

VETERANetwork
*Data from The Veterans Metrics Initiative and
the Veterans Engaging in Transition Studies*

Military-to-Civilian Transition Success: How Are Women Warriors Faring in the US?

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PennState

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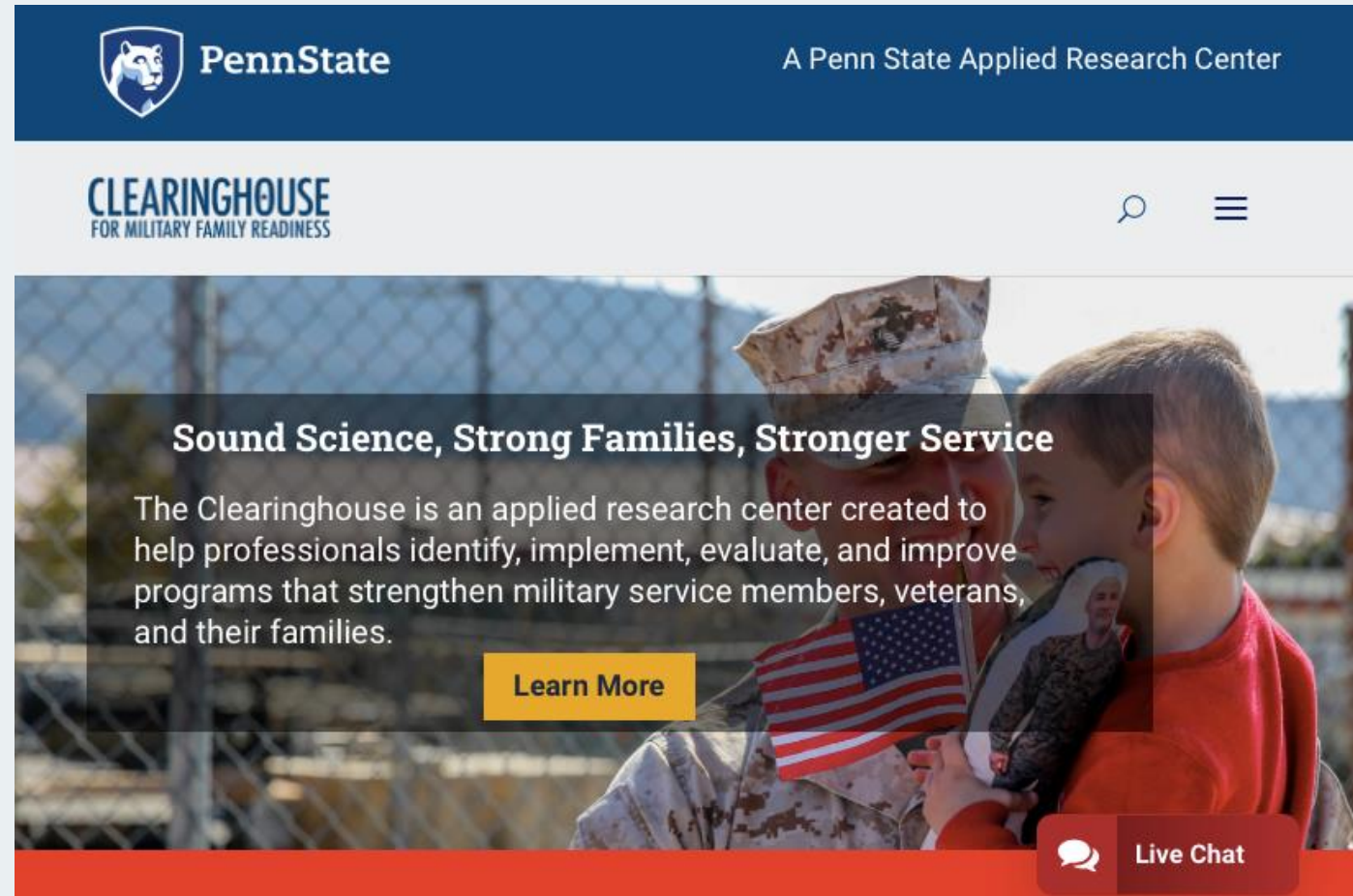
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Clearinghouse for Military Family Readiness

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Our Services:

- Applied research
- Curriculum development
- Learning solutions
- Program evaluation
- Program implementation
- Program selection



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State Policy



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Shortage by Leveraging Veterans

State Policy



Mitigating Underemployment
Among Transitioning Post-9/11
Veterans

Federal Policy

Presentation Topics

1. The Veterans Metrics Initiative Study
2. Military-to-Civilian Transition
 - Well-being Domains (employment, financial, and social) and self-perception of transitioning:
Transition Categories
3. Adverse Childhood Experiences (ACEs) and Adjusting to Civilian Life by Gender
4. Military Sexual Trauma (MST) by Gender
5. Recommendations



TVMI and VETS Data Collection Timeline



Military-to-Civilian Transition

A Revised Framework and New Conceptual Model

The Concept of a Successful Transition



- No current conceptualization exists
- Success should be achievable for everyone
- Must be objective and free from value judgments
- 1st empirical attempt at conceptualization
- Will need to be refined, tested, revised

Journal Article & White Paper

Original Manuscript

What Do Successful Military-to-Civilian Transitions Look Like? A Revised Framework and a New Conceptual Model for Assessing Veteran Well-Being

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Abstract

Developmental theory indicates that success during a major life change requires attention to multiple life domains (e.g., physical health, mental health, employment, financial, and social). This study presents a revised conceptual framework and offers a new empirical model to assess the well-being of post-9/11 veterans as they transition to civilian life. Data from a large sample of post-9/11 veterans surveyed over 2.5 years revealed that post-9/11 veteran transitions were mixed: veterans improved over time in some domains (e.g., employment), stagnated in some (e.g.,

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White Paper

- https://veteranetwork.psu.edu/wp-content/uploads/2022/04/veteranetwork_successful-transition_202203.pdf

Partners (funded by The Heinz Endowments)



