	85.4
O-2	841	0.59	0.50	15.4	0.82	0.09	-39.3
O-3	5,729	4.00	4.81	-20.5	3.50	0.13	12.5
O-4	3,682	2.57	4.57	-78.1	2.60	0.11	-1.4
O-5	3,355	2.34	5.57	-137.9	2.91	0.11	-24.2
O-6	1,799	1.25	3.87	-208.1	1.97	0.09	-56.7
O-7	65	0.05	0.11	-146.4	0.07	0.02	-48.0
O-8	49	0.03	0.13	-281.3	0.05	0.01	-55.7
O-9	24	0.02	0.06	-270.7	0.02	0.01	-36.8
O-10	4	0.00	0.01	-122.4	0.03	0.00	-832.0
Missing	1,326	0.92	2.16	-133.5	0.01	0.01	98.5

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

<sup>a</sup>CAD refers to a cadet or midshipman from the Service Academies

**Table 4D. 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	25,920	18.08	21.85	-20.8	18.33	0.34	-1.4
Army	65,029	45.35	43.29	4.6	45.15	0.46	0.4
Coast Guard	2,240	1.56	2.13	-36.2	1.66	0.11	-6.1
Marine Corps	25,932	18.09	14.27	21.1	17.88	0.37	1.2
Navy	24,122	16.82	18.21	-8.2	16.77	0.34	0.3
Unknown	138	0.10	0.25	-164.3	0.21	0.03	-122.1

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table 4E. 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	1,764	1.23	1.12	8.7	1.19	0.10	3.6
Asian/Pacific Islander	7,010	4.89	5.66	-15.9	5.46	0.21	-11.6
Black/African American	22,383	15.61	16.36	-4.8	16.25	0.35	-4.1
Unknown	8,155	5.69	5.97	-4.9	5.44	0.20	4.4
White	104,069	72.58	70.88	2.3	71.67	0.42	1.3

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table 4F. 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	27,938	19.49	20.37	-4.5	19.33	0.36	0.8
Northeast	34,535	24.09	21.37	11.3	24.62	0.42	-2.2
Other	2,526	1.76	1.58	10.2	1.45	0.11	17.6
South	31,914	22.26	22.07	0.8	22.19	0.38	0.3
West	46,468	32.41	34.61	-6.8	32.41	0.43	0.0

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table 4G. 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	92,726	64.67	74.21	-14.8	64.67	0.47	0.0
No	50,655	35.33	25.79	27.0	35.33	0.47	0.0

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.



**Table 5. 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	29	39	31	1,824	3,525	1,825
Mean (SE)	32.7 (0.03)	39.3 (0.09)	35.5 (0.09)	2,822.17 (6.84)	4,542.53 (26.42)	2,975 (19.22)

Source: 2021 Cross-Sectional 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 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 ( $p=0.01$ ) correlation between Q15 and age (correlation of 0.02), but not length of service ( $p=0.48$ ,  $\text{corr}=0.006$ ).

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 D. CROSS-SECTIONAL SURVEY DEMOGRAPHIC TABLES

**Table D1. Demographic Characteristics of 2021 Cross-Sectional Study Universe and Survey Respondents – Race**

Race	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
American Indian/Alaskan Native	1.2	1.3	1.3	1.2	1	1.4
Asian or Pacific Islander	5.1	4.9	4.7	6.3	5.5	4.9
Black/African American	16.1	15.5	15.4	16.8	15.6	16.5
Unknown	4.8	6.8	5.2	5.2	6.5	4.7
White	72.8	71.5	73.4	70.5	71.4	72.6
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

**Table D2. Demographic Characteristics of 2021 Cross-Sectional Study Universe and Survey Respondents – Gender**

Gender	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
Female	17.7	17.9	17	21.1	22.2	20.1
Male	82.3	82.1	83	78.9	77.8	79.9
N/A	0	0	0	0	0	0
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

**Table D3. Demographic Characteristics of 2021 Cross-Sectional Study Universe and Survey Respondents – Military Service Branch**

Military Service Branch	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
Air Force	19.1	17.2	18.2	21.7	17.7	16.9
Army	47.9	42.8	46.1	48.3	41.9	46.1
Coast Guard	1	1.9	1.6	0.8	2.2	1.7
Marine Corps	17	18.8	18	15.3	18.3	18.9
Navy	14.9	19	16	13.6	19.6	16.1
Unknown	0.1	0.2	0.1	0.2	0.2	0.2
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

**Table D4. Demographic Characteristics of 2021 Cross-Sectional Survey Study Universe and Survey Respondents – Military Component**

Military Component	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
Active Duty Member	56.9	52.9	51	58.1	54.2	47.6
National Guard Member	11.3	11.5	11.5	10.3	10.3	11.8
Reserve Member	28.4	30.9	33.6	25.8	26.8	34.4
Reserve Retiree	3.3	4.7	3.9	5.8	8.7	6.3
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

**Table D5. Demographic Characteristics of 2021 Cross-Sectional Study Universe and Survey Respondents – Pay Grade**

Pay grade	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
E-1 to E-3	15.2	16	15.5	9.5	10.3	9.8
E-4 to E-6	63.4	58.5	59.4	65.4	63.7	67.2
E-7 to E-9	9.4	9.9	9.1	11.5	11.9	9.8
O-1 and above	11.1	14.1	14.7	12.4	12.4	11.8
Other	0.9	1.4	1.2	1.2	1.7	1.3
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

**Table D6. Demographic Characteristics of 2021 Cross-Sectional Study Universe and Survey Respondents – Age**

Average Age	Study Universe Cohort 7 %	Study Universe Cohort 8 %	Study Universe Cohort 9 %	Survey Respondents Cohort 7 %	Survey Respondents Cohort 8 %	Survey Respondents Cohort 9 %
	31.4	32.1	34	34.6	35	36.4
<b>Total Respondents (N)</b>	<b>(33,788)</b>	<b>(50,505)</b>	<b>(59,088)</b>	<b>(3,989)</b>	<b>(6,049)</b>	<b>(6,079)</b>

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

## APPENDIX E. 2021 CROSS-SECTIONAL SURVEY DATA

This section provides detailed responses for almost all survey questions in the 2021 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.

2021 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?	CS7 (% and N)	CS8 (% and N)	CS9 (% and N)
No	32.8% 1,182	31.0% 1,576	28.1% 1,365
Yes	67.2% 2,790	69.0% 4,452	71.9% 4,686
Subtotal	3972	6028	6809
Data Unavailable	17	21	28
<i>Total</i>	<i>(3,989)</i>	<i>(6,049)</i>	<i>(6,079)</i>

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

Source: 2021 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	CS7 (% and N)	CS8 (% and N)	CS9 (% and N)
VA Benefits Briefings	26.9% 366	22.6% 385	19.4% 270
Transition Overview	20.5% 283	15.3% 261	14.1% 181
Personal Financial Planning for Transition	21.3% 288	15.5% 253	13.7% 173
Military Occupational Classification "MOC" Crosswalk	17.8% 243	12.2% 208	9.5% 117
Department of Labor Employment Workshop	15.3% 211	12.0% 197	10.8% 133
None of the above	67.0% 711	73.1% 1066	75.9% 1006
<i>Total</i>	<i>(2,102)</i>	<i>(2,370)</i>	<i>(1,880)</i>

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

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>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>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	8.4%	222	8.1%	312	9.7%	379
Disagree	12.5%	340	12.0%	475	14.9%	592
Neither agree nor disagree	18.7%	489	16.0%	649	19.2%	795
Agree	38.9%	1,196	41.5%	1,905	38.7%	1,951
Strongly agree	20.7%	664	21.9%	1,177	17.0%	972
Subtotal		2,911		4,518		4,689
Data Unavailable		56		99		103
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>Overall, the program enhanced my confidence in transition planning.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	9.4%	237	8.7%	321	10.0%	386
Disagree	16.1%	425	15.5%	603	18.1%	713
Neither agree nor disagree	21.0%	592	21.1%	872	22.8%	995
Agree	36.3%	1,114	35.1%	1,699	33.6%	1,759
Strongly agree	16.6%	545	19.1%	1,018	15.1%	835
Subtotal		2,913		4,513		4,688
Data Unavailable		54		104		104
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>Overall, I used what I learned from the program during my transition.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	9.9%	244	9.2%	341	10.7%	401
Disagree	15.6%	418	14.8%	569	17.5%	731
Neither agree nor disagree	19.4%	535	17.6%	740	19.4%	848
Agree	39.1%	1,186	40.0%	1,885	37.8%	1,906
Strongly agree	15.4%	521	17.8%	968	14.0%	788
Subtotal		2,904		4,503		4,674
Data Unavailable		63		114		118
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>I was given the time I needed during my military career to attend TAP courses.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	11.4%	276	10.0%	359	8.8%	348
Disagree	10.8%	270	8.9%	347	9.2%	373
Neither agree nor disagree	10.6%	272	9.4%	358	8.7%	345
Agree	35.9%	1,028	36.8%	1,594	38.2%	1,750
Strongly agree	30.2%	1,042	34.1%	1,839	34.1%	1,849
Subtotal		2,888		4,497		4,665
Data Unavailable		79		120		127
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>My immediate leadership was supportive of my transition to civilian life (e.g., attending TAP courses, attaining Career Readiness Standards).</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	13.9%	322	15.6%	527	17.0%	618
Disagree	12.6%	291	13.1%	476	14.8%	540
Neither agree nor disagree	16.3%	412	14.7%	549	16.2%	649
Agree	28.7%	841	27.8%	1,264	26.0%	1,284
Strongly agree	27.3%	1,017	27.7%	1,656	25.2%	1,568
Subtotal		2,883		4,472		4,659
Data Unavailable		84		145		133
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>The process of transitioning from active duty was more challenging than I expected.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	6.1%	169	6.6%	281	6.4%	307
Disagree	15.2%	448	16.1%	794	15.3%	784
Neither agree nor disagree	16.7%	519	15.4%	719	14.1%	690
Agree	25.6%	766	24.3%	1,144	23.9%	1,170
Strongly agree	35.1%	989	36.4%	1,544	39.2%	1,699
Subtotal		2,891		4,482		4,650
Data Unavailable		76		135		142
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 3G. 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).	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	6.3%	161	6.5%	242	8.9%	343
Disagree	9.8%	264	9.6%	382	10.0%	430
Neither agree nor disagree	14.8%	418	13.3%	566	14.3%	631
Agree	36.1%	1,100	35.3%	1,608	31.8%	1,580
Strongly agree	31.3%	920	33.7%	1,643	32.9%	1,610
Subtotal		2,863		4,441		4,594
Data Unavailable		104		176		198
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 3H. 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.	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	10.6%	267	11.1%	413	13.9%	524
Disagree	16.2%	435	15.1%	602	17.9%	750
Neither agree nor disagree	24.5%	691	22.2%	961	22.4%	1,013
Agree	33.8%	1,025	34.9%	1,651	32.5%	1,641
Strongly agree	11.0%	361	13.6%	725	11.2%	620
Subtotal		2,779		4,352		4,548
Data Unavailable		188		265		244
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Accessing Higher Education Track	23.2%	814	22.5%	1,151	20.0%	1,075
Entrepreneurship Track	13.0%	545	11.4%	735	11.7%	756
Career Credentialing and Apprenticeship Track	12.9%	482	11.5%	641	8.6%	515
OPM's Federal Employment Training	11.0%	496	11.7%	770	11.1%	749
None of the above	66.1%	2,627	68.2%	4,087	72.5%	4,293
<i>Total</i>		<i>(4,964)</i>		<i>(7,384)</i>		<i>(7,388)</i>

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
I took all or almost all in a traditional classroom setting	46.0%	1,412	69.6%	3,230	74.4%	3,546
I took all or almost all virtually (e.g., online)	39.7%	1101	15.5%	635	5.7%	261
I took a few of my modules/tracks in a classroom and a few virtually	7.9%	227	5.5%	275	5.1%	244
Did not complete any modules	6.4%	214	9.4%	445	14.8%	697
Subtotal	2,954		4,585		4,748	
Data Unavailable	13		32		44	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6A. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	6.9%	160	6.1%	223	7.5%	260
Not very useful	9.6%	248	9.9%	368	11.8%	466
Neutral	21.4%	496	16.6%	619	19.8%	800
Somewhat useful	36.4%	1,048	40.0%	1,745	38.4%	1,824
Extremely useful	23.4%	741	25.4%	1,334	20.0%	1,133
Subtotal	2693		4289		4483	
Data Unavailable	274		328		309	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6B. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	6.3%	146	5.1%	190	6.7%	231
Not very useful	8.0%	222	7.3%	277	8.5%	327
Neutral	14.7%	364	13.0%	471	13.9%	530
Somewhat useful	30.0%	878	29.3%	1,285	31.5%	1,462
Extremely useful	38.6%	1,235	42.9%	2,217	36.8%	2,030
Subtotal	2845		4440		4580	
Data Unavailable	122		177		212	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.



**Question 6C. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	6.3%	34	6.0%	47	6.7%	39
Not very useful	8.2%	48	8.4%	71	9.5%	62
Neutral	24.0%	133	24.5%	199	27.6%	179
Somewhat useful	30.4%	178	28.0%	258	25.5%	200
Extremely useful	21.2%	135	19.8%	194	18.4%	144
Subtotal		528		769		624
Data Unavailable		2439		3848		4168
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6D. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	8.6%	212	7.4%	271	8.4%	302
Not very useful	11.3%	319	10.7%	456	12.6%	513
Neutral	26.8%	713	26.6%	1,082	28.3%	1,228
Somewhat useful	33.3%	1,022	33.4%	1,607	32.0%	1,627
Extremely useful	16.2%	527	18.2%	913	14.4%	780
Subtotal		2793		4329		4450
Data Unavailable		174		288		342
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6E. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	9.2%	239	9.2%	387	10.5%	418
Not very useful	12.3%	347	12.5%	545	14.7%	652
Neutral	22.3%	622	22.2%	939	22.5%	1,022
Somewhat useful	31.4%	933	30.9%	1,443	30.8%	1,490
Extremely useful	22.2%	677	22.4%	1,077	18.4%	948
Subtotal		2818		4391		4530
Data Unavailable		149		226		262
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6F. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	13.4%	347	12.5%	518	14.2%	570
Not very useful	14.7%	434	14.8%	638	15.2%	685
Neutral	24.5%	688	23.6%	1,030	23.1%	,032
Somewhat useful	25.9%	787	24.5%	1,183	24.9%	,268
Extremely useful	16.4%	493	17.7%	848	13.7%	721
Subtotal		2,749		4,217		,276
Data Unavailable		218		400		516
<i>Total</i>		(2,967)		(4,617)		792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6G. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	10.2%	251	9.1%	363	10.4%	413
Not very useful	9.5%	284	9.8%	417	11.7%	502
Neutral	20.9%	579	19.3%	768	19.0%	813
Somewhat useful	28.7%	838	28.9%	1,335	29.8%	1,441
Extremely useful	24.5%	783	27.0%	1,376	23.7%	1,270
Subtotal		2,735		4,259		4,439
Data Unavailable		232		358		353
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6H. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	6.2%	49	5.6%	71	5.5%	57
Not very useful	5.7%	54	6.3%	81	7.0%	77
Neutral	18.0%	157	16.3%	216	21.4%	239
Somewhat useful	34.7%	287	29.6%	384	29.4%	380
Extremely useful	30.6%	271	34.5%	464	31.2%	402
Subtotal		818		1,216		1,155
Data Unavailable		2,149		3,401		3,637
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6I. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	8.3%	41	7.9%	61	8.2%	60
Not very useful	8.7%	52	8.4%	76	8.0%	75
Neutral	23.0%	135	23.7%	203	25.3%	209
Somewhat useful	30.7%	192	23.0%	236	26.1%	268
Extremely useful	18.1%	134	20.7%	232	20.6%	218
Subtotal		554		808		830
Data Unavailable		2,413		3,809		3,962
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 6J. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Not useful at all	6.2%	29	8.3%	66	8.9%	60
Not very useful	7.7%	41	6.0%	58	7.9%	66
Neutral	22.4%	116	20.5%	177	24.1%	202
Somewhat useful	29.1%	170	23.6%	248	25.6%	253
Extremely useful	24.1%	158	28.8%	313	23.4%	245
Subtotal		514		862		826
Data Unavailable		2,453		3,755		3,966
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Me as a Veteran	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	4.9%	109	5.3%	170	6.4%	215
Disagree	9.4%	232	7.6%	280	9.5%	344
Neither agree nor disagree	10.8%	264	10.8%	395	10.4%	414
Agree	46.9%	1,307	46.6%	2,042	44.2%	1,971
Strongly agree	28.0%	819	29.8%	1,416	29.6%	1,432
Subtotal		2,731		4,303		4,376
Data Unavailable		236		314		416
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>My family</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	8.8%	178	9.5%	273	11.7%	356
Disagree	17.2%	382	16.2%	530	19.1%	658
Neither agree nor disagree	20.8%	471	21.9%	717	20.8%	768
Agree	34.8%	963	34.4%	1,566	31.6%	1,444
Strongly agree	18.4%	537	18.0%	871	16.7%	845
Subtotal	2,531		3,957		4,071	
Data Unavailable	436		660		721	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>Apply for VA benefits</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	9.0%	208	8.7%	295	10.8%	350
Disagree	12.9%	331	11.2%	428	14.0%	509
Neither agree nor disagree	16.6%	427	14.2%	532	14.5%	594
Agree	39.6%	1,095	40.3%	1,751	38.9%	1,787
Strongly agree	21.9%	654	25.6%	1,272	21.9%	1,115
Subtotal	2,715		4,278		4,355	
Data Unavailable	252		339		437	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