Well-being Domains: Transition Categories & Self-Perception of Transitioning

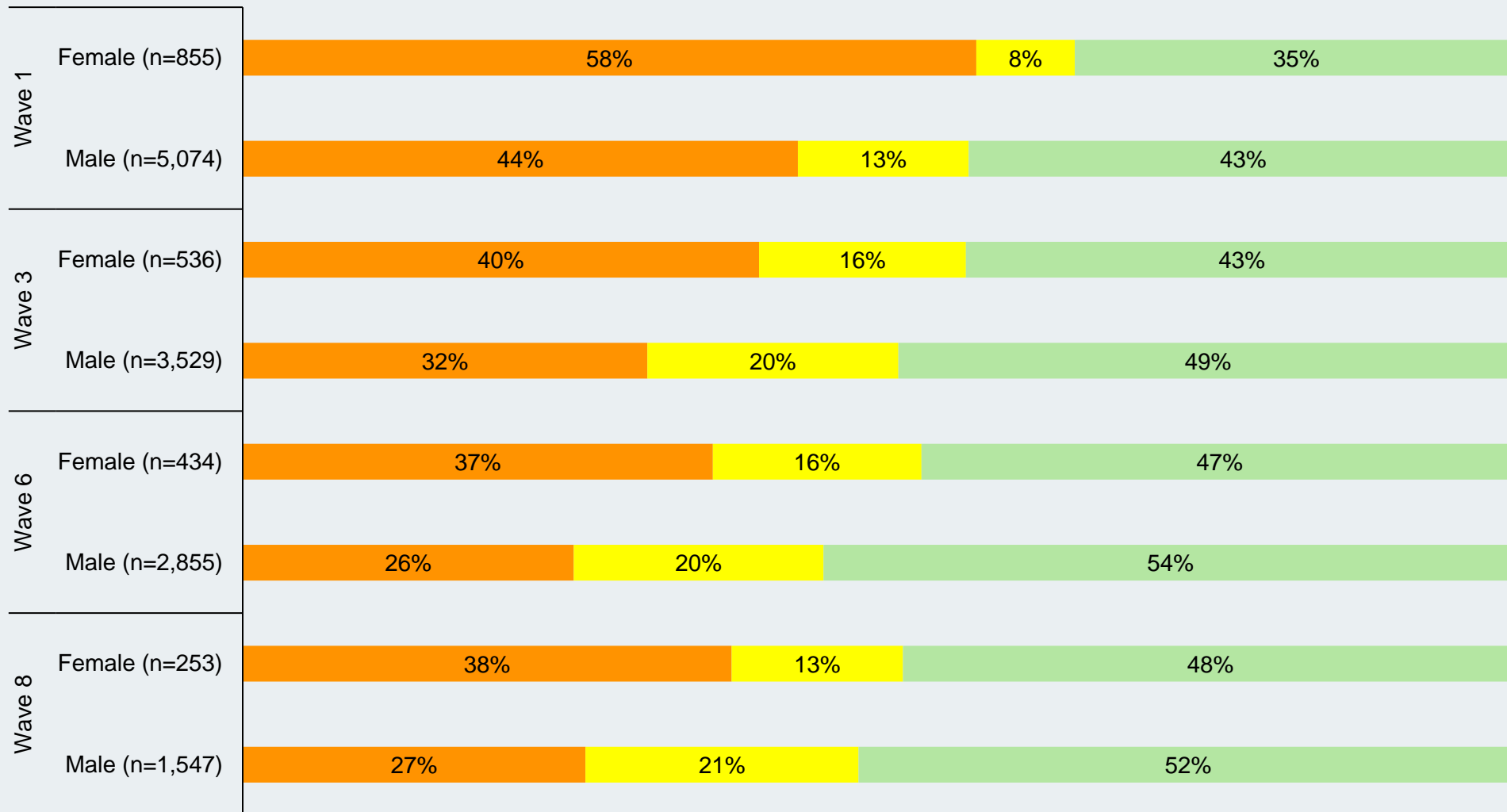
Employment Domain - Items & Response Options

Sub-domain	Items	Response options
Work status	<ul style="list-style-type: none">Working full time for payIn labor force but not working for pay (i.e, not working but looking for a job)	-
Work satisfaction	<p>Over the last 3 months, how satisfied have you been with:</p> <ul style="list-style-type: none">The kind of work you doAbility to advance goalsPay and benefits	<p>1 Very dissatisfied</p> <p>2 Somewhat dissatisfied</p> <p>3 Neither satisfied nor dissatisfied</p> <p>4 Somewhat satisfied</p> <p>5 Very satisfied</p>

Employment Domain - Definition of Successful Transition

Successful transition		Domain scores
Problematic	Work status	In labor force but not working for pay <i>or</i> ...
	Work satisfaction	Scored dissatisfied (1 or 2) on any item
At-risk	Work status	Working full-time for pay <i>and</i> ...
	Work satisfaction	Scored neither satisfied nor dissatisfied (3) on at least one satisfaction item and 3 or higher on all other satisfaction items
Successful	Work status	Working full-time for pay <i>and</i> ...
	Work satisfaction	Scored satisfied (4 or 5) on all items

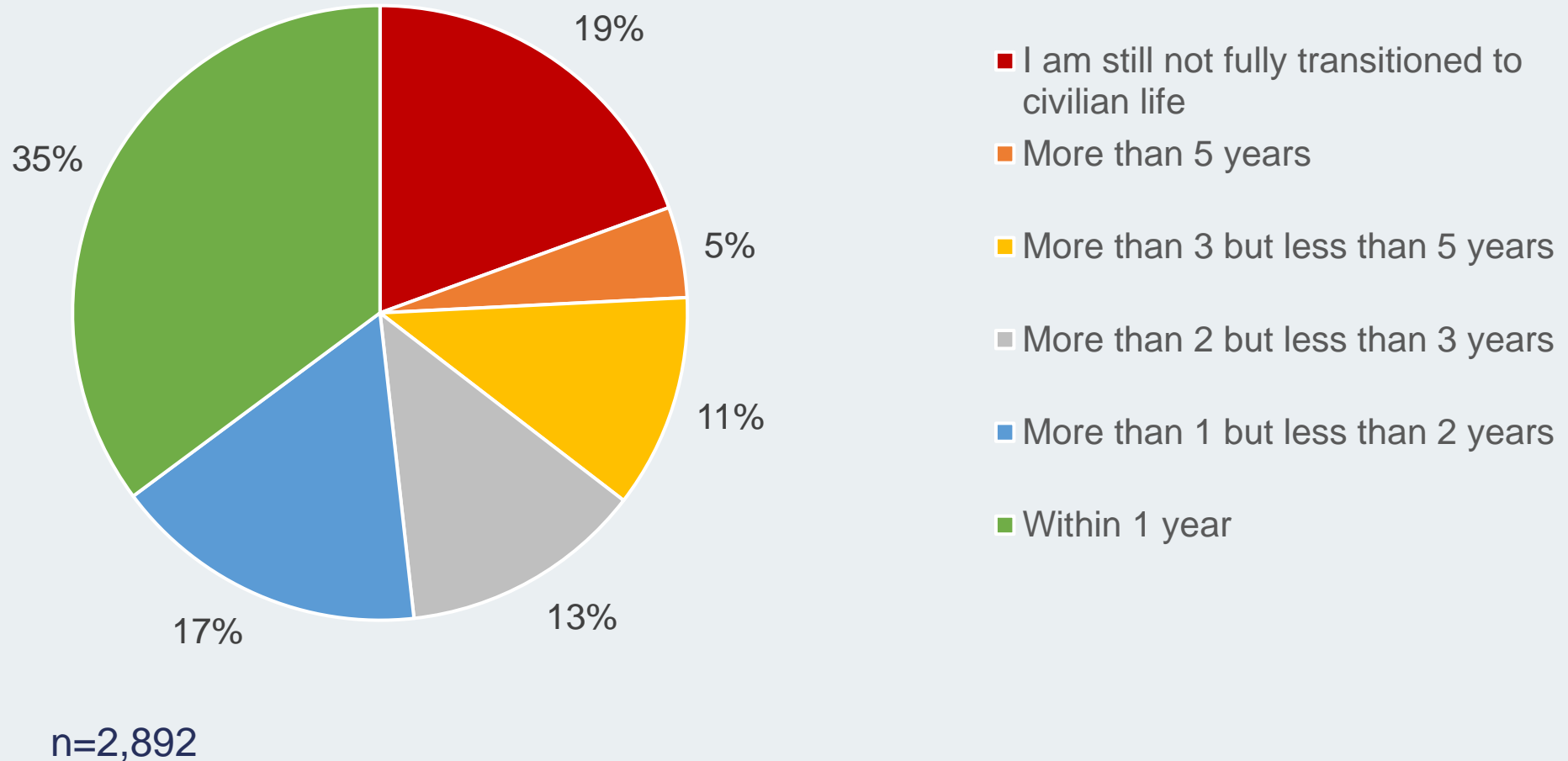
Employment Domain - Gender



Problematic At-Risk Successful

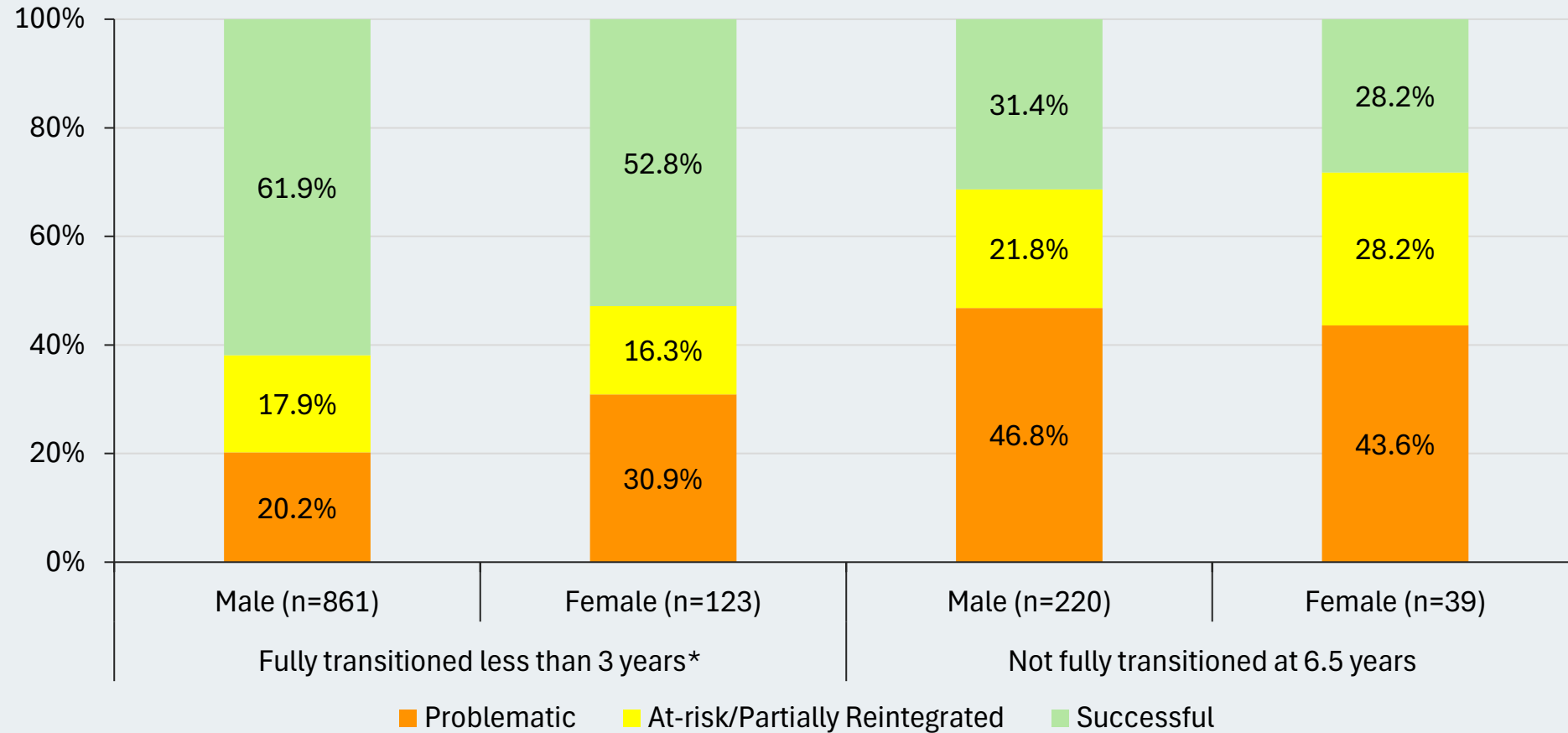
Wave 8 Data Collection (6.5 years post separation)

How long did it take for you to feel fully transitioned to civilian life?