<b>Prepare for potential impact to my economic well-being after my service</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Strongly disagree	9.3%	197	9.2%	301	11.7%	375
Disagree	13.2%	337	13.7%	502	17.5%	641
Neither agree nor disagree	23.4%	612	21.7%	852	23.4%	1,004
Agree	38.6%	1,091	37.3%	1,710	33.9%	1,609
Strongly agree	15.6%	465	18.1%	889	13.5%	708
Subtotal	2,702		4,254		4,337	
Data Unavailable	265		363		455	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 9C. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	9.9%	217	10.7%	356	14.8%	480
Disagree	14.6%	374	16.4%	596	19.7%	753
Neither agree nor disagree	24.2%	658	22.6%	925	23.2%	1,042
Agree	36.4%	1,020	34.6%	1,609	30.8%	1,470
Strongly agree	14.9%	434	15.8%	756	11.6%	596
Subtotal		2,703		4,242		4,341
Data Unavailable		264		375		451
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 9D. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	11.2%	251	10.2%	332	14.4%	473
Disagree	13.1%	298	13.6%	472	16.6%	613
Neither agree nor disagree	23.2%	628	23.4%	960	24.8%	1,086
Agree	34.7%	898	33.1%	1,362	29.7%	1,279
Strongly agree	17.8%	496	19.7%	889	14.6%	685
Subtotal		2,571		4,015		4,136
Data Unavailable		396		602		656
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 9E. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	11.9%	269	10.3%	347	13.8%	441
Disagree	14.8%	386	13.9%	515	13.1%	522
Neither agree nor disagree	18.1%	462	15.1%	595	17.0%	707
Agree	36.7%	1,018	37.9%	1,685	37.3%	1,713
Strongly agree	18.5%	552	22.8%	1,094	18.8%	941
Subtotal		2,687		4,236		4,324
Data Unavailable		280		381		468
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 9F. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Strongly disagree	11.8%	266	12.8%	397	16.7%	515
Disagree	12.6%	293	13.1%	463	14.8%	552
Neither agree nor disagree	19.7%	516	17.0%	693	19.4%	841
Agree	36.4%	974	34.8%	1,534	32.0%	1,492
Strongly agree	19.5%	576	22.3%	1,044	17.1%	817
Subtotal		2,625		4,131		4,217
Data Unavailable		342		486		575
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Disability Compensation	CS7 (% and N)		CS 8 (% and N)		CS9 (% and N)	
No	11.0%	208	9.6%	282	8.5%	277
Yes, I've applied	71.0%	2,096	77.3%	3,487	80.9%	3,635
Yes, I plan to apply	15.2%	322	10.9%	345	8.4%	279
Didn't know about this benefit	2.8%	47	2.2%	62	2.3%	67
Subtotal		2,673		4,176		4,258
Data Unavailable		294		441		534
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Education	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	10.7%	311	8.3%	372	6.7%	344
Yes, I've applied	55.4%	1,407	65.5%	2,542	75.5%	2,985
Yes, I plan to apply	32.5%	862	25.4%	1,132	16.4%	802
Didn't know about this benefit	1.3%	29	0.9%	28	1.4%	54
Subtotal		2,609		4,074		4,185
Data Unavailable		358		543		607
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Life Insurance	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	43.9%	1,649	48.3%	2,478	50.3%	2,579
Yes, I've applied	18.5%	784	20.5%	1,036	17.0%	1,018
Yes, I plan to apply	25.3%	813	18.3%	719	13.6%	498
Didn't know about this benefit	12.2%	243	12.9%	397	19.1%	581
Subtotal		3,489		4,630		4,676
Data Unavailable		378		539		650
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Home Loans	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	14.3%	327	13.9%	487	13.5%	492
Yes, I've applied	36.7%	1,250	43.6%	2,298	51.0%	2,608
Yes, I plan to apply	45.9%	1,012	39.9%	1,296	32.5%	1,073
Didn't know about this benefit	3.1%	54	2.6%	65	3.0%	81
Subtotal		2,643		4,146		4,254
Data Unavailable		324		471		538
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Vocational Rehabilitation & Employment	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	47.7%	1,221	48.7%	2,001	46.7%	1,986
Yes, I've applied	9.8%	236	11.7%	472	17.5%	676
Yes, I plan to apply	21.2%	557	18.0%	724	14.6%	598
Didn't know about this benefit	21.3%	421	21.7%	634	21.2%	662
Subtotal		2,435		3,831		3,922
Data Unavailable		532		786		870
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

VA Health Care	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	19.3%	463	18.3%	659	17.8%	705
Yes, I've applied	50.8%	1,447	60.6%	2,703	65.4%	2,900
Yes, I plan to apply	22.9%	601	15.9%	664	11.0%	466
Didn't know about this benefit	6.9%	139	5.3%	145	5.8%	179
Subtotal		2,650		4,171		4,250
Data Unavailable		317		446		542
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	70.4%	1,839	68.2%	2,755	75.9%	3,089
Yes	29.6%	904	31.8%	1,560	24.1%	1,301
Subtotal		2,743		4,315		4,390
Data Unavailable		224		302		402
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 12A. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Unacceptable	3.0%	19	2.2%	30	3.5%	37
Needs improvement	5.1%	43	5.8%	70	7.2%	73
Average	12.3%	95	13.6%	159	13.2%	147
Good	30.0%	255	29.9%	431	28.7%	346
Outstanding	49.5%	475	48.5%	820	47.4%	666
Subtotal		887		1,510		1,269
Data Unavailable		2,080		3,107		3,523
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.



**Question 12B. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Unacceptable	3.1%	21	2.2%	31	3.9%	39
Needs improvement	4.4%	41	5.3%	70	6.6%	72
Average	12.3%	95	14.4%	162	15.0%	155
Good	32.2%	278	32.2%	459	30.8%	382
Outstanding	48.0%	453	46.0%	782	43.8%	623
Subtotal		888		1,504		1,271
Data Unavailable		2,079		3,113		3,521
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 12C. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Unacceptable	4.8%	36	3.6%	50	5.2%	46
Needs improvement	5.8%	57	10.8%	132	10.7%	116
Average	15.4%	119	15.4%	197	17.1%	185
Good	33.4%	288	30.6%	451	29.3%	396
Outstanding	40.6%	383	39.6%	668	37.6%	521
Subtotal		883		1,498		1,264
Data Unavailable		2,084		3,119		3,528
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 12D. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Unacceptable	3.2%	22	3.0%	42	4.4%	41
Needs improvement	4.2%	42	5.7%	74	7.0%	76
Average	13.2%	105	13.4%	164	13.5%	150
Good	31.5%	259	31.5%	452	31.5%	378
Outstanding	47.8%	457	46.4%	778	43.6%	625
Subtotal		885		1,510		1,270
Data Unavailable		2,082		3,107		3,522
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13A. 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.	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Extremely challenging	12.5%	275	14.8%	491	18.4%	590
Considerably challenging	17.2%	393	18.0%	644	19.6%	710
Somewhat challenging	23.2%	553	23.2%	895	22.2%	880
A little challenging	23.4%	564	20.2%	788	19.5%	801
Not at all challenging	20.0%	473	21.7%	856	18.2%	754
Prefer not to answer	3.8%	77	2.0%	73	2.1%	75
Subtotal		2,335		3,747		3,810
Data Unavailable		632		870		982
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13B. 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.	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Extremely challenging	8.4%	177	9.6%	312	11.0%	346
Considerably challenging	14.3%	332	13.7%	521	16.2%	601
Somewhat challenging	24.5%	587	22.9%	881	24.6%	957
A little challenging	24.7%	601	24.4%	952	21.9%	916
Not at all challenging	25.7%	594	27.9%	1,042	24.7%	968
Prefer not to answer	2.4%	51	1.4%	53	1.6%	59
Subtotal		2,342		3,761		3,847
Data Unavailable		625		856		945
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13C. 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)**

<b>How to translate my military experience to civilian job requirements.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	16.0%	355	18.4%	610	22.5%	732
Considerably challenging	15.9%	386	16.6%	645	17.2%	646
Somewhat challenging	19.9%	512	19.0%	756	19.3%	789
A little challenging	21.8%	519	20.7%	857	19.6%	838
Not at all challenging	24.0%	588	24.0%	932	20.1%	860
Prefer not to answer	2.5%	50	1.2%	43	1.4%	49
Subtotal		2,410		3,843		3,914
Data Unavailable		557		774		878
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13D. 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)**

<b>Difference between military and civilian workforce cultures and norms about expected behaviors.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	16.5%	347	20.1%	662	24.3%	821
Considerably challenging	15.4%	356	16.6%	634	17.3%	687
Somewhat challenging	22.0%	528	19.1%	764	18.0%	756
A little challenging	18.7%	512	19.0%	824	18.3%	771
Not at all challenging	25.1%	585	24.1%	924	20.7%	861
Prefer not to answer	2.3%	45	1.2%	44	1.4%	51
Subtotal		2,373		3,852		3,947
Data Unavailable		594		765		845
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13E. 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)**

<b>Understanding how to interact with civilians who are not familiar with the military.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	14.3%	289	15.8%	528	20.4%	675
Considerably challenging	12.4%	289	15.6%	568	16.5%	643
Somewhat challenging	18.1%	447	18.2%	739	17.3%	728
A little challenging	22.0%	562	18.5%	798	17.6%	787
Not at all challenging	31.3%	759	30.9%	1,229	26.8%	1,085
Prefer not to answer	2.0%	42	1.0%	40	1.4%	50
Subtotal		2,388		3,902		3,968
Data Unavailable		579		715		824
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13F. 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)**

<b>Working with civilians who share different values from what I was accustomed to in the military.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	15.3%	323	18.1%	605	21.5%	752
Considerably challenging	13.1%	312	14.6%	560	16.1%	619
Somewhat challenging	18.5%	443	18.2%	723	17.7%	733
A little challenging	19.3%	496	19.3%	781	17.9%	775
Not at all challenging	31.7%	723	28.4%	1,105	25.3%	977
Prefer not to answer	2.1%	45	1.5%	48	1.5%	54
Subtotal		2,342		3,822		3,644
Data Unavailable		625		795		882
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13G. 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)**

<b>Communicating in civilian terms rather than using military vocabulary and acronyms.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	10.8%	226	11.3%	373	13.4%	454
Considerably challenging	9.2%	216	10.7%	433	10.5%	420
Somewhat challenging	17.5%	437	17.2%	699	19.0%	752
A little challenging	22.7%	608	21.6%	942	20.5%	917
Not at all challenging	37.6%	875	38.1%	1,432	35.3%	1,407
Prefer not to answer	2.2%	47	1.1%	38	1.3%	44
Subtotal		2,409		3,917		3,994
Data Unavailable		558		700		798
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13H. 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)**

<b>Learning to have a better work-life balance after the transition.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	14.8%	308	16.4%	567	21.7%	725
Considerably challenging	14.0%	327	14.7%	546	15.6%	591
Somewhat challenging	17.8%	445	18.8%	734	18.1%	744
A little challenging	19.8%	508	19.1%	781	18.1%	779
Not at all challenging	31.0%	758	29.9%	1,216	24.9%	1,077
Prefer not to answer	2.5%	51	1.1%	38	1.5%	52
Subtotal		2,397		3,882		3,968
Data Unavailable		570		735		824
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13I. 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)**

<b>Missing the camaraderie and teamwork that was part of the military culture.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	27.5%	617	32.3%	1,125	38.3%	1,367
Considerably challenging	16.6%	414	17.6%	714	18.3%	762
Somewhat challenging	16.9%	434	17.1%	731	15.9%	698
A little challenging	16.6%	443	14.5%	637	12.2%	572
Not at all challenging	19.9%	489	17.1%	708	13.7%	572
Prefer not to answer	2.5%	51	1.4%	45	1.5%	53
Subtotal		2,448		3,960		4,024
Data Unavailable		519		657		768
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13J. 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)**

<b>Working at a slower pace than when in the military.</b>	<b>CS7 (% and N)</b>		<b>CS8 (% and N)</b>		<b>CS9 (% and N)</b>	
Extremely challenging	16.1%	347	18.2%	622	22.2%	728
Considerably challenging	13.6%	305	15.4%	579	16.0%	618
Somewhat challenging	17.7%	400	17.6%	627	18.8%	729
A little challenging	16.0%	396	14.4%	568	13.9%	552
Not at all challenging	34.1%	723	32.9%	1,166	27.6%	1,018
Prefer not to answer	2.6%	48	1.4%	44	1.5%	50
Subtotal		2,219		3,606		3,695
Data Unavailable		748		1,011		1,097
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 13K. 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.	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Extremely challenging	4.7%	73	5.1%	125	6.0%	163
Considerably challenging	5.2%	85	6.0%	167	5.9%	170
Somewhat challenging	11.0%	184	11.3%	302	11.2%	328
A little challenging	14.4%	262	11.6%	336	13.6%	392
Not at all challenging	61.5%	1,142	64.0%	1,924	61.0%	1,908
Prefer not to answer	3.2%	52	1.9%	52	2.3%	65
Subtotal		1,798		2,906		3,026
Data Unavailable		1,169		1,711		1,766
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Yes, self employed	5.1%	126	3.7%	174	4.0%	189
Yes, work for a business, non-profit, or government agency (not self-employed)	50.4%	1,352	55.8%	2,423	55.6%	2,483
No, I pursued education/training before starting work	19.7%	383	20.6%	646	21.6%	697
No, I retired and chose not to pursue further employment	2.4%	113	2.2%	161	1.7%	149
No, I wanted to work but could not find a job	6.6%	171	6.1%	211	5.1%	182
No, I took extended time off (greater than 6 months, other than terminal leave) before starting work or school	7.8%	230	5.1%	227	6.0%	243
No, other reason	4.2%	114	3.8%	165	3.7%	161
Prefer not to answer	3.8%	97	2.6%	96	2.3%	83
Subtotal		2,586		4,103		4,187
Data Unavailable		381		514		605
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Landed a job prior to separating	41.0%	711	36.7%	1,152	33.1%	1,041
0-3 months after separating	40.1%	560	38.5%	890	38.8%	968
More than 3 months but less than 6 months after separating	11.2%	163	12.1%	288	10.4%	265
Between 6 months and 1 year after separating	6.0%	85	9.6%	227	10.3%	242
More than 1 year after separating	1.8%	25	3.2%	69	7.3%	177
Subtotal		1,544		2,626		2,693
Data Unavailable		1,423		1,991		2,099
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Currently Employment?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	38.8%	1,003	34.5%	1,336	28.4%	1,203
Yes	61.2%	1,576	65.5%	2,768	71.6%	2,966
Subtotal		2,579		4,104		4,169
Data Unavailable		388		513		623
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Permanent	81.4%	1,304	84.0%	2,329	87.5%	2,576
Temporary or Seasonal	18.6%	244	16.0%	361	12.5%	326
Subtotal		1,548		2,690		2,902
Data Unavailable		1,419		1,927		1,890
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Yes, I own my own company and have _____ employees	2.2%	53	2.9%	79	3.4%	127
Yes, I have a side-business/hobby I use to supplement my income	7.4%	119	7.4%	228	9.3%	248
Yes, I have taken tangible steps to start a business during the last 12 months (by myself or with others)	6.5%	97	5.9%	166	5.7%	173
No	83.9%	1,279	83.7%	2,217	81.6%	2,350
Subtotal		1,548		2,690		2,898
Data Unavailable		1,419		1,927		1,894
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Current Employment Type	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
I work full-time (without an additional part-time job)	74.9%	1,224	77.0%	2,165	77.1%	2,297
I work full time, and have an additional part time job	9.7%	123	8.6%	207	10.8%	277
I don't have a full-time job, I work part-time by choice	7.8%	110	8.7%	198	6.6%	184
I work part-time at one job, but would like full-time employment	5.7%	68	4.5%	91	4.3%	103
I work part-time at more than one job, but would like full-time employment	1.9%	20	1.2%	23	1.2%	32
Subtotal		1,545		2,684		2,893
Data Unavailable		1,422		1,933		1,899
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Jobs	1.6	1,387	1.8	2,509	2.4	2,709
Data Unavailable		1580		2108		2083
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

\* Mean is weighted; N is unweighted.

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	72.6%	1,150	70.9%	1,991	72.3%	2,155
Yes	27.4%	393	29.1%	696	27.7%	747
Subtotal		1,543		2,687		2,902
Data Unavailable		1,424		1,930		1,890
Total		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Higher pay	83.8%	296	75.3%	478	75.8%	522
Better fit for my skills and abilities	58.9%	226	57.7%	375	57.1%	397
Want a permanent position	25.1%	91	21.4%	131	24.4%	161
Job satisfaction/better work environment	59.5%	228	62.8%	416	65.7%	467
Something more interesting	42.1%	158	42.8%	269	41.4%	273
More flexible schedule	23.9%	86	25.7%	161	23.0%	149
Better training and educational opportunities	28.9%	89	35.0%	187	29.0%	172
Better hours	30.2%	115	33.2%	203	26.7%	174
Want more hours/full-time position	17.8%	55	15.2%	84	13.6%	72
More opportunities for advancement	43.8%	158	51.5%	323	51.9%	355
Shorter commute	17.8%	76	23.7%	160	17.7%	133
Prefer not to answer	2.2%	13	3.0%	27	2.2%	20
Total		(2,967)		(4,617)		(4,792)

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
VA Health Care System	54.8%	1,547	62.7%	2,798	65.1%	2,838
Department of Labor's American Job Center	6.9%	184	7.2%	321	7.7%	341
VA Benefits Website	75.8%	2,059	79.8%	3,421	77.5%	3,337
Commercial job site	45.1%	1,302	51.2%	2,284	50.3%	2,252
Other	3.0%	80	2.9%	130	3.7%	168
None	10.3%	215	8.7%	276	8.5%	310
Prefer not to answer	4.0%	82	2.7%	91	2.6%	92
Total		(2,967)		(4,617)		(4,792)

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
USAJOBS	19.1%	566	19.6%	904	21.3%	1023
Vocational Rehabilitation and Employment	4.4%	130	4.5%	210	4.4%	210
Department of Labor's American Job Center	1.3%	40	1.7%	78	1.6%	78
U.S. Chamber of Commerce Foundation's Hiring Our Heroes Fast Track	2.1%	61	1.7%	77	1.1%	51
Commercial job site	17.0%	503	18.9%	872	15.8%	755
Private or non-profit sector	8.9%	264	10.5%	487	10.1%	483
Other	5.0%	148	4.5%	207	4.2%	202
None of the above	48.0%	1,423	46.2%	2,131	44.9%	2,153
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
High school equivalent or less	5.18%	98	4.51%	133	3.92%	122
High school graduate	18.33%	339	16.12%	475	9.82%	313
Trade/technical school	3.98%	77	4.5%	125	4.36%	141
Some college	24.76%	532	26.45%	894	22.2%	811
Associate degree (e.g., AA, AS)	12.9%	343	13.0%	553	16.0%	645
4-year college degree (e.g., BA, AB, BS)	19.3%	575	20.3%	926	25.9%	1,052
Master's degree (e.g., MA, MS, MSW, MBA)	12.3%	508	11.3%	779	14.5%	881
Professional degree (e.g., MD, DDS, DVM, LLB, JD)	1.3%	49	1.9%	123	1.9%	128
Doctorate degree (e.g., PhD, EdD)	0.6%	23	1.0%	59	0.6%	46
Prefer not to answer	1.4%	35	1.0%	35	0.7%	29
<i>Subtotal</i>		<i>2,579</i>		<i>4,102</i>		<i>4,168</i>
Data Unavailable		388		515		624
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Education at a college or university, full-time	24.8%	494	27.8%	865	21.5%	735
Education at a college or university, part-time	6.6%	165	7.4%	298	8.0%	289
Technical or vocational training/obtain license or certificate, full-time	6.1%	123	4.9%	161	3.3%	113
Technical or vocational training/obtain license or certificate, part-time	2.7%	76	2.6%	125	2.2%	105
Other	2.0%	55	2.1%	84	1.9%	86
None	59.3%	1,696	57.6%	2,632	64.9%	2,900
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Student Loans	7.8%	61	6.2%	88	12.9%	140
GI Bill	78.3%	619	81.0%	1,062	79.1%	911
Working part-time or full-time	15.1%	116	18.0%	227	22.2%	235
Scholarship	10.8%	80	10.5%	133	12.3%	134
Money from other sources	10.6%	83	11.0%	151	7.9%	101
Other	12.7%	119	11.4%	185	14.8%	187
Prefer not to answer	1.8%	12	0.9%	20	1.4%	23
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 28A. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	2.8%	23	4.6%	62	5.9%	70
Dissatisfied	4.7%	39	6.5%	78	8.0%	86
Neither satisfied nor dissatisfied	22.0%	187	19.6%	275	18.3%	231
Satisfied	31.4%	265	30.2%	435	30.8%	360
Very dissatisfied	39.1%	355	39.1%	587	36.9%	497
<i>Subtotal</i>		<i>869</i>		<i>1,437</i>		<i>1,244</i>
Data Unavailable		2,098		3,180		3,548
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 28B. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	2.4%	19	4.0%	50	3.9%	49
Dissatisfied	4.1%	34	4.8%	61	7.8%	89
Neither satisfied nor dissatisfied	24.6%	217	22.0%	323	21.0%	267
Satisfied	30.7%	264	32.2%	451	31.8%	384
Very dissatisfied	38.3%	334	36.9%	550	35.6%	457
Subtotal		868		1,435		1,246
Data Unavailable		2,099		3,182		3,546
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Your learning environment	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	2.6%	21	4.4%	55	5.5%	60
Dissatisfied	6.4%	52	7.4%	96	9.6%	107
Neither satisfied nor dissatisfied	23.3%	207	23.0%	319	20.8%	262
Satisfied	32.2%	275	31.8%	464	30.9%	371
Very dissatisfied	35.6%	314	33.5%	501	33.3%	444
Subtotal		869		1,435		1,244
Data Unavailable		2,098		3,182		3,548
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	20.8%	430	21.6%	693	19.7%	686
Yes	70.6%	1,921	71.6%	3,135	73.7%	3,192
Prefer not to answer	8.6%	196	6.8%	242	6.7%	246
Subtotal		2,547		4,070		4,124
Data Unavailable		420		547		668
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	22.7%	381	19.1%	527	19.7%	544
Yes	65.4%	1,497	68.9%	2,465	70.0%	2,534
Prefer not to answer	11.9%	212	12.1%	323	10.2%	296
Subtotal		2,090		3,315		3,374
Data Unavailable		877		1,302		1,418
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	37.5%	953	34.54%	1,456	34.04%	1,523
Yes	51.1%	1,333	55.03%	2,225	56.11%	2,188
Prefer not to answer	11.4%	261	10.43%	386	9.85%	406
Subtotal		2,547		4,067		4,117
Data Unavailable		420		550		675
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	26.5%	381	25.8%	592	26.8%	613
Yes	53.3%	889	56.3%	1,548	57.0%	1,518
Prefer not to answer	20.2%	303	18.0%	433	16.2%	425
Subtotal		1,573		2,573		2,556
Data Unavailable		1,394		2,044		2,236
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Healthcare coverage?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	14.3%	237	11.3%	288	10.2%	275
Yes	79.8%	2,196	84.6%	3,669	86.5%	3,743
Prefer not to answer	5.9%	109	4.1%	109	3.2%	101
Subtotal		2,542		4,066		4,119
Data Unavailable		425		551		673
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Employer-provided health insurance	31.1%	605	36.0%	1,116	40.7%	1,244
A plan you purchased through a healthcare exchange	1.8%	27	1.9%	60	1.6%	49
TRICARE	39.6%	1,327	36.0%	2,079	29.9%	1,992
VA	52.4%	1,207	59.3%	2,309	62.9%	2,410
Medicaid	2.0%	30	2.5%	55	3.0%	78
Medicare	0.7%	13	2.3%	55	1.9%	84
Other government assisted health plan	1.3%	27	1.1%	37	1.3%	40
Something else	3.3%	56	3.0%	84	2.2%	76
Prefer not to answer	6.0%	99	4.3%	111	2.9%	85
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Employer-provided health insurance	25.2%	426	27.5%	739	30.7%	822
A plan you purchased through a healthcare exchange	1.6%	21	1.3%	34	1.3%	35
TRICARE	29.2%	984	24.1%	1,380	18.9%	1,268
VA	32.5%	629	37.7%	1,273	41.6%	1,415
Medicaid	1.6%	23	1.1%	25	1.3%	32
Medicare	0.3%	5	1.2%	26	0.6%	26
Other government assisted health plan	1.1%	17	0.6%	16	0.5%	15
Something else	2.3%	37	1.6%	45	1.5%	41
Prefer not to answer	6.2%	104	4.9%	130	3.7%	101
<i>Subtotal</i>	<i>3,111</i>		<i>4,273</i>		<i>4,343</i>	
Data Unavailable	721		949		1037	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Your physical health	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	9.4%	196	9.9%	319	1%	359
Dissatisfied	23.3%	574	24.1%	916	23%	902
Neither satisfied nor dissatisfied	23.4%	575	20.3%	782	2%	774
Satisfied	28.8%	800	30.1%	1374	31%	1357
Very satisfied	15.1%	379	15.5%	632	16%	692
Subtotal	2,524		4,023		4,084	
Data Unavailable	443		594		708	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Your emotional/mental health	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	12.7%	251	13.9%	436	13.2%	432
Dissatisfied	22.7%	538	21.8%	790	21.0%	795
Neither satisfied nor dissatisfied	23.2%	581	22.1%	893	22.7%	885
Satisfied	22.2%	641	24.3%	1,091	25.9%	1,153
Very satisfied	19.1%	534	18.0%	853	17.2%	847
Subtotal	2,545		4,063		4,112	
Data Unavailable	422		554		680	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Your health care	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Very dissatisfied	7.1%	144	7.5%	237	7.6%	244
Dissatisfied	11.4%	273	10.9%	400	12.1%	434
Neither satisfied nor dissatisfied	32.2%	720	28.6%	1,005	26.4%	993
Satisfied	29.0%	837	29.5%	1,344	31.6%	1,375
Very satisfied	20.3%	571	23.5%	1,066	22.2%	1,062
Subtotal	2,545		4,052		4,108	
Data Unavailable	422		565		684	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.



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

Healthcare Resources	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Living with a domestic partner	6.2%	119	6.8%	208	7.9%	243
Never married	27.7%	485	27.7%	751	21.5%	611
Married-first and only marriage	42.6%	1216	39.6%	1843	41.3%	1845
Married-second or later marriage	10.0%	390	11.3%	712	11.5%	723
Separated	2.3%	53	2.7%	99	2.8%	102
Divorced	7.2%	194	8.0%	324	11.8%	469
Widowed	0.0%	1	0.2%	10	0.2%	10
Prefer not to answer	3.9%	89	3.6%	122	3.1%	119
Subtotal		2,547		4,069		4,122
Data Unavailable		420		548		670
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Relationship Status	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Currently in a relationship	27.08%	219	29.73%	379	33.32%	396
Not currently in a relationship	59.82%	480	57.26%	724	52.38%	694
Prefer not to answer	13.11%	121	13.01%	191	14.3%	210
Subtotal		820		1,294		1,300
Data Unavailable		2,147		3,323		3,492
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Currently in a relationship	54.0%	1,077	52.4%	1,640	46.3%	1,506
Not currently in a relationship	42.6%	1,393	45.1%	2,332	51.1%	2,508
Prefer not to answer	3.4%	79	2.5%	97	2.6%	105
Subtotal		2,549		4,069		4,119
Data Unavailable		418		548		673
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 40A. 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Children	1.1	557	1.1	934	1.2	912
Data Unavailable	2,410		3,683		3,880	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 40B. 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Children	1.3	659	1.4	1,159	1.5	1,241
Data Unavailable	2,308		3,458		3,551	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 40C. 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Children	1.3	620	1.3	1,031	1.4	1,045
Data Unavailable	2,347		3,586		3,747	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 40D. 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Children	1.4	525	1.4	792	1.5	922
Data Unavailable	2,442		3,825		3,870	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 40E. 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of Children	1.0	238	1.0	339	1.4	435
Data Unavailable	2,729		4,278		4,357	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 41A. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	5.8%	132	5.1%	202	6.0%	221
One	7.5%	177	7.7%	309	9.0%	334
Two	16.6%	414	16.2%	640	17.9%	712
Three or Four	35.2%	915	35.9%	1,431	35.5%	1,459
Five to Eight	22.2%	582	22.5%	948	20.6%	907
Nine or more	8.9%	231	9.0%	387	8.1%	351
Prefer not to answer	3.8%	93	3.6%	143	3.0%	123
Subtotal		2,544		4,060		4,107
Data Unavailable		423		557		685
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 41B. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	16.0%	362	19.0%	690	20.2%	737
One	18.9%	468	17.3%	698	18.4%	726
Two	21.9%	567	22.9%	912	23.7%	935
Three or Four	26.2%	685	25.5%	1,073	23.4%	1,043
Five to Eight	8.6%	237	7.6%	355	7.6%	361
Nine or more	3.6%	90	3.5%	158	3.1%	144
Prefer not to answer	4.8%	126	4.2%	167	3.7%	151
Subtotal		2,535		4,053		4,097
Data Unavailable		432		564		695
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 41C. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	10.7%	256	12.2%	451	14.0%	516
One	16.9%	403	15.1%	598	15.6%	606
Two	20.7%	534	21.4%	842	23.0%	892
Three or Four	28.8%	732	28.5%	1,171	27.9%	1,197
Five to Eight	12.3%	332	12.0%	523	10.9%	499
Nine or more	6.3%	164	6.9%	301	5.3%	243
Prefer not to answer	4.3%	113	3.9%	158	3.5%	140
Subtotal		2,534		4,044		4,093
Data Unavailable		433		573		699
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 42A. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	14.2%	337	13.3%	519	13.1%	527
One	13.9%	326	14.0%	544	14.2%	560
Two	18.3%	475	20.9%	821	20.5%	807
Three or Four	28.8%	757	28.1%	1,172	28.3%	1,204
Five to Eight	13.4%	358	13.2%	559	14.0%	568
Nine or more	6.9%	181	7.1%	308	6.7%	309
Prefer not to answer	4.5%	109	3.4%	140	3.1%	137
Subtotal		2,543		4,063		4,112
Data Unavailable		424		554		680
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 42B. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	19.9%	476	20.9%	802	20.4%	813
One	19.0%	465	18.5%	723	20.1%	783
Two	22.2%	580	24.3%	1000	22.9%	957
Three or Four	23.5%	613	21.4%	920	23.6%	1002
Five to Eight	7.1%	203	7.6%	319	6.8%	289
Nine or more	3.6%	91	3.4%	144	2.9%	124
Prefer not to answer	4.7%	117	3.9%	154	3.3%	137
Subtotal		2,545		4,062		4,105
Data Unavailable		422		555		687
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 42C. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
None	17.5%	411	18.6%	687	18.4%	707
One	19.6%	457	18.6%	743	19.1%	743
Two	20.3%	544	22.6%	908	22.6%	920
Three or Four	25.0%	664	23.2%	998	24.2%	1,054
Five to Eight	7.3%	211	8.3%	350	7.9%	335
Nine or more	5.3%	136	5.0%	225	4.4%	201
Prefer not to answer	4.9%	120	3.6%	147	3.4%	142
Subtotal		2,543		4,058		4,102
Data Unavailable		424		559		690
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 43A. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Never	22.9%	657	21.9%	1,057	22.1%	1,072
Hardly Ever	20.3%	544	20.0%	849	19.4%	843
Some of the Time	36.0%	884	34.7%	1,343	34.5%	1,335
Often	20.9%	457	23.5%	805	24.0%	849
Subtotal		2,542		4,054		4,099
Data Unavailable		425		563		693
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 43B. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Never	24.1%	692	23.9%	1,116	21.9%	1,055
Hardly Ever	22.9%	586	23.5%	990	21.6%	946
Some of the Time	33.3%	831	30.9%	1,213	33.2%	1,285
Often	19.7%	430	21.8%	732	23.2%	812
Subtotal		2,539		4,051		4,098
Data Unavailable		428		566		694
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 43C. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Never	21.7%	647	22.1%	1,063	21.1%	1,022
Hardly Ever	20.6%	532	18.6%	797	19.0%	849
Some of the Time	31.5%	796	31.3%	1,241	30.6%	1,235
Often	26.2%	564	28.0%	950	29.3%	998
Subtotal		2,539		4,051		4,104
Data Unavailable		428		566		688
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	15.0%	285	13.6%	386	14.1%	411
Yes	77.7%	2,086	81.5%	3,478	79.9%	3,481
Prefer not to answer	7.3%	160	4.9%	161	6.0%	185
Subtotal		2,531		4,025		4,077
Data Unavailable		436		592		715
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	39.5%	888	40.9%	1,425	46.2%	1,662
Yes	53.0%	1,473	52.6%	2,372	47.6%	2,186
Prefer not to answer	7.5%	172	6.6%	228	6.2%	231
Subtotal		2,533		4,025		4,079
Data Unavailable		434		592		713
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	22.1%	410	21.6%	667	25.0%	780
Yes	70.1%	1,956	71.7%	3,151	69.8%	3,110
Prefer not to answer	7.8%	165	6.7%	206	5.3%	185
Subtotal		2,531		4,024		4,075
Data Unavailable		436		593		717
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	32.2%	621	30.9%	953	34.0%	1,098
Yes	58.9%	1,704	61.6%	2,816	60.7%	2,767
Prefer not to answer	9.0%	202	7.5%	257	5.3%	213
Subtotal		2,527		4,026		4,078
Data Unavailable		440		591		714
<i>Total</i>		(2,967)		(4,617)		(4,792)