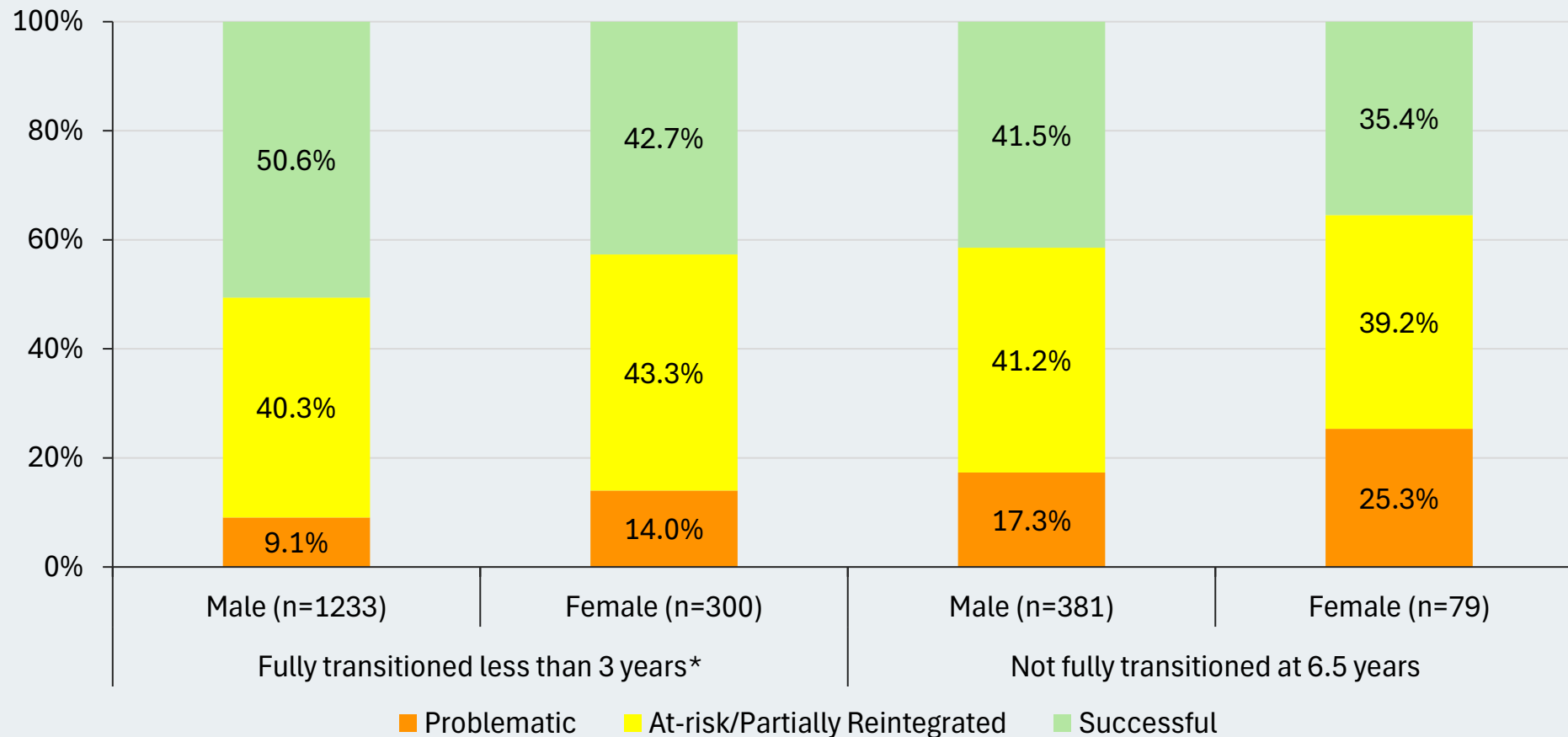
Transition Adjustment Category – Employment

- Fully transitioned less than 3 years (Wave 6) vs. Not fully transitioned at 6.5 years post-separation (Wave 8)



Transition Adjustment Category – Finance

- Fully transitioned less than 3 years (Wave 6) vs. Not fully transitioned at 6.5 years post-separation (Wave 8)



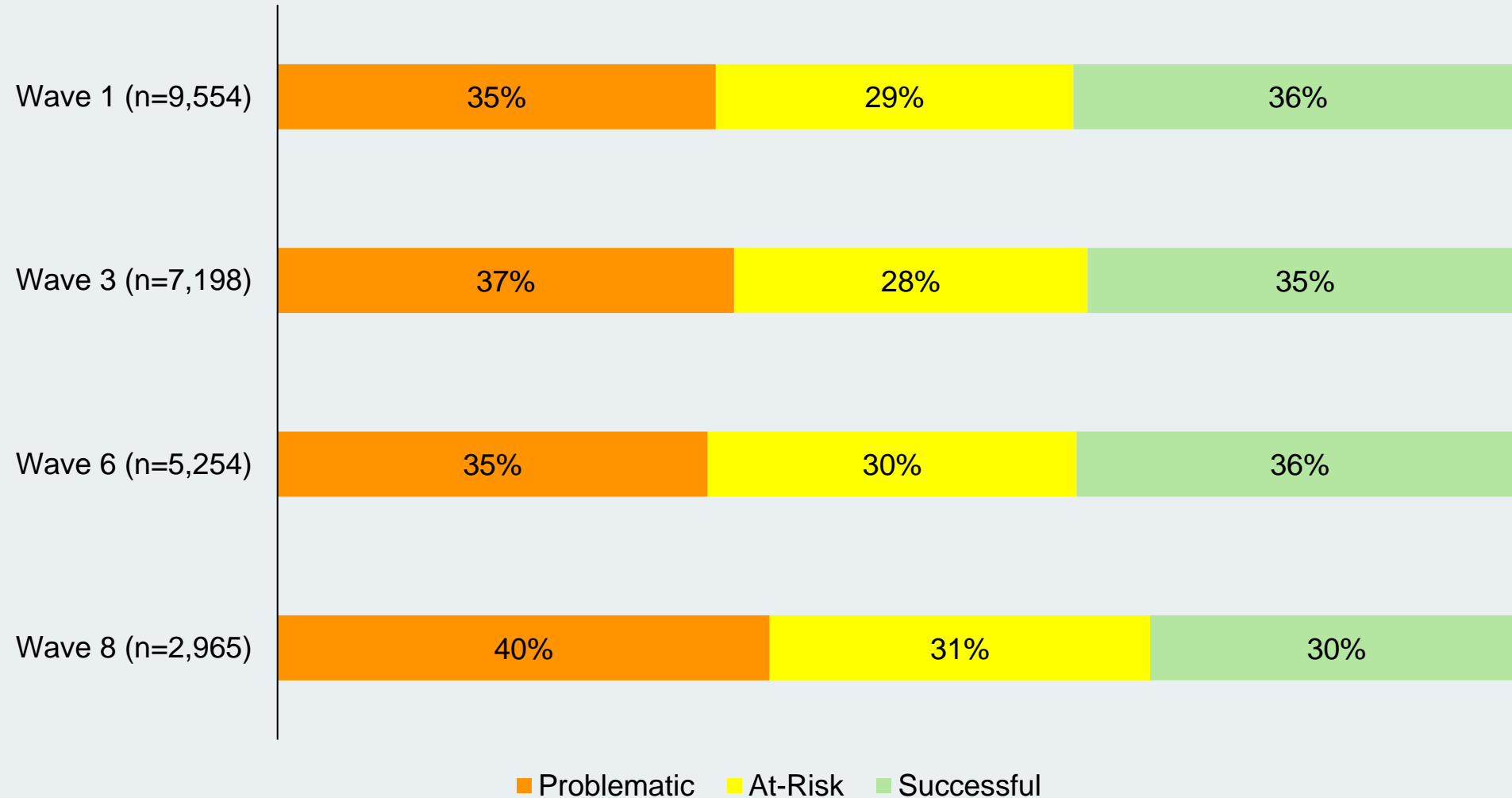
Social Domain - Items & Response Options

Sub-domain	Items	Response options
Social support	<p>How often would someone be available:</p> <ul style="list-style-type: none">• To have a good time with?• To turn to for suggestions about how to deal with a personal problem?• Who understands your problems?• To love and make you feel wanted?	<p>0 None of the time</p> <p>1 A little of the time</p> <p>2 Some of the time</p> <p>3 Most of the time</p> <p>4 All of the time</p>
Social satisfaction	<p>Over the last 3 months, how satisfied have you been with:</p> <ul style="list-style-type: none">• The area where you live?• Your sense of belonging in your community?• Your relationship with friends?	<p>1 Very dissatisfied</p> <p>2 Somewhat dissatisfied</p> <p>3 Neither satisfied nor dissatisfied</p> <p>4 Somewhat satisfied</p> <p>5 Very satisfied</p>

Social Domain - Definition of Successful Transition

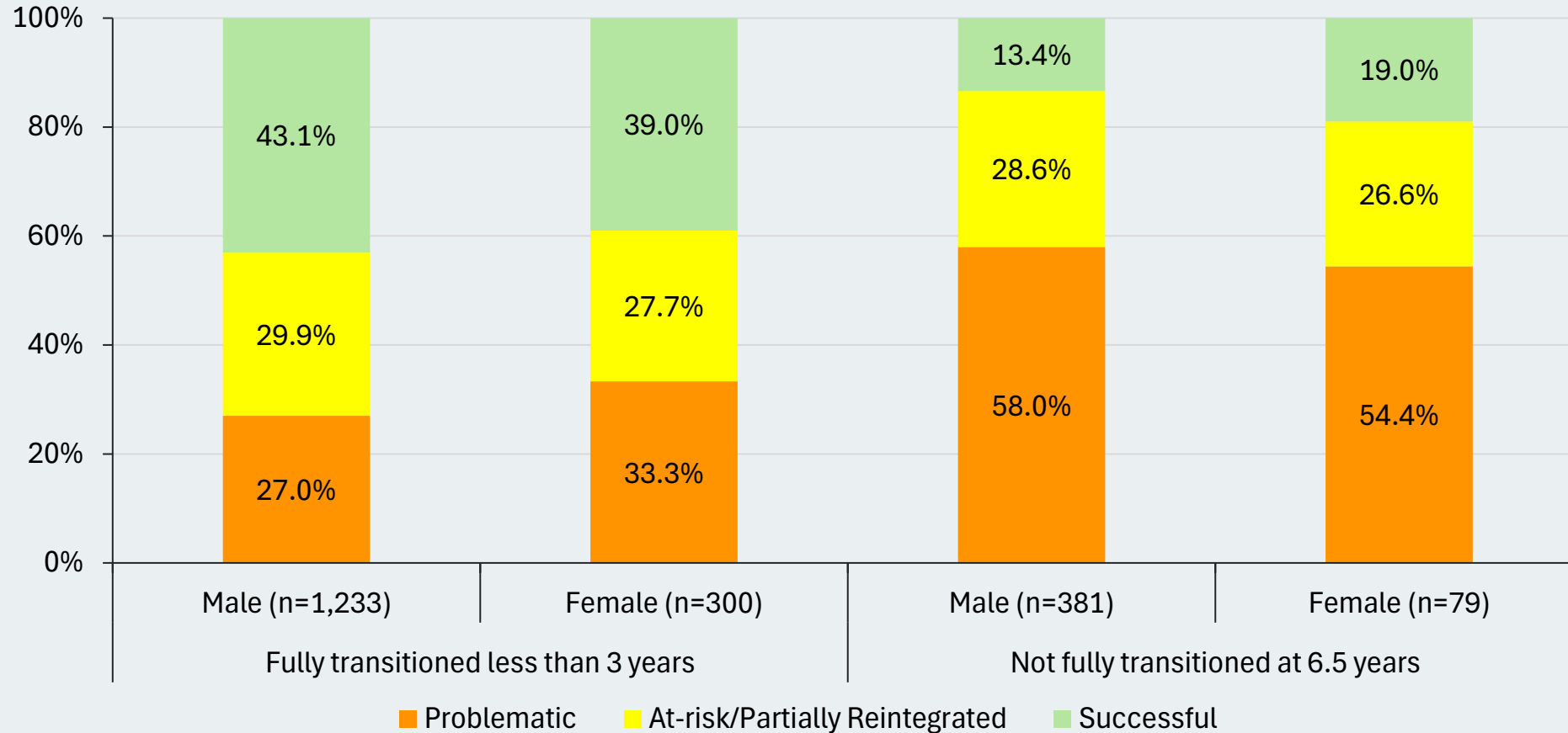
Successful transition		Domain scores
Problematic	Social support	Scored none or a little of the time (0 or 1) on any items, <i>and</i> ...
	Social satisfaction	Scored dissatisfied (1 or 2) on any items
At-risk	Social support	Scored some of the time (3) on at least one item and 3 or higher on all other items, <i>and</i> ...
	Social satisfaction	Scored neither satisfied nor dissatisfied (3) on at least one item and 3 or higher on all other items
Successful	Social support	Scored most or all of the time (3 or 4) on all items, <i>and</i> ...
	Social satisfaction	Scored satisfied (4 or 5) on all items