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No, my household is not more than one month behind in debt payments	61.4%	1,668	65.8%	2,839	66.6%	2,914
Yes, my household is over one month behind in debt payments	8.6%	168	8.0%	230	10.1%	314
Not applicable- my household does not have any debt	20.4%	489	18.8%	715	16.3%	617
Prefer not to answer	9.6%	204	7.5%	241	7.0%	229
Subtotal		2,529		4,025		4,074
Data Unavailable		438		592		718
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
No	84.6%	2,218	87.0%	3,615	85.1%	3,601
Yes	7.4%	142	7.4%	221	8.5%	254
Prefer not to answer	7.9%	169	5.6%	185	6.4%	215
Subtotal		2,529		4,021		4,070
Data Unavailable		438		596		722
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 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	CS7 (Mean and N)		CS8 (Mean and N)		CS9 (Mean and N)	
Number of People	2.9	2,082	3.2	3,437	3.0	3,547
Data Unavailable		885		1,180		1,245
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

\* Mean is weighted; N is unweighted.

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

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

Living Situation	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Rent an apartment, house, or room	41.7%	880	40.7%	1,306	38.2%	1,230
Own an apartment or house	37.5%	1,249	41.9%	2,212	49.8%	2,469
Live with a friend or relative and not paying rent	12.8%	226	10.4%	276	6.1%	173
Live in a dormitory at school	0.2%	3	0.2%	7	0.0%	0
Live in a medical or assisted living facility, such as a hospital or rehab center	0.1%	2	0.0%	0	0.0%	0
Live in transitional housing (e.g., a halfway house)	0.2%	3	0.0%	1	0.3%	8



Living Situation	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Live in a car, on the street, or in a homeless shelter	0.4%	7	0.2%	5	0.2%	4
Somewhere else	2.7%	58	2.8%	98	2.1%	69
Prefer not to answer	4.5%	102	3.8%	123	3.3%	126
Subtotal	2,530		4,028		4,079	
Data Unavailable	437		589		713	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 52A. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Less than \$25,000	23.6%	405	21.0%	543	17.0%	470
\$25,000 - \$40,000	22.4%	425	22.1%	654	20.3%	625
\$40,001 - \$70,000	18.6%	482	19.5%	777	25.0%	912
\$70,001 - \$100,000	11.5%	388	13.4%	636	14.4%	639
\$100,001 - \$130,000	5.8%	216	6.4%	361	7.1%	389
\$130,001 - \$160,000	2.9%	137	3.3%	233	3.4%	227
Greater than \$160,000	3.2%	158	4.7%	376	4.3%	366
Prefer not to answer	12.2%	293	9.6%	406	8.5%	412
Subtotal	2,504		3,986		4,040	
Data Unavailable	463		631		752	
<i>Total</i>	<i>2,967</i>		<i>4,617</i>		<i>4,792</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 52B. 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	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Less than \$25,000	12.4%	228	11.3%	301	10.5%	309
\$25,000 - \$40,000	17.8%	318	17.9%	495	15.1%	439
\$40,001 - \$70,000	19.1%	411	20.1%	678	20.8%	693
\$70,001 - \$100,000	13.8%	368	14.9%	606	16.2%	635
\$100,001 - \$130,000	8.4%	265	8.6%	399	10.8%	458
\$130,001 - \$160,000	5.1%	181	5.3%	295	6.3%	313
Greater than \$160,000	6.9%	275	9.4%	590	8.6%	569
Prefer not to answer	16.4%	375	12.6%	485	11.7%	505
Subtotal	2,421		3,849		3,921	
Data Unavailable	546		768		871	
<i>Total</i>	<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>	

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53A. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	4.2%	77	4.1%	117	4.1%	121
1	2.7%	56	2.5%	82	2.6%	87
2	3.2%	66	3.4%	113	3.9%	135
3	5.6%	112	7.2%	230	5.8%	200
4	6.0%	130	7.1%	231	6.8%	238
5	12.5%	275	11.3%	387	10.0%	372
6	13.5%	307	11.1%	411	11.4%	405
7	15.6%	424	15.7%	648	16.6%	683
8	14.1%	404	14.4%	673	17.3%	755
9	7.7%	249	9.2%	482	9.6%	468
10 (Completely satisfied)	10.5%	311	10.7%	510	8.9%	468
Prefer not to answer	4.4%	107	3.4%	132	3.2%	130
Subtotal		2,518		4,016		4,062
Data Unavailable		449		601		730
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53B. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	3.7%	62	3.4%	91	3.7%	106
1	1.4%	32	1.9%	53	2.0%	60
2	2.2%	44	2.9%	86	2.5%	78
3	4.8%	96	4.3%	135	4.6%	143
4	5.5%	110	4.8%	154	5.5%	184
5	11.3%	245	11.1%	359	10.5%	367
6	10.5%	235	9.3%	329	8.8%	330
7	15.5%	386	14.4%	571	14.9%	586
8	15.1%	416	16.5%	713	16.4%	679
9	10.5%	341	11.7%	587	12.7%	607
10 (Completely satisfied)	15.7%	459	16.7%	820	15.6%	808
Prefer not to answer	3.9%	97	3.0%	117	3.1%	116
Subtotal		2,523		4,015		4,064
Data Unavailable		444		602		728
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53C. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	4.5%	88	4.5%	135	4.8%	152
1	2.2%	42	2.6%	92	2.3%	95
2	4.0%	95	5.1%	168	4.2%	153
3	7.6%	169	6.3%	233	6.6%	247
4	8.6%	207	9.7%	361	8.9%	335
5	14.9%	376	16.3%	604	15.3%	602
6	14.7%	373	12.0%	522	12.8%	535
7	14.0%	381	14.3%	646	14.9%	654
8	10.8%	305	12.2%	536	13.7%	563
9	7.8%	216	7.9%	355	7.8%	352
10 (Completely satisfied)	6.8%	164	6.3%	253	5.6%	266
Prefer not to answer	4.2%	107	2.9%	114	2.8%	111
Subtotal		2,523		4,019		4,065
Data Unavailable		444		598		727
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53D. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	5.7%	106	5.4%	162	6.7%	200
1	2.7%	60	3.4%	109	3.4%	126
2	3.6%	72	4.1%	131	4.1%	146
3	6.2%	133	7.0%	221	5.3%	177
4	6.7%	156	6.3%	238	6.7%	233
5	11.8%	281	10.9%	396	11.0%	429
6	11.4%	281	10.8%	410	9.3%	393
7	14.4%	381	13.9%	601	13.9%	580
8	11.6%	346	13.9%	619	16.1%	671
9	10.0%	289	9.8%	481	9.9%	496
10 (Completely satisfied)	11.8%	319	11.9%	538	10.7%	496
Prefer not to answer	4.1%	101	2.8%	114	2.9%	119
Subtotal		2,525		4,020		4,066
Data Unavailable		442		597		726
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53E. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	5.8%	111	5.9%	183	6.0%	191
1	3.6%	78	3.0%	107	3.8%	136
2	4.1%	86	4.1%	135	4.1%	153
3	5.9%	137	6.8%	230	6.0%	209
4	5.4%	129	5.7%	204	6.4%	243
5	10.1%	244	11.0%	398	9.7%	389
6	9.5%	234	9.1%	370	9.0%	337
7	12.5%	318	11.1%	473	11.9%	497
8	11.8%	336	13.5%	582	13.9%	582
9	10.5%	312	10.7%	509	11.4%	537
10 (Completely satisfied)	16.2%	430	15.7%	695	14.4%	650
Prefer not to answer	4.5%	111	3.4%	133	3.5%	140
Subtotal		2,526		4,019		4,064
Data Unavailable		441		598		728
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53F. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	3.2%	61	3.1%	82	3.2%	89
1	0.9%	22	2.0%	58	1.6%	54
2	1.5%	30	2.2%	75	2.0%	65
3	2.5%	57	3.7%	115	2.4%	84
4	3.1%	72	3.1%	117	3.5%	128
5	9.3%	197	7.0%	247	8.1%	294
6	5.8%	140	6.3%	219	6.9%	249
7	9.7%	233	9.7%	370	9.6%	379
8	14.2%	362	12.0%	493	13.7%	549
9	14.4%	388	14.6%	647	15.2%	651
10 (Completely satisfied)	31.1%	859	33.1%	1,471	30.4%	1,392
Prefer not to answer	4.4%	106	3.2%	126	3.5%	130
Subtotal		2,527		4,020		4,064
Data Unavailable		440		597		728
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53G. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	10.9%	211	11.1%	329	11.5%	367
1	5.0%	97	4.8%	164	5.1%	175
2	4.9%	112	5.6%	199	5.2%	185
3	7.0%	150	8.6%	295	7.2%	265
4	6.6%	151	7.4%	267	6.8%	260
5	15.4%	377	12.7%	483	13.0%	501
6	8.7%	232	9.2%	383	8.8%	376
7	9.9%	286	11.0%	485	11.1%	493
8	9.8%	304	8.8%	448	10.7%	460
9	6.3%	187	6.4%	330	7.1%	367
10 (Completely satisfied)	10.4%	287	10.0%	463	9.0%	437
Prefer not to answer	5.2%	130	4.5%	174	4.6%	177
Subtotal		2,524		4,020		4,063
Data Unavailable		443		597		729
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53H. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	6.5%	122	6.4%	183	8.2%	235
1	2.8%	56	2.7%	91	3.3%	111
2	3.2%	63	4.0%	122	3.6%	119
3	5.3%	107	4.8%	155	5.3%	186
4	5.8%	127	5.9%	197	5.1%	187
5	12.5%	291	12.0%	409	11.8%	433
6	9.7%	231	8.8%	344	8.9%	349
7	12.8%	330	12.3%	503	11.3%	515
8	13.7%	390	12.9%	576	14.1%	601
9	9.7%	307	11.0%	559	12.0%	574
10 (Completely satisfied)	13.5%	389	15.4%	731	12.7%	615
Prefer not to answer	4.4%	109	3.8%	146	3.6%	137
Subtotal		2,522		4,016		4,062
Data Unavailable		445		601		730
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

**Question 53I. 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?	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
0 (No satisfaction at all)	9.1%	183	9.6%	292	9.7%	311
1	1.8%	44	2.2%	78	2.7%	96
2	1.5%	39	2.2%	72	2.7%	85
3	2.7%	63	3.9%	143	3.0%	111
4	4.2%	99	2.9%	101	3.2%	134
5	11.8%	278	10.8%	404	10.5%	411
6	6.3%	151	5.3%	214	6.0%	245
7	8.5%	232	9.5%	414	9.5%	398
8	11.1%	292	8.9%	414	9.2%	422
9	7.6%	235	8.4%	414	8.6%	404
10 (Completely satisfied)	20.5%	543	22.0%	936	21.2%	923
Prefer not to answer	14.8%	361	14.2%	537	13.8%	522
Subtotal		2,520		4,019		4,062
Data Unavailable		447		598		730
<i>Total</i>		<i>(2,967)</i>		<i>(4,617)</i>		<i>(4,792)</i>

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

Source: 2021 Cross-Sectional Survey merged with VA administrative and DoD data.

## APPENDIX F. COMMENTS ANALYSIS

### INTRODUCTION

This section provides a summary of the comments received in response to the open-ended questions asked in the 2021 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?

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 were 10,011 comments. Most comments fell under the domain “*Experience with TAP*” with approximately 59 percent of Veterans from each cohort responding with a critique or positive comment (see Table 1). This was followed by “*Employment*” which also had a high percentage of comments, as around 39 percent of Veterans from each cohort provided ways to improve or comment the program. While across all domains 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. In the case of Question 7, this is more likely given it is asking directly for feedback on how to improve the program. “*Health and Relationships*” life domain had the highest percentage (above 17 percent) of positive comments across all three cohorts.

**Table 1. Distribution of Comments by Life Domain, Cohort, and Type of Comment – Cross-Sectional Question 7**

Life Domain	Cohort 7		Cohort 8		Cohort 9	
	Critique	Positive	Critique	Positive	Critique	Positive
Education	91.32%	8.68%	85.21%	14.79%	80.48%	19.52%
	(284)	(27)	(438)	(76)	(433)	(105)
Employment	89.09%	10.91%	88.06%	11.94%	82.87%	17.13%
	(645)	(79)	(1268)	(172)	(1451)	(300)

Life Domain	Cohort 7		Cohort 8		Cohort 9	
	Critique	Positive	Critique	Positive	Critique	Positive
Experience with TAP	91.5%	8.45%	87.04%	12.96%	84.85%	15.15%
	(1366)	(126)	(1935)	(288)	(1888)	(337)
Financial Circumstances	92.75%	7.25%	82.06%	17.94%	86.24%	13.76%
	(179)	(14)	(247)	(54)	(282)	(45)
Health & Relationships	85.14%	14.86%	82.02%	17.98%	80.82%	19.18%
	(573)	(100)	(967)	(212)	(982)	(233)

Source: 2021 Cross-Sectional Survey

For Cross-Sectional Question 55 (Table 2 ), there were 7,354 responses. Most comments fell under the domain of “*Health & Relationships*” with 3,642 total comments and 95 percent of Veterans from each cohort responding with areas of improvement. “*Employment*” had the second highest number of comments at 2,678, with 92.4 percent of those comments responding with critiques. “*Experience with TAP*” had the highest percentage of positive comments (over 8 percent) compared to all other life domains.

**Table 2. Distribution of Comments by Life Domain, Cohort, and Type of Comment – Cross-Sectional Question 55**

Life Domain	Cohort 7		Cohort 8		Cohort 9	
	Critique	Positive	Critique	Positive	Critique	Positive
Education	91.1%	8.9%	93.52%	6.48%	92.03%	7.97%
	(133)	(13)	(231)	(16)	(254)	(22)
Employment	90.91%	9.09%	92.24%	7.76%	94.08%	5.92%
	(530)	(53)	(904)	(76)	(1049)	(66)
Experience with TAP	91.84%	8.16%	89.72%	10.28%	92.9%	7.1%
	(563)	(50)	(794)	(91)	(759)	(58)
Financial Circumstances	93.75%	6.25%	95.51%	4.49%	97.18%	2.82%
	(120)	(8)	(170)	(8)	(172)	(5)
Health & Relationships	94.46%	5.54%	94.54%	5.46%	95.76%	4.24%
	(836)	(49)	(1247)	(72)	(1377)	(61)

Source: 2021 Cross-Sectional Survey

## MOST FREQUENTLY USED WORDS

Table 3 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 3A. 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=10,011)**

Word	Frequency	Number of Unique Comment Appearances	Percentage of Unique Comment Appearances
Benefits	1,471	1,265	12.64%
Job	1,224	1,005	10.04%
Resume	1,165	982	9.81%
Career	519	449	4.49%
Retirement	537	441	4.41%
Covid	440	419	4.19%
Medical	432	369	3.69%
Employment	390	360	3.6%
Disability	380	350	3.5%
Education	347	314	3.14%
Financial	327	291	2.91%
Resources	311	276	2.76%
Interview	310	272	2.72%
Command	322	272	2.72%
Health	310	267	2.67%
Online	304	266	2.67%
Leadership	295	255	2.55%
Mental	206	175	1.75%
College	175	159	1.59%
Insurance	181	144	1.44%
Government	137	124	1.24%
Tricare	124	111	1.09%
Employers	117	109	1.11%
Healthcare	120	104	1.04%

Source: 2021 Cross-Sectional Survey

**Table 3B. 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=7,354)**

Word	Frequency	Number of Unique Comment Appearances	Percentage of Unique Comment Appearances
Benefits	988	806	10.96%
Disability	819	728	9.9%
Health	684	573	7.79%
Job	651	548	7.45%
Medical	531	421	5.72%
Mental	380	327	4.45%
Covid	303	288	3.92%
Retirement	317	273	3.71%
Healthcare	300	251	3.41%
Resources	225	204	2.77%
Appointment	209	182	2.47%
Education	176	157	2.13%
Compensation	147	136	1.82%
Employment	138	130	1.74%
Insurance	130	103	1.38%
Online	99	83	1.11%

Source: 2021 Cross-Sectional Survey

Comparing responses to both questions, benefits was the most frequently found word. After that, the questions focused on different topics. For question 7, the focus turned to employment with “job”, “resume”, “career” and “retirement” appearing next implying that Veterans were more focused on employment when it comes to their experiences with TAP. Meanwhile, the focus of question 55 was on health. “Disability”, “Health”, “Mental” and “Medical” all appeared frequently meaning that health was health and wellness were more important to Veterans currently. The only topics that appeared in both lists in the top five were “Benefits” and “Job”.

The next section provides an analysis of overarching themes from responses to both questions followed by question-specific themes with supporting comments from Veterans who participated in the survey. Finally, the last section compares, and contrasts comments provided in response to the two open-ended questions from the 2020 and 2021 Cross-Sectional Surveys.

## OVERARCHING THEMES

---

While each open-ended question is different, there were several key words/topics that appeared across both questions in the Cross-Sectional Survey. This section discusses some of the overarching themes from these questions.

### EMPLOYMENT

One theme that spanned all both questions was employment. Several issues surrounding employment were uncovered through analysis of the comments. Overall, Table 4 provides a rundown of the number of comments referencing employment.

**Table 4. Frequency of *Employment* Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	3,915	39.11%
Cross-Sectional Question 55	2,678	36.42%

Source: 2021 Cross-Sectional Survey

The first issue that was uncovered in the comments analysis was that Veterans felt **TAP/VA should assist them more in finding employment**. Many Veterans would like VA to provide more assistance in searching for jobs (with platforms like USAJOBS) or provide outlets for Veterans to get work immediately. Given the importance for Veterans to find work either before or right after separation, this tends to be a focal point of Veteran critiques of TAP. Comments regarding this issue include:

- “I think the briefings should be more realistic. I understand the intent of wanting the servicemember to feel confident with their decision to leave the military but the briefings made it seem as if employers would be lined up at the door if our resumes were well written which is not the case. There are a lot of qualified civilians trying to enter the federal job system so it is a lot of competition out there.” (CS7)
- “Actually given time off/time during class to apply for jobs or school or whatever specific plan for the future. If it were possible to have one on one time with a counselor- career or school or life planning - it would be super beneficial.” (CS9)
- “Perhaps more emphasis on the practical process of seeking employment - more hands on resume development, personal marketing strategies, etc.” (CS7)
- “The employment related courses, especially resumes and interviewing should NOT be on-line click through courses. They provided minimal useful information because I could not ask questions to clarify concerns or confusion.” (CS8)
- “One thing we found very hard to deal with was some jobs do not consider military experience employment experience. Another obstacle was my physical disabilities. I did not know how to work with them.” (CS9)

Another issue that was uncovered was that, along with resume support, **Veterans want more mock interview support, networking opportunities, and job fairs.** Veterans mentioned that they wish more time in TAP was committed to finding a job through networking and other methods. Comments include:

- “TAP does an extremely poor job of developing transitioning service members for networking opportunities. The program needs to at least identify or even have networking opportunities that are available in the local area or programs that can support (Fourblock)” (CS7)
- “I think employment is the biggest factor, so networking, federal job help, etc. are key to helping people transition smoothly.” (CS7)
- “I think it's important to help teach use of technology and apps that can help seek employment and networking/career fairs. It would be nice to allow military members to do internships towards the end of their stint. I think it would be helpful to send more information on family benefits and how to apply. Also hire more people to assist Veterans so there aren't so many backlogs when trying to receive medical help or benefit assistance.” (CS9)
- “A little more time with the mock interviews and resume writing would be helpful for those who haven't been on the market for over 20 years but overall it is a nice and enjoyable Thank You for giving the time” (CS8)

Veterans also expressed **difficulty in translating their military skills to civilian skills and being prepared for civilian work culture.** 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:

- “Finding ways to directly translate my military skill set and experience into a civilian equivalent. I've had issues because everywhere I go I start down at the very bottom and have to work my way up. I understand that everyone has to start somewhere however I'm a 20 year veteran with a ton of experience and knowledge so starting me as a lube tech or stonewalling me on supervisor or managerial positions isn't exactly motivating in the civilian work place.” (CS9)
- “The strangest aspect to me was the difference in military culture versus civilian culture, specifically within the context of professional business settings. I had developed a straight-forward honesty towards communicating with my friends and leadership in the Army that I have had trouble translating into the civilian environment. I've found for the most part for civilian businesses to be very political, and very closely guarded regarding what they will or will not say. I think part of it is a fear of being reported to human resources, or otherwise create a bad impression with other colleagues that may not be eager to work out the differences with you then and there on the spot. I do miss the honesty military culture provides in that

regard. I've also found it to be very awkward and off putting to certain people once they learn you were in the military, though I believe this was covered in TAP.” (CS9)

- “TAP focuses a lot on job acquisition and benefits assurance, which I think is very useful but only about 6 percent of the solution. I think many people (myself included) don't have an issue with obtaining a job so much as they have an issue with figuring out the differences between corporate and military culture. Navigating through the mess of ambiguous corporate power hierarchies, what a "good" benefits plan looks like in comparison to what we are accustomed to having in service, and understanding an individual's relative capability as compared to a civilian counterpart are all equally as important. I'm not sure by what mechanism this kind of information can be imparted on transitioning soldiers, but it's my opinion we would have more long term job retention and post-separation satisfaction if we can find a way to relate this to transitioning troops.” (CS7)
- “Post-transition interviews that are with former service members and videotaped for replay in the course. A panel approach with various job sectors and military experiences should be considered with a discussion on how life in the civilian workplace is centered first on individual needs/achievement in the context of the organization. This vastly different than the mission/duty oriented concept of the military once it's actually experienced. It's also alienating” (CS9)

## DEPARTMENT OF VETERANS AFFAIRS

There were several themes dealing with VA identified in the comments. Table 5 provides the frequency of comments related to VA across both questions.

**Table 5. Frequency of VA Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	3,183	31.8%
Cross-Sectional Question 55	3,030	41.2%

Source: 2021 Cross-Sectional Survey

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:

- “VA benefits was most impactful presentation with tons of resources provided in topic as well. Not much on taxes, and actual financial planning other than creating a budget.” (CS7)
- “The VA benefits course was the most informative that I had because it helped me understand my benefits better.” (CS9)

- “By far the most useful part of the program was the VA benefits info, if it were possible to have at least 2 days to do that, maybe even incorporate a day of starting the VA claim stuff that would be extremely beneficial to anyone/everyone.” (CS9)
- “The VA benefits portion was very useful and more time should be taken in this area.” (CS8)
- “TAP modules were very helpful, especially the VA benefits briefing. I wish I could have attended the in-person briefing instead of the virtual. The pandemic made it extremely difficult to engage with other service members and ask questions about some of the benefits the VA offers” (CS7)

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. Veterans suggested taking the course multiple times, which is allowed, spreading out the information, or making the course more interactive with additional help completing paperwork for benefits. Comments regarding this include:

- “VA has many programs and resources. During the transition it seemed like a lot of information to digest at one time. It is a positive that the VA has these resources, just seemed like they briefed quickly and it became confusing.” (CS9)
- “The VA brief was too short. They offer far too many benefits for a few hours of lecture/presentation. The book provided is full of useful information but it quickly becomes overwhelming.” (CS7)
- “Repeat VA benefits info-it was a lot to absorb” (CS7)
- “I think that discussing VA benefits should incorporate more time than was allotted.” (CS8)

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:

- “After retirement the VA was great, the TAP folks were not able to answer my questions, I had to reach out after I got home. Little stressful. I didn't like the capstone events because I was forced to take workshops that I had no interest in. Maybe after covid, the transitioning members will have access to a VA rep before they retire.” (CS7)
- “I think being paired with a VA counselor to help with ongoing benefit support would be nice. I often feel lost on how to handle things like medical care and educational benefits. This creates stress and anxiety.” (CS8)

- “Having people who work in the VA that are Proactive in helping veterans was extremely helpful. One thing that can be improved is hiring more people at the VA so that the workers are not overwhelmed” (CS9)

Some Veterans had **additional feedback** for VA on the TAP courses as well as how the VA could better assist them during transition. A sample of those comments include:

- “VA process of going to screening appointments during transition was well odd considering someone should have those done before getting out and I had to start a new career and balance all those VA screening appointments. I feel that was a major distraction that could have been complete prior to ETS and should be complete before ETS.” (CS7)
- “The VA section was not very informative in the classroom. The instructors only provided websites and phone numbers to call them to talk about things. Saying that VA is too much for only 1 hour they are given to talk about this program. The Resume writing was the only section that helped the most. Commands do not care about letting Sailors off work for a week. Overseas Sailors get this the worse since they are always busy getting ready for deployments. No one tells you all the paperwork needed for retirement because they talk more about junior sailors getting out. There should be one different for retirement since this is different than a sailor just getting out the Navy.” (CS8)
- “The VA Disability process is too drawn out and I was unable to complete it prior to discharging. As communicated earlier, health care is unnecessarily complex. It causes veterans not to access routine care. What was a FREE benefit now costs me money and I was never told that I would not be able to access VA Hospitals if I made beyond a certain pay scale. I've attempted to contact the board of military corrections for over a year and only been able to get a letter response. No one to talk to or call to resolve the issue. I'm happy with my life, but the benefits I earned are difficult to access and make it hard to feel like anyone really care me about what happens to us afterward.” (CS9)
- “The presentation of VA benefits was not very helpful. I can read the benefit guide. What I really need to know is how to navigate the VA claim process and how to access benefits in my state of final residence.” (CS8)
- “I found that my support channel was very helpful in the out processing time. What was not helpful was the VA benefits, they need to separate the class from retirees and regular end of contract people, because all they talked about was the retirees benefits. They would tell me to just call the representative to see what I could get.” (CS7)

## LENGTH AND TIMELINESS OF TAP CURRICULUM

Veterans provided their opinions on the TAP course 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 6 provides the number of comments.

Table 6. Frequency of TAP Feedback Comments by Question

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	5,940	59.3%
Cross-Sectional Question 55	2,315	31.5%

Source: 2021 Cross-Sectional Survey

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

- “Better clarity earlier (say 5-years pre-retirement) about what I wanted to do and what was realistic so that I would have time to shape my certifications, experience, and preparations. (CS9)
- “It would have been useful to have attended certain modules at an earlier date in my military career so I knew the kinds of decisions that I needed to be planning for post-military. If certain modules/parts of modules were made into CBTs (computer-based training) that younger airmen were required to take, we'd be better prepared for transition than cramming all the information into a 1-week class.”
- “It would probably be a good idea to direct service members to attend the course at some point between 18-22 years of service regardless of their intent to transition. I wish I had been exposed to TAP 4-5 years earlier” (CS8)
- “Service members need to attend way earlier than their units usually allow them. Information and resources on the way out is not helpful. Information and resources with time to digest and use them would be.” (CS7)

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 5 day program has too much content jammed into the week. Looking back, more time should have been spent on resumes (reading each others and getting feedback from professionals), interview practice (having stories ready to go), and



how to search for jobs. I actually went into the 5 day with a job already lined up at a tech company. Compared to the prep I did myself (interview/resume/search), the program was lackluster.” (CS9)

- “The TAP 5-day course was full of extremely valuable information. However, it is a lot of information given very quickly. The optional courses, I’m sure would have also been very beneficial, however I was not permitted to attend due to my command. If the TAP 5-day course was not mandatory I strongly believe I would not have been given time to attend it at all. If I were to suggest any improvements, it would be to extend the length of the TAP course and to push for the optional courses to be integrated into the TAP course.” (CS8)
- “Thank you for the survey. I believe there could be more done for those who are still in and looking to transition. It is great to have the five day TAPS for everyone to attend, but that just simply isn’t enough. Many service members are forced to attend that 12 months out from separation and data dump everything by the time it matters ultimately setting them up for failure. The issue with that is their commands do not let them attend again because they have already checked that box (I say that because I saw it all the time). That could be a simple fix, but instead of just dumping all this material on servicemembers during a five day seminar, potentially do more to set them up with additional follow-ups and additional seminars/shorter refreshers. I get it, its on the servicemember to act on the information they’re provided; but speaking from experience, sometimes you have to force it onto them so they understand the severity of whats going on and about to happen.” (CS7)
- “More time towards transition needs to be allotted. I feel as though a negative stigma is placed on leaving the military, so units tend to leave the service member out there and not help during their transition. Maybe put that member in a non deployable status their final year so they can actually make it to interviews, school tours, job fairs, and networking events.” (CS8)

Some Veterans wanted the information from the briefings provided throughout their time in the military, not just as they were separating. This was seen more prominent with financial planning on job crosswalks. Understanding how your military career matches up with employment can be a factor in the decision to go into education or employment after separation. Some comments include:

- “Transition training should be mandatory across a career. I stayed through retirement, and could have used this information at my 5, 10 year points (when we debate getting out or staying the course) and again 2 years before retirement. Commanders need to be held accountable for transitions well beyond attending TAP and checking the box. Over the course of my career I went to over 5 years of JPME to hone my skills in service, but was harassed for wanting a few months to train for transition back into a culture I left almost 3 decades earlier. We can do better.” (CS9)

- “When I try to apply for federal jobs on USAjobs I have no idea what my training translates to as far as a GS number. For example, jobs will say they are looking for a candidate with a GS11 level background in training, and I have no clue what that entails. My biggest gripe is I was medically retired at 10 percent P&T after five + years of service. I was told I would get my disability pay in congruence with a military pension by everyone that helped process me out, but DFAS keeps rejecting the pension pay, and I don't know what to do about that, or if I was fed a line of crap about the pension...which would really piss me off, because the reserve recruiter also said I would get both disability and pension which he told me would cancel out if I joined the reserves. My command couldn't help much because people doing 20+ years of service only know how to reenlist, and know nothing about getting out, and those who get out disappear and are never heard from again.” (CS9)
- “Provide all the TAP information that should've been disbursed in an easy to find location for veterans and retirees to access once we're out. I'm sure the information may already be out there, but it sure as hell is not easy to find.” (CS7)

Other Veterans provided feedback on TAP that did not fall into the categories above. Some of that feedback includes:

- “I found helpful that some advisors in the course were veterans and know our situations. Though most of the advisors giving the classes were not veterans and did not fully understand our benefits. When asking questions about getting GI Bill information in regards to apprenticeships the civilian advisors had no idea about the process. I would highly recommend having veterans who recently separated give these courses and classes. Veterans who know the processes and been in our footsteps. Having civilians teach these courses and classes is not helpful because they do not understand what service members face during our transition stage.” (CS7)
- “To be honest, I think a one on one coach or sponsor would have been great. That way they could sit down with you and track and help you schedule the process. Most of the time I kind of felt lost and was spinning wheels trying to reach out and find out what was next. I started at 18 months out and was still doing the TAP process while I was on transition leave. I finally gave up on everything since I was already retired. Someone from the SFLTAP called me 6 months later to close out my status because they forgot about me.” (CS8)
- “Class group is too big, reduce the class size. It is very difficult to receive the information correctly when there is a big group of people, all with a unique question and purpose.” (CS8)
- “The "death-by-PowerPoint" TAP session was extremely helpful. It has been three years since I separated from the U.S. Air Force so I don't remember the exact

details, but long story short, I am now a happily employed GS employee. I credit some of that success to the TAP program.” (CS7)

- “Teaching people how to utilize their GI Bill during out processing stage. Everything I learned I had to read online or ask other Veterans and the VA Rep at Colleges. Which is very difficult during Covid.” (CS8)

Veterans also provided some positives regarding the TAP courses and how **TAP had a positive impact** on their transition. Those comments include:

- “The TAP staff were very professional and always worked to help. They helped me prepare for job fairs and job interviews. They helped me build my federal resume. They familiarized me with many useful organizations, programs and websites, which I still use. They helped me understand my options for healthcare as an Army retiree. I was overall pleased with TAP.” (CS7)
- “Everyone I dealt with at the transition center at Hunter AAF were absolutely fantastic! Most helpful people in an Army program I have known after 27 years of service. They went out of their way to make sure I understood everything and that I was taken care of. They followed up just to check. Great organization! All things said, my transition was super positive and made it so much easier than I thought it would be. I got out briefly in 1997 at Ft Lewis and they were garbage. This program has come light years from where it was. The Army got it right with program. HUGE sustain!” (CS8)
- “I think bringing in volunteer veterans who have already transitioned for a few years and let them gather in a classroom for a few hours and let the students talk to each and every one of them and get real advice from different perspectives. It was a huge adjustment and battling depression because you don't build a social circle so easily like you do in the military all while trying to make it in the civilian world is very daunting. It's a huge wake up call! Also, people need to understand that if they don't go guard or reserves, your career in the military is more than likely over because it is very difficult to reenlist! I think overall, having real life scenarios and situations spoke about from veterans helps people understand different outcomes. Some make civilian world work very quickly and some do not!” (CS9)
- “I am a very driven and well prepared man. Transition has been easy because of that. TAPS is the best possible arrangement to help the infinitely differently folks and situations leaving AD. Great program, don't change it.” (CS7)
- “I would 100 percent advocate for EVERY soldier to take these classes periodically throughout their time in service so that nothing comes as a surprise when transitioning out of the military. I found every class and every person teaching the class extremely helpful!” (CS8)

## RESUME WRITING

Resume writing was a prevalent theme for Cross-Sectional Question 7. Overall, Table 7 provides a rundown of the number of comments referencing resume writing during or after their transition.

**Table 7. Frequency of Resume Writing Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	1,129	11.28%
Cross-Sectional Question 55	104	1.4%

Source: 2021 Cross-Sectional Survey

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?” While resume writing was a part of many comments labeled as critiques, there were still more positive comments than most topics. Table 8 displays the breakdown of the sentiment towards resume writing by question.

**Table 8. Resume Writing Comment Sentiment**

Domain	Critique	Positive
Cross-Sectional Question 7	87.42% (987)	12.58% (142)
Cross-Sectional Question 55	88.46% (92)	11.54% (12)

Source: 2021 Cross-Sectional Survey

Veterans found that many aspects of TAP needed improvement, but resume writing was a positive that assisted them in the transition process. Many comments, including those below, included positive information about resumes, but critiques of other areas of TAP. Comments include:

- “Resume proofing was helpful as was the introduction to interviewing. The DOL info was useful. Maybe have more speakers in who have successfully transitioned recently. Have people from different ranks and MOSs.” (CS9)
- “The best thing for me was the Resume building and how to sell yourself. That helped me find a job before I even separated so I had no gap as well as was able to earn a very nice salary. TAPS is something I will always recommend to others. The other item that I have heard others really liking or not even knowing was there is the trade programs that are offered by many industries.” (CS9)
- “The best thing about the course was explaining on how to write your resumes. There needs to be a day set aside for more important topics. Everyone's goals are different. College or going straight to the workforce it doesn't matter. You can't train

someone in 5 days. Personally I think the most important thing that should be a requirement is to have a PROFESSIONAL resume to even get in the course.” (CS8)

- “The resume building course single-handedly got me my job. MCAS Miramar having a professional resume builder employed is a huge asset. I think you should look into hiring more of them to spread that service across the military.” (CS8)

Additionally, some Veterans did not appreciate the resume writing piece of TAP. Their critiques ranged from the resume instruction being dated for the corporate landscape to the amount of time being spent on it being not as useful as other things such as networking and job searches. Those comments include:

- “Definitely the DOL Employment Workshop could be improved upon. Transitioning, I only heard about 10 different ways I should write my resume. This was a class where I got told how to write my resume the wrong way and then told to do a mock interview where the instructor told the whole class I would have a hard time getting a job after transition. I got hired on my first interview and I go that interview using a resume that an actual previous transitioned Marine help me build. I think this class should be taught by people who just transitioned. I know teaching this class probably has its challenges but the most current information and way to create resumes would be a plus for servicemembers. I wrote a resume in this DOL Workshop during my 5 day TAP Course and then was told later on in the workshop by a different resume writing instructor that it was all wrong.” (CS7)
- “If there was something I could have used immediately, it would have been resume writing and improvement techniques. There is nothing virtually provided to us and a course/block that could be added for those separating and/or retiring” (CS7)
- “The resume workshop only spoke to civilian workforce type resumes but did not address Federal. Should be able to complete and have a completed civilian and/or federal working resume by the end of the workshop.” (CS8)
- “The DOL module was more focused on corporate jobs and not blue-collar workers. I did not find this module helpful nor did I find the resume requirement even useful. The resume certified within this module was not even used to find employment due to several hiring managers letting me know this format was not only incorrect but laid out improperly.” (CS8)
- “To better prepare officers for civilian employment, I think there needs to be more focus on interviewing, resumes, and budget planning with people who can assist with these three things. Yes, we did these things but I felt like I was policing myself in all of them.” (CS9)

## DISABILITY CLAIMS

Another theme that spanned both 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 9 provides a rundown of the number of comments referencing disability claims.

**Table 9. Frequency of Disability Claims Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	518	5.17%
Cross-Sectional Question 55	1,021	13.88%

Source: 2021 Cross-Sectional Survey

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

- “After retiring i noticed how difficult it was to get records, especially medical records. I attempted to file a disability claim but was denied after the medical assessment. Extremely difficult for a guardsman to file and prove medical issues unless you are hurt on the days of drill weekend. As a guardsman you need to maintain the physical standard as active duty. The time you spend on YOUR time maintaining these standards are when a person may be hurt, but it does not count unless you are on military orders. This has been a difficult item for me and my family to just completely accept when you see others abuse this system. I've had injuries and surgery while active duty and in the guard one that includes metal face plates but because it didn't happen while deployed it doesn't matter. I dealt with in on my own in order to maintain my physical military standard and proud of it, but how does a guardsman prove anything with the system we have?” (CS9)
- “VA benefits and medical care needs to be done much more thoroughly. The complete disconnect between the VA disability compensation evaluation and receiving medical care for service-connected injuries after transition needs to be done in a much more in-depth fashion” (CS9)

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 Veterans wanted more one-on-one assistance during TAP to help begin paperwork and even help with getting proper documentation. Some comments include:

- “Have an actual one on one with individuals for resume building, financial advice & definitely help with VA set up for Service Connected disability & benefits” (CS7)
- “I believe that more time needs to be spent on the VA benefits and disability portion. I found it very useful. However, it did not completely prepare me for the process.” (CS8)
- “Provide additional resources for VA disability compensation paperwork and understanding in the form of access to VSO's.” (CS7)
- “When I applied for VA disability claims (lower back pain), the supposed "exam" didn't actually check for anything beyond the surface level, conduct any thorough tests, or even take any x-rays or anything that I would expect from such an appointment. The VA should be more thorough in their medical examinations for things like these because here I am denied any help/compensation for the pain I STILL have. I might not be bedridden, but that doesn't mean I'm not in pain at all. I would like the VA to actually help me figure out what's wrong and maybe get me the help I need. I'm sure others are experiencing the same thing.” (CS8)
- “I found the guidance on the process to submit disability claims with the VA to be most helpful, and perhaps to make it better, go into the process a little more in depth.” (CS9)
- “More in depth guidance on the VA disability claims process. One day to go over that in class with 40 other people in the room is not enough time or detail. Maybe do it in small groups or even one on one somehow.” (CS8)
- “VA disability process. Bring people in to help fill out the application. This is the most important part when getting out.” (CS9)

## MENTAL HEALTH

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

**Table 10. Frequency of *Mental Health* Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	396	4.0%
Cross-Sectional Question 55	550	7.48%

Source: 2021 Cross-Sectional Survey

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.

- “I think if you really want to help with a smoother transition for veterans, there should be a little more focus on the emotional part of leaving the military. It can be very lonely and depressing sometimes and not everyone can get passed that feeling.” (CS7)
- “More open discussion about mental health care and what to expect emotionally and mentally from the transition process before leaving the military. More support programs aimed at helping veterans transition, including fun and light-hearted events that are just intended to bring veterans together so they have opportunity to make new local friends who understand what they are going through.” (CS9)
- “Mental health assistance. I had/have a roof over my head I had/have financial stability I got a BS degree but was not prepared for the mental challenge of the transition. Behavioral Health on base is/was a joke and the VA at home isn't much better, I personally would recommend a third party come in to address the toll it takes on us.” (CS8)
- “Better access to Healthcare especially for servicemembers with mental health issues. I'm talking about real mental health professionals, not just some regular nurse, doctor, or corpsman who does not have specialization. It's bad to lose a friend or someone you serve with while doing their job. It's 110 times worse to hear or know about them killing themselves after their service just because they didn't get enough help they deserve.” (CS8)
- “TAP courses help with the part of advertising yourself to get a job or be an entrepreneur. TAP does not help with the psychological part or transitioning, which entail, missing your friends, missing the environment of being surrounded by likeminded people. Having a mission every day, so you start to feel like a failure. This is just my experience as an 0311 transitioning to civilian life.” (CS7)

**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:

- “Something that might not be obtainable, but would help nearly everyone transitioning would be to attend some kind of one-on-one "training" or discussion



with a social worker, or other psychologists to determine if an individual truly has a plan in place or has their needs being met, especially for those that are retiring, or being forced to separate. I had an idea of what I wanted to do, but failed to meet the goals required partially because I was still focusing so much on my military job instead of what was to come. I felt like I still had a job to do, and put in a lot of long hours, and didn't focus enough on the transition process. I did not know the full extent of what it would take to find a job on the outside and ended up taking a low-paying job that really didn't even cover my bills until I was able to find a better-paying job. Especially during COVID, I ended up using all the money that I had saved up (over \$10,000) just to make sure I had my bills paid and food on the table.” (CS7)

- “The Solid Start program is a great program and a very good aid in the transition process. It reaches out to you instead of you reaching out for information which helps you stay on track with your benefits in the middle of so much change during your first year after retirement.” (CS8)
- “I moved a lot and I couldn't keep the same mental health counselor after I moved. I never saw the guy and only spoke to him on the phone. If someone would like to explain to me why my geographic location was more important than continuity of care, then I'm all ears. I have not received professional mental help since moving because I do not want to start over with someone new.” (CS9)
- “The process of establishing regular mental healthcare visits has been problematic. The nature of my condition is such that bi-monthly, even weekly talk therapy appointments are needed. The VA doesn't have the availability, and the Community Care clinic to which I was referred essentially ghosted me after one appointment. I touched bases with the VA about this, but it's been about two weeks with no new word. I'm going on two months without a therapist visit.” (CS8)

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:

- “There should be a focus (semi-focus?) on the mental health aspect for all transitioning members. Especially necessary for those serving until the 30 year mark. With well over half their lives on active duty, there is the aspect of being "institutionalized". The problems with that aren't realized until the retirement honeymoon is over. If mental health is someone else's lane outside of TAP, then I think it would be ok to at least reiterate and emphasize to the old folks in the room that they will indeed need any resources available to them if they want to be able to function post retirement. Even more important for those intending to work outside of a structured government job. Marines especially.” (CS8)

- “I would like to see an ad hoc VA mental health program much like some of the online subscription services you can get now in the civilian world where veterans can email or text just to have someone to ask mental health questions or to talk to when they’re having issues feeling down or stressed I don’t think this necessarily needs to be a psychiatrist or psychologist just someone who will listen and respond.” (CS9)
- “Maybe include a behavioral health evaluation in the process. I went through a divorce on top of my transition and it was a lot for me, something that had lasting effects. Being “forced” to get access to mental health support as part of the process could get rid of the stigma around it” (CS8)
- “During TAP, bring in a mental health counselor to discuss trends and ways to transition mentality and well as what to expect. The same counselors who work at the VA helping vets. Allot of the survey questions go in line with what they should address transitions/civilian life/relationships/change/hardships etc.” (CS9)

## OFFICERS

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

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

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	2,122	21.2%
Cross-Sectional Question 55	1,635	22.23%

Source: 2021 Cross-Sectional Survey

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

- “The biggest problem that I had with my transition experience is that it is entirely geared towards lower enlisted Soldiers and those who are less educated. There is an unrealistic assumption that you don’t need any help if you have advanced education. I retired as a Captain with two Master’s Degrees, and the TAP staff basically had the perspective of “oh, you’ll be fine.” Well, I wasn’t fine. It still took me over six months to find a job, like most transitioning Soldiers, and I was frankly to a point with my savings where I was going to head back to Afghanistan as a security contractor. That is where I was...The TAP staff just assume that you’re going to walk into a six-figure job and have no idea of how to help you.” (CS9)

- “Unfortunately, the TAP program is highly tailored to the enlisted side and not very beneficial to officers. Also, I was in the Warrior Transition BN which prohibited me from participating in the Career Skills Program or any type of internship which significantly hindered my transition. Those types of programs should also be available to the WTB.” (CS9)
- “Transitioning service members come from various fields and backgrounds. The courses should be addressed/assigned on the basis of education level/officer/enlisted ranks. I attended many classes, during the pandemic, with many younger service members and while I know the courses were extremely helpful to them, I personally did not get many takeaways as my background is such that I could have led the courses.” (CS7)
- “I felt that most of what was presented in TAP was already learned through my own research and preparation. As an O-5 and graduated squadron commander, I didn't fall into the eTAP group with O-6s and above, but I also felt that standard TAP really didn't meet many of my needs. It would be nice to have a dedicated track that brings in some of the eTAP elements for those in my peer group.” (CS9)
- “I retired as an O5 but could not attend the Officer TAPS due to schedule conflicts. It was only offered once per year overseas. Most of what is covered in TAPS did not apply with regards to jobs, education, financial planning, etc... VA benefits was the most useful. However, I believe you should separate that from TAPs and have it presented over a few years time prior to retirement. COVID-19 put the halt to many things that would have helped my retirement. I was AD Navy retiring from overseas. The out processing in Norfolk was an 'epic failure'. I was there in October 2020 and went on terminal leave. My retirement date was 31Dec. I did not receive a DD214 until mid February. My retirement pay did not start until Feb and I was paid AD pay in January. It became my responsibility to fix it. No help from PSDs. Retirement pay was calculated at the wrong rank and underpaid me significantly. My responsibility to fix. PSD did no more than waste my time.” (CS7)

## COMMAND AND LEADERSHIP

While both command and leadership are discussed, the majority of comments related to this topic are in Question 7. Table 12 shows that over six percent of comments in Question 7 mentioned this topic compared to less than three percent in Question 55.