Social Domain - Overall Categories



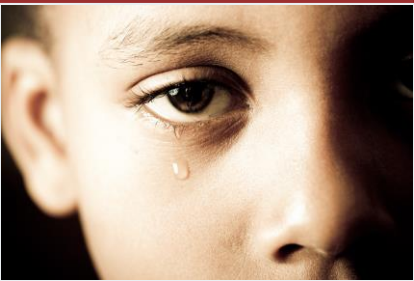
Transition Adjustment Category – Social

- Fully transitioned less than 3 years (Wave 6) vs. Not fully transitioned at 6.5 years post-separation (Wave 8)



Adverse Childhood Experiences (ACEs) and Adjusting to Civilian Life By Gender

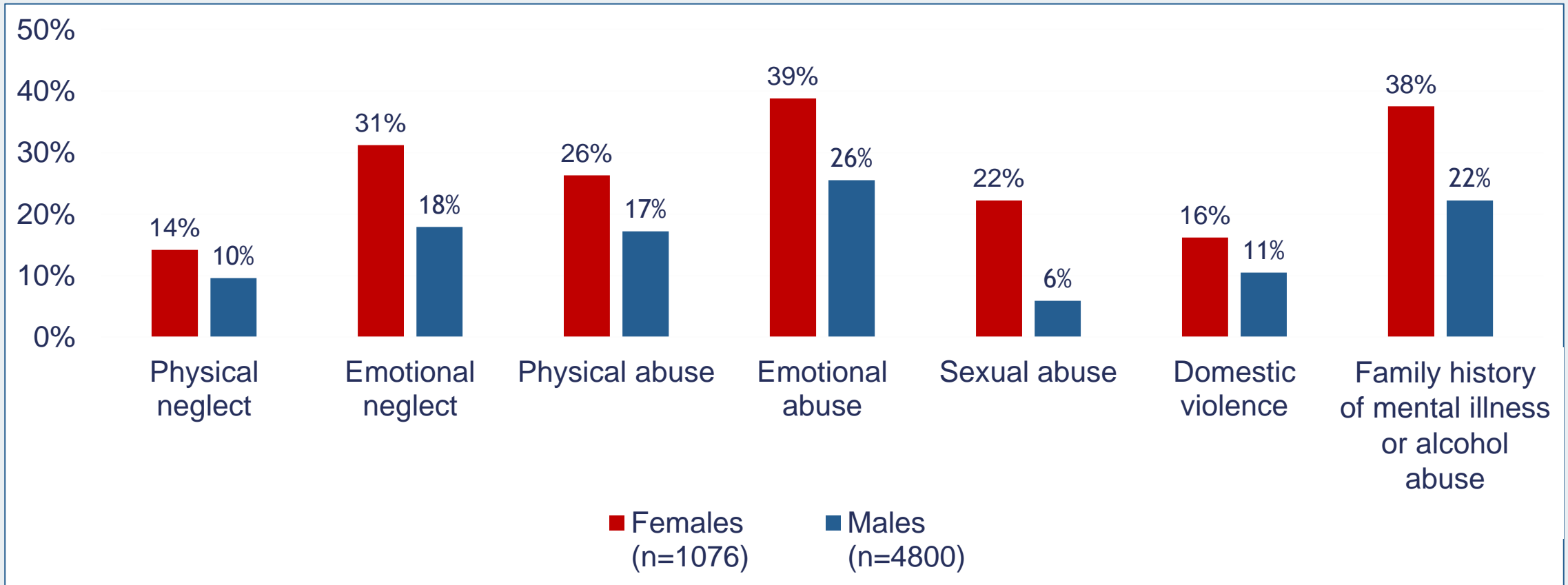
Adverse Childhood Experiences (ACEs)