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

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	615	6.14%
Cross-Sectional Question 55	156	2.12%

Source: 2021 Cross-Sectional Survey

Much like the 2021 Cross-Sectional Survey, comments regarding command and leadership were mostly focused on the effect that command has on a Service member's transition. More than in 2020, **Service member's command and leadership were not supportive of attending TAP courses.** Many Veterans said that their command would either not allow them to attend courses, assign them additional work, or force them to rush through online content. These Veterans believed that this created many issues during transition because they did not get to fully utilize all that TAP had to offer. Veterans really felt that command and leadership should be removed from the transition process as they were negatively impacted by their decisions. Some comments include:

- “No one in the chain of command knows the process of getting out. I went to several people and they were no help. They did try though which I appreciated. I had to call a veteran that had recently separated for help. Having individuals or at least one person that's competent in the chain of command that knows the process would have been extremely helpful. The advisor my unit had was absolutely no help. Only thing he gave me was a checkout sheet. In order to sign up for classes I went through a different unit somewhere else in the state of Virginia in order to sign up.” (CS7)
- “Make the chain of command more supportive. I was called and text multiple times every day during TAP because my chain refused to support my transition. I was denied the opportunity to attend workshops, and had to take leave to attend Boots to Business. This whole process was nothing more than lip service.” (CS7)
- “The marine corps overall has transition readiness at the very bottom of the priority list. I was not aware of the optional tap courses because they were never mentioned, and my chain of command would not approve any Skills Development Programs aside from the minimum TAP curriculum. The only part that was helpful was the financial planning, but by the time you go to TAP in most cases, it's too late to be applied to transitioning, but would be useful for knowing how to change civilian jobs in the future. TAP should occur much earlier in a service member's career to allow for planning and applying for courses. It's simply too late to be useful for most personnel. The only programs that truly helped were only made available to staff and officers, such as corporate fellowships and such. Lower enlisted people might as well not even attend TAP.” (CS8)
- “TAPs was helpful to an extent but once your command knows you are transitioning out they don't really care about you and it's makes things harder as far as completing what you need.” (CS9)
- “The course as well as the transition team was great. The problem is with unit level leadership. I felt as well have I heard this from others that there is a stigma against those getting out. Misery loves company environment. In addition, many leaders discouraged me from being excited as I pursued interviews or showed them my

resume for review. Many leaders from senior NCO to officers tried to rob me of my confidence.” (CS8)

- “Help soldiers actually be able to attend TAP and have the time to transition by working with their leadership. Mission always comes first, but the lower enlisted are losing out on crucial time and resources because of this.” (CS7)
- “Commands need to give their transitioning personnel enough time to complete the taps/transition period without command duties getting in the way. It was very hard for me to complete my taps courses and transition while still being relied on by the command. Had to take leave to complete my virtual taps courses.” (CS7)
- “There was an extreme amount of disconnect between the military and TAP. I had very little support from my chain of command. I am independent by nature and was fine doing everything on my own but I know there are many people that need more support in facilitating the transition” (CS8)

### FINANCIAL PLANNING

Financial issues were 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 13 provides the number of comments from each question.

**Table 13. Frequency of Financial Planning Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	821	8.2%
Cross-Sectional Question 55	483	6.57%

Source: 2021 Cross-Sectional Survey

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 personal finance course was lacking. The tools used were useful but many more tools are more accurate. There needs to be more relevant data concerning taxes, budgeting, and resources for learning about loans and mortgages. Commands need to give their sailors more time and effort to transition. If you want fewer homeless veterans they need the skills to get out in the civilian world and succeed.” (CS7)
- “I think more focus on finances would be beneficial. I wasn't prepared for the gap between my last military paycheck and my separation pay. I needed to get to TAPS earlier to help with financial planning and budgeting for the transition. I also thought I would start getting VA pay right away, but that was not the case. I think people need more help with the VA medical side of things too. It's difficult to navigate.” (CS8)

- “If there was a module within the financial planning module on taxes. Working in the civilian sector and all of the income is packed, I was shocked at how much I owed the government my first tax year after retiring” (CS8)
- “Financial planning - should be throughout career, at separation, it is too late. Also, should better refer to financial goals (i.e. Financial freedom, long term financial independence, short term investing, etc.) Civilian certifications - at transition, too late. These should also be more encouraged throughout career. Resumes - class was exceptional. The one improvement i would make would be to know your audience based on job. Speak to how military skills translate to helping the company - may have many resumes depending on company/position applied to.” (CS7)
- “Marines who transition to civilian life need to have stronger financial literacy. Understanding how to avoid debt, properly build credit, apply for a car or house loan, properly save for their future and retirement as soon as possible, understand how to properly use the GI Bill. Marines need to be informed about how to properly handle their finances as soon as they enter the corps. Too many times I have seen Marines mishandle their finances and either end up in debt, or leave the corps with little money saved up. Strong majority of those who enter the military leave after their first contract, and these newly molded individuals need to be model citizens in every aspect, that means being financially literate. Financial independence cannot be taught quickly in a 5 day course, it needs to be done for a longer period of time. Money is not everything but it affects everyone.” (CS7)

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:

- “Financial support was very helpful. It's simply ALOT of info to digest in such a short amount of time.” (CS7)
- “Continue strong focus on financial aspects of retirement, from pension to disability to state/federal benefits. this is foreign area for many of us.” (CS9)
- “Financial planning tools provided were probably the most useful. Especially starting school and having to account for the loss of income” (CS7)
- “Financial readiness, Insurance education were by far the most beneficial topics covered in TAP. The websites, Excel sheets and pamphlets provided were super effective. Resume building was great as well.” (CS9)
- “The overall 5 day course was helpfully in my transition out mainly financial brief helped me the most to make sure I was headed in the right direction to become debt free” (CS8)

## COVID-19

---

Comments about COVID-19 were more prevalent in Cross-Sectional Question 7 than in Question 55, but both questions had a notable increase in the number of comments mentioning COVID-19 compared to last year (Table 14). In 2020 there were a total of 212 comments concerning COVID-19 in the Cross-Sectional Survey, which grew to 1,546 in 2021.

**Table 14. Frequency of COVID-19 Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	965	9.64%
Cross-Sectional Question 55	581	7.9%

Source: 2021 Cross-Sectional Survey

Veterans found that necessary medical visits and appointments were being cancelled due to COVID-19. These appointments, in the Veterans' opinions, are related to disability claims and healthcare, and the cancellations are causing delays in disability compensation and medical support. Comments include:

- “When I started TAP it was in the beginning of the shutdown of COVID-19 of March 2020. We were briefed by a reserves recruiter and a VA Representative. The only other activity covered was budgeting. After one and a half days of TAP our course was cancelled. They did not yet have the online course available, once it was available it was still new and not accessible. I was only two and a half months from the day I was scheduled to pick up my DD-214. Once I had gotten out I had no explanation on how to fill out a resume, and that was absolutely what I needed the most assistance for. Despite having the TAP packet, it did not give enough detail in regard to creating a resume. It took me several months even to get a low level job that still wouldn't pay my bills.” (CS8)
- “COVID really impacted my ability to do my VA claim before transitioning which made it hard to plan for benefits and finances, but they did a great job of bouncing back. Great job and keep up the good work.” (CS8)
- “The online version does not provide the information in a way that works for me. I went through the process when COVID first started. I believe that the information need to be presented in person with a qualified person explaining it to you. I personally made several appointments to help me understand the information covered and information that was not covered. I feel that the chain of command did not know a lot about the process either and that made things stressful as well.” (CS7)
- “I began retirement in Sep 2020, where we still had many of the COVID-19 protocols in place. As such, I had very limited face-to-face interactions with people I would

have normally seen. That limited my experience and exposed me to a virtual out-processing where there was no interaction. That was simply awful. A virtual environment would have been better and something I would recommend in the future if we ever face pandemic like conditions again. Looking back on my experience nine months from my retirement ceremony and five months from official retirement, I have transitioned well and have been employed for four months.” (CS7)

- “Not have everything shutdown from covid. It was really hard to research the areas of interest that I had from training while I did my entire TAPS online. Even with an online setting there should have been a video/conference that I could attend if I needed questions answered” (CS7)
- “In person walk through regarding VA benefits. I attended right before Covid and got told how to do it all but then once Covid hit and everything shut down there was no updates to the process or checking in to see if assistance was needed. Poor planning on both the military and the VAs part. When it came down there was a bunch of Marines who had no idea how to do anything after getting out.” (CS7)

## ONLINE CLASSES

One of the effects COVID-19 had on transitioning Service members was forcing the majority of TAP classes to be conducted online. The impact of this was evident in the comments for both Q7 and Q55. Comments related to online courses appeared 404 times for Q7 and 130 times for Q55 (Table 15). For Q7, 94 percent of the comments were not in favor of the entire TAP curriculum being online, and 6 percent were positive. Similarly, for Q55, 98 percent were not in favor of online classes, and only 2 percent were positive.

**Table 15. Frequency of *Online* Comments by Question**

Question	Frequency	Percentage of Total Comments
Cross-Sectional Question 7	404	4.04%
Cross-Sectional Question 55	130	1.77%

Source: 2021 Cross-Sectional Survey

In general, **Veterans did not like taking TAP completely online.** This was evident in the 2021 Cross-Sectional Survey results and the COVID-19 pandemic exacerbated this issue for CS7 and CS8. Coincidentally, there were 15 comments for Q7 and another 3 in Q55 that specifically referenced “death by PowerPoint” as a negative of the TAP courses. Some of the comments regarding the online courses include:

- “I did all my courses online and it didn't feel like I learned anything because it was in the middle of a pandemic. I think if it would be online then it needs to have an instructor. I think there are things that aren't talked about after transitioning. also,



more information on people who decide to get out and go reserves. I went reserves and there is still a lot that I don't know. I wish I would have known more" (CS7)

- "In person courses, everything was online and was considered optional it was a lot to read through and I didn't have enough time to sort through all of it or truly comprehend it. When leaving the Marines, I was able to go out of state for the TAP course but it seems the National Guard does not offer this." (CS8)
- "Due to the pandemic I was forced to do the TAPS classes virtually via JKO. This experience would end up leaving me with more questions than answers as I wouldn't have a point of contact to get additional information on some of the topics or benefits discussed in the JKO. I believe that an effort should be made to hold TAPS classes over a virtual meeting application such as Zoom or Hangouts so that people will still have access to the instructor or liaison as they go through the modules each day. If this has already been done then BZ." (CS7)
- "A lot of the content was lost in the online classes versus the in person classes. I feel my peers received a much stronger understanding of their benefits and transitioning than I did. So maybe the online classes could be conducted via Zoom in the future instead of "death by PowerPoint"." (CS8)
- "Stop the death by PowerPoint there is so much useless information in it and nobody listens to the videos that you have to watch. I often muted my computer and started playing video games because there's so much useless information. If yall cared you would put more information into the sites that help you get jobs like helmets to hard hats or other sites but I don't recall learning about that site on any of the PowerPoints one of the contractors told me about it." (CS8)
- "I understand the TAP course had to be online due to covid concerns, however having military members go through yet another "death by PowerPoint" greatly reduces the effectiveness of the course." (CS7)
- "I did my TAPS during the Pandemic and did everything online. I was in dire need of transitioning support due to the type of separation but didn't get the full extent because of the pandemic. If I have a chance of doing it again in actual class where an actual or face to face class instructor or person will give an advice or guide me, it might help a lot." (CS8)

## COMPARISON TO 2020 CROSS-SECTIONAL SURVEY TOPICS

---

The comments provided for the 2021 Cross-Sectional have similar sentiment and themes to the 2020 Cross-Sectional Survey (Questions 7 and 55). Key words showed up in similar frequencies between the two surveys for each question. For the first Cross-Sectional Survey open-ended question, the only key word other than "COVID" that had a greater than two percentage point difference was Resume, which appeared 2.07

percent less in 2021 than it did in 2020. For the second open-ended question, Benefits appeared in 2.54 percent more comments in 2020 than in 2021.

**Table 16 A. Differences in Distribution of Comments by Key Word – Cross-Sectional Question 7 2020 vs 2021 Cross-Sectional Surveys**

Word	Percentage of Unique Comment Appearances in 2021	Percentage of Unique Comment Appearances in 2020	Difference (Absolute Value)
Benefits	12.64%	13.56%	-0.92%
Job	10.04%	11.94%	-1.9%
Resume	9.81%	11.88%	-2.07%
Career	4.49%	4.75%	-0.26%
Retirement	4.41%	4.25%	0.16%
Covid	4.19%	0.03%	4.16%
Medical	3.69%	3.45%	0.24%
Employment	3.6%	4.04%	-0.44%
Disability	3.5%	3.73%	-0.23%
Education	3.14%	3.89%	-0.75%
Financial	2.91%	3.36%	-0.45%
Resources	2.76%	2.78%	-0.02%
Interview	2.72%	3.12%	-0.4%
Command	2.72%	2.3%	0.42%
Health	2.67%	2.39%	0.28%
Online	2.66%	1.16%	1.5%
Leadership	2.55%	2.41%	0.14%
Mental	1.75%	1.63%	0.12%
College	1.59%	1.92%	-0.33%
Insurance	1.44%	1.29%	0.15%
Government	1.24%	1.43%	-0.19%
Tricare	1.09%	1.03%	0.06%
Employers	1.11%	1.43%	-0.32%
Healthcare	1.04%	1.12%	-0.08%

Source: 2021 Cross-Sectional Survey

**Table 16 B. Differences in Distribution of Comments by Key Word – Cross-Sectional Question 55 2020 vs 2021 Cross-Sectional Surveys**

Word	Percentage of Unique Comment Appearances in 2021	Percentage of Unique Comment Appearances in 2020	Difference (Absolute Value)
Benefits	10.96%	13.5%	-2.54%
Disability	9.9%	11.32%	-1.42%
Health	7.79%	8.14%	-0.35%
Job	7.45%	9.57%	-2.12%

Word	Percentage of Unique Comment Appearances in 2021	Percentage of Unique Comment Appearances in 2020	Difference (Absolute Value)
Medical	5.72%	6.41%	-0.69%
Mental	4.45%	3.94%	0.51%
Covid	3.92%	1.57%	2.35%
Retirement	3.71%	4.03%	-0.32%
Healthcare	3.41%	3.9%	-0.49%
Resources	2.77%	3.76%	-0.99%
Appointment	2.47%	2.07%	0.4%
Education	2.13%	2.92%	-0.79%
Compensation	1.82%	1.91%	-0.09%
Employment	1.74%	2.14%	-0.4%
Insurance	1.38%	1.74%	-0.36%
Online	1.13%	1.18%	-0.05%

Source: 2021 Cross-Sectional Survey

Much like last year Veterans found that resume writing was a positive aspect of TAP and the VA Briefings were informative but should be lengthened to allow more time to digest the information. Veterans hope to see improvements in the disability claims process and wanted their Command and Leadership to offer more support towards the transition process. The main differences between 2021 and 2020 was the growth of comments on COVID-19 and “online”. The pandemic has caused additional issues for Veterans in terms of employment and health care and also forced many Veterans, specifically in CS7 and CS8 to attend TAP online, which was much less favorable than the in-person course. The percentage of comments on “benefits” and “job” both decreased compared to 2020 but were still very high in terms of frequency.