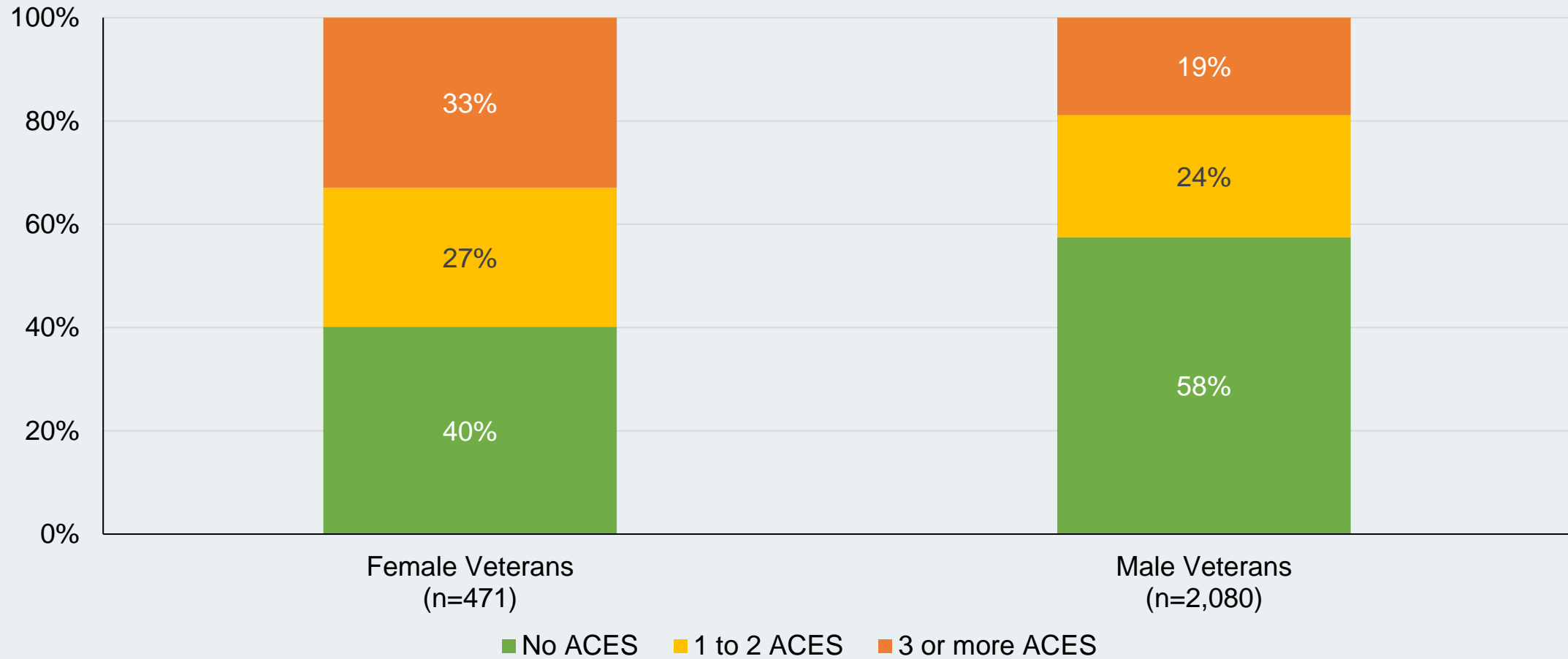
- **Defined:** Exposure to abuse (e.g., physical, emotional, sexual) or neglect (e.g., physical, emotional), observing domestic violence, and family history of mental illness or alcohol abuse.
- **Impact:** Correlated with the development of depression, anxiety, aggression, suicide attempts and completions, alcohol and drug abuse, smoking, criminal activity, and unsafe sexual practices (Chapman et al., 2004; Turner, Finkelhor, & Ormrod, 2006; Wright, Carter, & Cullen, 2005).
- **Higher prevalence of ACEs in veteran** than in non-veteran populations (Blosnich, Dichter, Cerulli, Batten, & Bossarte, 2014)
- **Female veterans report greater exposure to ACEs** when compared to their male veteran peers and to their female civilian counterparts (Bannister, Lopez, Menefee, Norton, & Wanner, 2018; McCauley, Blosnich, & Dichter, 2015)

ACEs by Gender

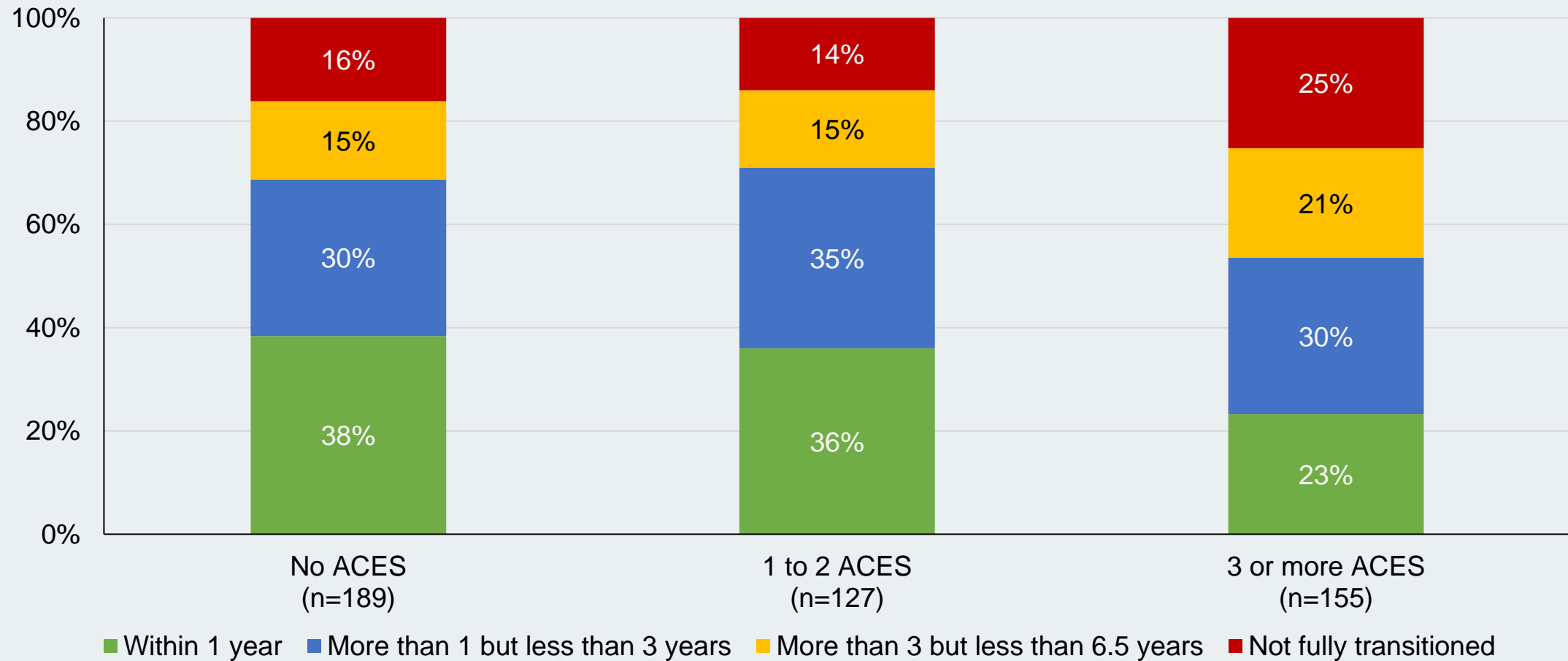
Types of ACEs Reported by Females and Males



ACEs for Male and Female Veterans at Wave 8



Adjusting to Civilian Life by ACEs for Female Veterans at Wave 8



Military Sexual Trauma (MST) By Gender

Unwanted Sexual Attention or Contact

- **MST**

- **Unwanted Sexual Attention**

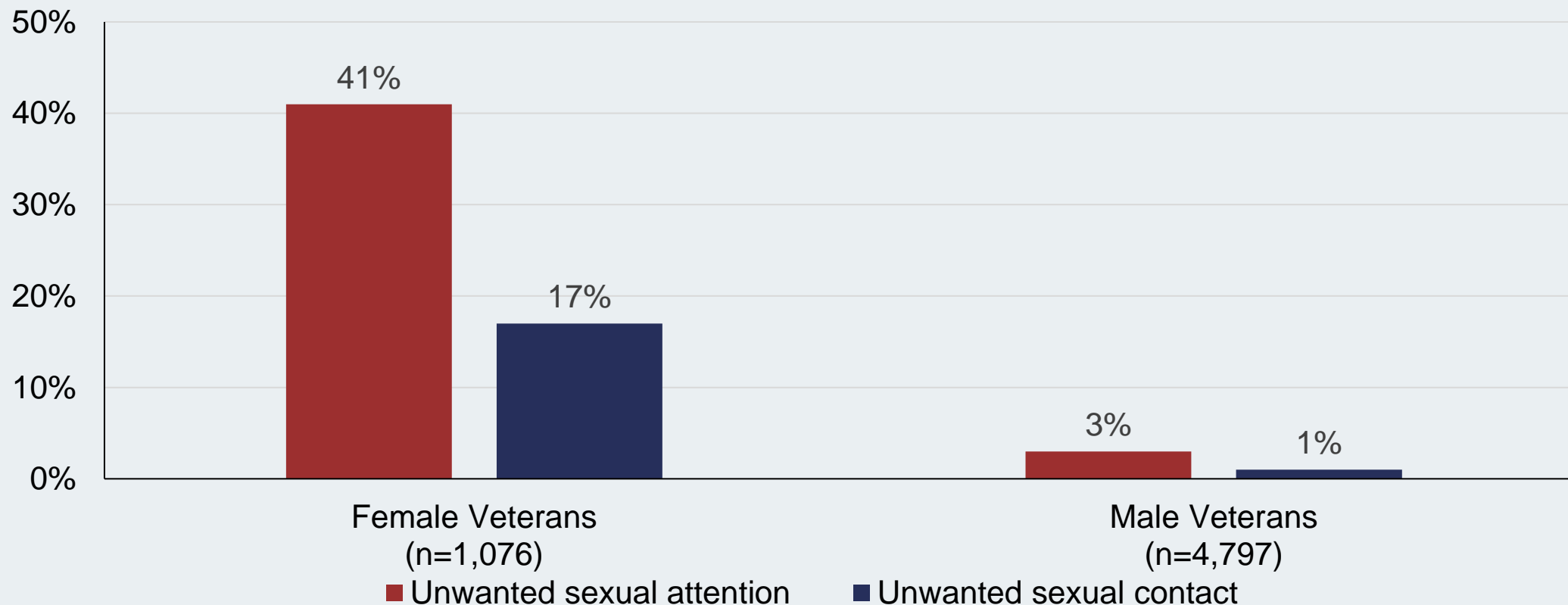
Question- “While you were in the military, did you receive uninvited and/or unwanted sexual attention, such as touching, cornering, pressure for sexual favors, or verbal remarks?” and

- **Unwanted Sexual Contact**

Question- “Did someone ever use force or threat of force to have sexual contact with you against your will?”.



Military Sexual Trauma (MST)



Unwanted Sexual Attention – “While you were in the military, did you receive uninvited and/or unwanted sexual attention, such as touching, cornering, pressure for sexual favors, or verbal remarks?” and

Unwanted Sexual Contact - “Did someone ever use force or threat of force to have sexual contact with you against your will?”.

Females Experiencing Military Sexual Trauma



- 47% less likely to be working full-time at Wave 1
- 94% more likely to have problematic financial status at Wave 5
- 2 times more likely to report probable depressive symptoms at Wave 1
- 73% more likely to report probable anxiety symptoms at Wave 1 and 2 times more likely to report probable anxiety symptoms at Wave 5
- 3.5 times more likely to report probable PTSD symptoms at Wave 1
- 2.8 times more likely to report social isolation symptoms at Wave 1

Note: The comparison group is female veterans who did not report MST.

Recommendations

Major Theme: No monolithic veteran whether male or female. Thus, tailored interventions are essential.

1. Establish and administer a universal screener before separation.
 - Identify risk factors early to provide service members with targeted supports and interventions.

Visit the Veteran Transition Screener website at
<https://veteranetwork.psu.edu/projects/veteran-transition-screener/>



Recommendations

2. Integrate the transition screener with a community navigation infrastructure (e.g., AmericaServes or Combined Arms) to ensure seamless connections to local support. Key components of effective community navigation infrastructure include:
 - Trained human navigators;
 - A validated, robust screener;
 - A closed-loop technology platform for tracking referrals and outcomes; and
 - Ongoing monitoring using process metrics.
3. Increase program and service utilization, especially among high-risk or underserved veterans (e.g., junior enlisted paygrades, women, racial/ethnic minorities) through evidence-based outreach, engagement, and marketing strategies.

Sponsorship of TVMI and VETS



United States Department of Agriculture
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