## APPENDIX G. CROSS-SECTIONAL SURVEY RESPONDENT DEMOGRAPHICS

**Table G1A. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Race**

Race	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
American Indian/Alaskan Native	1.5	44	1.0	47	1.3	53
Asian or Pacific Islander	6.8	208	6.2	282	5.9	266
Black/African American	16.8	531	15.5	739	16.1	716
Unknown	5.0	174	6.3	327	5.2	218
White	69.8	2,088	70.9	3,287	71.5	2,981
<b>Total Respondents (N)</b>	<b>100.0</b>	<b>3,045</b>	<b>100.0</b>	<b>4,682</b>	<b>100.0</b>	<b>4,234</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G1B. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Gender**

Gender	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Female	21.1	591	21.9	931	20.3	793
Male	78.9	2,454	78.1	3,751	79.7	3,441
N/A	0	0	0	0	0	0
<b>Total Respondents (N)</b>	<b>100</b>	<b>3,045</b>	<b>100</b>	<b>4,682</b>	<b>100</b>	<b>4,234</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G1C. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Military Service Branch**

Military Service Branch	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Air Force	20.6	701	15.9	994	18.1	921
Army	42.1	1,209	35.4	1,693	39.2	1,673
Coast Guard	1.0	28	2.3	143	2.4	124
Marine Corps	20.2	483	24.0	830	21.4	687
Navy	16.1	624	22.5	1,022	18.9	829
Unknown	0	0	0	0	0	0
<b>Total Respondents (N)</b>	<b>100</b>	<b>3,045</b>	<b>100</b>	<b>4,682</b>	<b>100</b>	<b>4,234</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G1D. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Military Component**

Military Component	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Active Duty Member	75.2	2,366	74.0	3,711	83.1	3,674
National Guard Member	3.9	167	3.6	214	3.1	131
Reserve Member	20.8	507	22.2	746	13.7	428
Reserve Retiree	0.1	5	0.2	11	0.0	1
<b>Total Respondents (N)</b>	<b>100</b>	<b>3,045</b>	<b>100</b>	<b>4,682</b>	<b>100</b>	<b>4,234</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G1E. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Pay Grade**

Pay Grade	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
E-1 to E-3	10.3	198	12.1	344	11.5	285
E-4 to E-6	71.6	1,624	68.3	2,302	67.5	2,078
E-7 to E-9	7.7	617	8.5	1,033	8.4	927
O-1 and above	9.4	548	10.1	905	11.2	839
Other	1.0	58	1.1	98	1.3	105
<b>Total Respondents (N)</b>	<b>100</b>	<b>3,045</b>	<b>100</b>	<b>4,682</b>	<b>100</b>	<b>4,234</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G1F. Demographic Characteristics of TAP Eligible 2021 Cross-Sectional Survey Respondents – Age**

Average Age	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Average Age	30.9	3,045	30.8	4,682	33.1	4,234

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2A. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Race**

Race	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
American Indian/Alaskan Native	0.5	4	0.7	11	1.5	22
Asian or Pacific Islander	4.8	51	3.9	46	3.7	60
Black/African American	17.0	153	15.7	199	17.0	299
Unknown	5.7	59	6.9	98	4.0	86
White	72.0	677	72.7	1,013	73.9	1,378
<b>Total Respondents</b>	<b>100</b>	<b>944</b>	<b>100</b>	<b>1,367</b>	<b>100</b>	<b>1,845</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2B. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Gender**

Gender	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Female	21.3	171	22.8	281	20.0	348
Male	78.7	773	77.2	1,086	80.0	1,497
N/A	0	0	0	0	0	0
<b>Total Respondents</b>	<b>100</b>	<b>944</b>	<b>100</b>	<b>1,367</b>	<b>100</b>	<b>1,845</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2C. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Military Service Branch**

Military Service Branch	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Air Force	24.7	241	22.1	330	15.6	334
Army	64.3	595	57.8	769	54.7	1,038
Coast Guard	0.3	2	2.1	30	0.7	16
Marine Corps	2.9	21	4.6	62	15.9	217
Navy	7.2	76	12.7	161	12.7	223
Unknown	0.7	9	0.7	15	0.5	17
<b>Total Respondents</b>	<b>100</b>	<b>944</b>	<b>100</b>	<b>1,367</b>	<b>100</b>	<b>1,845</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2D. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Military Component**

Military Component	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Active Duty Member	13.7	186	6.1	78	3.9	75
National Guard Member	27.0	261	26.5	403	22.4	507
Reserve Member	38.7	289	37.9	443	59.8	910
Reserve Retiree	20.5	208	29.5	443	13.9	353
<b>Total Respondents</b>	<b>100</b>	<b>944</b>	<b>100</b>	<b>1,367</b>	<b>100</b>	<b>1,845</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2E. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Pay Grade**

Pay Grade	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
E-1 to E-3	7.5	34	6.0	92	14.2	285
E-4 to E-6	49.1	351	52.7	978	83.0	2,078
E-7 to E-9	21.4	297	20.2	396	10.3	927
O-1 and above	20.2	240	17.9	353	13.4	830
Other	1.7	22	5.1	26	4.0	105
<b>Total Respondents</b>	<b>100</b>	<b>944</b>	<b>100</b>	<b>1,367</b>	<b>100</b>	<b>1,845</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G2F. Demographic Characteristics of Non-TAP Eligible 2021 Cross-Sectional Survey Respondents – Age**

Average Age	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Average Age	44.0	944	45.2	1,367	40.3	1,845

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3A. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Race**

Race	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
American Indian/Alaskan Native	1.5	39	1.1	47	1.5	63
Asian or Pacific Islander	6.5	201	6.3	282	5.4	279
Black/African American	17.0	530	15.5	733	15.9	794
Unknown	5.2	171	6.7	331	4.8	242
White	69.8	2,026	70.5	3,224	72.3	3,414
<b>Total Respondents</b>	<b>100</b>	<b>2,967</b>	<b>100</b>	<b>4,617</b>	<b>100</b>	<b>4,792</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3B. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Gender**

Gender	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Female	21.3	571	22.4	938	20.3	910
Male	78.7	2,396	77.6	3,679	79.7	3,882
<b>Total Respondents</b>	<b>100</b>	<b>2,967</b>	<b>100</b>	<b>4,617</b>	<b>100</b>	<b>4,792</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3C. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Military Service Branch**

Military Service Branch	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Air Force	21.6	664	16.7	975	17.4	1,006
Army	43.9	1,262	35.6	1,679	39.2	1,925
Coast Guard	1.0	26	2.4	144	1.7	114
Marine Corps	18.1	434	22.0	780	23.2	828
Navy	15.3	578	23.1	1,031	18.5	914
Unknown	0.1	3	0.2	8	0.1	5
<b>Total Respondents</b>	<b>100</b>	<b>2,967</b>	<b>100</b>	<b>4,617</b>	<b>100</b>	<b>4,792</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3D. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Military Component**

Military Component	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Active Duty Member	72.2	2,285	68.2	3,516	59.2	3,528
National Guard Member	4.9	170	4.8	250	6.1	287
Reserve Member	21.8	485	25.3	789	33.7	933
Reserve Retiree	1.1	27	1.7	62	1.1	44
<b>Total Respondents</b>	<b>100</b>	<b>2,967</b>	<b>100</b>	<b>4,617</b>	<b>100</b>	<b>4,792</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3E. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Pay Grade**

Pay Grade	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
E-1 to E-3	9.1	166	10.7	297	9.0	274
E-4 to E-6	69.1	1,500	67.5	2,235	71.6	2,478
E-7 to E-9	9.0	639	9.1	1,041	8.0	1,030
O-1 and above	11.6	597	11.5	941	10.4	905
Other	1.2	65	1.2	103	1.0	105
<b>Total Respondents</b>	<b>100</b>	<b>2,967</b>	<b>100</b>	<b>4,617</b>	<b>100</b>	<b>4,792</b>

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table G3F. Demographic Characteristics of 2021 Cross-Sectional Survey Respondents that Completed TAP – Age**

Average Age	CS7 (% and N)		CS8 (% and N)		CS9 (% and N)	
Average Age	68.6	2,967	68.4	4,617	72.6	4,792

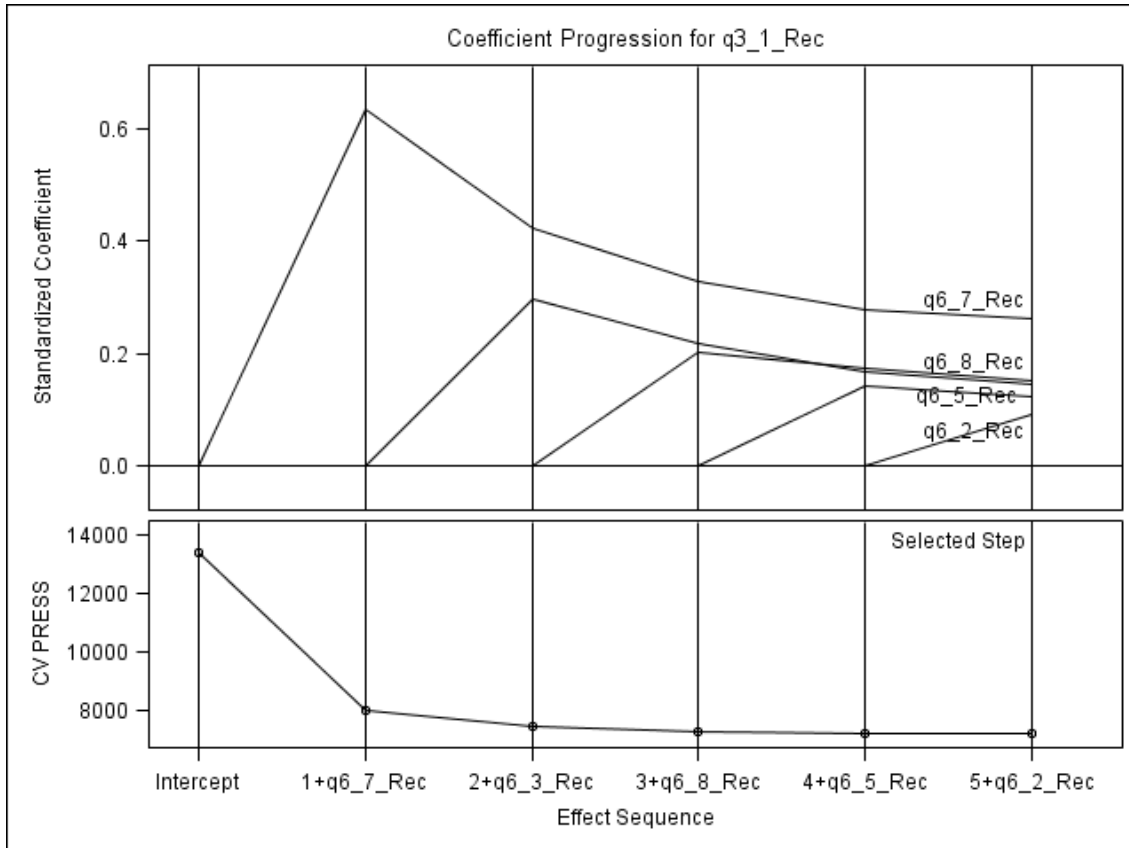
Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.



## APPENDIX H. DETAILED REGRESSION ANALYSIS

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

**Figure H1. Taking TAP and TAP Satisfaction: Significant Results: Penalized Regression (Lasso). with Cross-Validation stop (PRESS)**



The analysis ranked each course based on its importance in determining how prepared Veterans felt for their transition. Overall, there were five courses identified as the most important factors in Service members being prepared for transition. Those courses were (in order of importance):

- DOL Employment Workshop (most important)
- DOL Career Technical Training Track
- Accessing Higher Education Track
- DoD Personal Financial Planning for Transition
- VA Benefits Briefings

Additional analysis was performed to determine if there were any other factors that may have also influenced the difference in overall TAP satisfaction levels:

**Table H1. Logistic Regression Predicting Transition Satisfaction from Demographic Variables (and Course Setting) Variable Importance: Independent Uniform Inputs**

Predictor	Main Effect	Total Effect	Pr > [t]
Completed TAP	0.438	0.449	<.0001
Age	0.196	0.208	<.0001
Grade E1 to E3	0.088	0.098	<.0001
Coast Guard	0.083	0.095	<.0001
Active Duty Member	0.05	0.061	<.0001
Race: White	0.029	0.038	<.0001
Air Force	0.026	0.035	<.0001
Cohort 8	0.012	0.019	<.0001
Reserve Member	0.002	0.004	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H2. Logistic Regression Predicting Challenges Veterans Face During Transition. Variable Importance: Independent Uniform Inputs**

Predictor	Main Effect	Total Effect	Pr > [t]
Completed TAP	0.244	0.265	<.0001
Q13_3_s	0.144	0.16	<.0001
Age	0.118	0.136	0.5482
Q13_2_s	0.06	0.074	<.0001
Q13_1_s	0.054	0.069	0.6316
Coast Guard	0.047	0.063	<.0001
Race: Black	0.047	0.062	0.0017
Q13_8_s	0.023	0.034	0.6547
Q13_9_s	0.023	0.034	0.2018
Grade 01 and above	0.02	0.031	<.0001
Q13_7_s	0.021	0.031	0.2444
Race: Asian	0.013	0.02	<.0001
Q13_6_s	0.012	0.02	0.5039
VA_Region	0.011	0.018	<.0001
Reserve Member	0.011	0.016	<.0001
Air Force	0.007	0.011	<.0001
Q13_4_s	0.005	0.009	<.0001
Cohort 8	0.005	0.008	0.0367
Q13_11_s	0.004	0.008	0.009
component_Active_Duty_Member	0.003	0.007	0.0051
branch_MarineCorp	0.002	0.003	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H3. 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.	45%
The information provided during TAP assisted me in my transition to civilian employment.	21%
Overall, I used what I learned from the program during my transition.	19%

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H4. Logistic Regression Predicting Veterans Enrolling in Educational Programs After Separation**

Predictor	Coefficient	Standard Error	Pr > [t]
VA_Region 2	-0.4475	0.06151	<.0001
grade_E1_TO_E3	-0.3751	0.04029	<.0001
VA_Region 3	-0.3724	0.06101	<.0001
VA_Region 5	-0.3631	0.10220	0.0004
VA_Region 1	-0.2528	0.06057	<.0001
branch_Army	-0.2347	0.01977	<.0001
branch_MarineCorp	-0.1875	0.02240	<.0001
branch_AirForce	-0.1482	0.02331	<.0001
VA_Region 4	-0.1030	0.05995	0.0856
age_capped	-0.0531	0.00131	<.0001
component_National_G	-0.0188	0.02883	0.5134
Cohort_8	0.0599	0.01466	<.0001
Race_Black	0.1773	0.01902	<.0001
grade_E4_TO_E6	0.1817	0.03252	<.0001
tap_part_new	0.3055	0.01967	<.0001
Race_Asian	0.3641	0.02911	<.0001
Gender_F	0.3787	0.01684	<.0001
component_Active_Dut	0.4854	0.01632	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H5. Logistic Regression Predicting Individual Earnings of Veterans**

Predictor	Coefficient	Standard Error	p-value
grade_E1_TO_E3	-2.0078	0.06244	<.0001
VA_Region 6	-0.9789	0.30990	0.0016
grade_E4_TO_E6	-0.799	0.03282	<.0001
Gender_F	-0.6366	0.02462	<.0001
branch_Army	-0.4148	0.01993	<.0001
branch_MarineCorp	-0.3201	0.02661	<.0001
Cohort_7	-0.1939	0.0238	<.0001
Race_Black	-0.1402	0.0362	0.0001
VA_Region 3	0.0317	0.08789	0.7182
age_capped	0.05443	0.001409	<.0001
Cohort_8	0.05582	0.02033	0.006
VA_Region 2	0.1636	0.08833	0.064
VA_Region 4	0.1753	0.08669	0.0431
Race_White	0.3059	0.02794	<.0001
tap_part_new	0.3805	0.02407	<.0001
component_Reserve_Me	0.4134	0.01931	<.0001
VA_Region 1	0.4589	0.08716	<.0001
VA_Region 5	0.8110	0.12690	<.0001
grade_01_AND_ABOVE	0.8872	0.03324	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H6. Logistic Regression Predicting Life Satisfaction of Veterans**

Predictor	Coefficient	Standard Error	Pr > [t]
Are you currently concerned that you will lose your housing and be unable to find stable alternative housing?	-0.6226	0.02478	<.0001
How often do you feel isolated from others?	-0.404	0.0143	<.0001
How often do you feel that you lack companionship?	-0.2579	0.01433	<.0001
How many friends do you feel close to such that you could call on them for help?	0.1185	0.007683	<.0001
Gender_F	0.3186	0.0264	<.0001
I am adjusting well at working towards my civilian goals (e.g., employment, education, and/or entrepreneurship goals).	0.3851	0.01085	<.0001
Over the last 3 months, how satisfied have you been with: emotional/mental health	0.6162	0.01115	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.

**Table H7. Logistic Regression Predicting Life Satisfaction from Demographic and Expanded Variables**

Predictor	Coefficient	Standard Error	Prob>ChiSq
Are you currently concerned that you will lose your housing and be unable to find stable alternative housing?	-0.6226	0.02478	<.0001
How often do you feel isolated from others?	-0.404	0.0143	<.0001
How often do you feel that you lack companionship?	-0.2579	0.01433	<.0001
Are you currently in a romantic relationship?	-0.1538	0.007899	<.0001
The process of transitioning from active duty was more challenging than I expected.	-0.09002	0.008991	<.0001
Annual Income (less than \$25,000)	0.07926	0.00561	<.0001
How many friends do you feel close to such that you could call on them for help?	0.1185	0.007683	<.0001
How satisfied have you been with your health care?	0.1774	0.01093	<.0001
Gender_F	0.3186	0.0264	<.0001
I am adjusting well at working towards my civilian goals (e.g., employment, education, and/or entrepreneurship goals).	0.3851	0.01085	<.0001
Has your household begun to set aside money for retirement?	0.4293	0.02037	<.0001
How satisfied have you been with your emotional/mental health?	0.6162	0.01115	<.0001

Note: Model is weighted.

Source: 2021 Cross-Sectional Survey Data merged with VA Administrative Data and DoD Data.