



# The Veterans Metrics Initiative

Wave 1 Program Common Components for the Employment Domain,  
October 2017 Menu 1A

## BACKGROUND



- Wave 1 participants nominated employment programs they used since they discharged from the military or deactivated from Active Duty. 54% reported using a program in the employment domain.
- Programs with verified URLs (n=258) and nominated by three or more Veterans were coded in Summer 2017 using the common components analysis technique.
  - Of the programs coded, 129 programs were in the employment domain.
  - Information presented below reflects the proportion of programs with each component.

## CONTENT COMPONENTS

Content components assess what a program teaches or what information it provides.

- Career planning and exploration - 81%
- Resume writing - 66%
- Job board or job search engine - 55%
- Interviewing preparation - 54%
- Job training and certification - 25%
- Translating military experience to civilian work - 25%
- Entrepreneurship - 20%
- Networking - 14%
- Job accommodation information - 11%



## PROCESS COMPONENTS

Process components assess how a program conveys information or teaches skills.

- Reading online: 5-43% of content
- Mentors or coaches: 3-41% of content
- Direct instruction: 1-30% of content
- Interactive online tool: 0-21% of content
- Rehearsal, role-playing, practice: 0-15% of content
- Networking group: 0-4% of content

## BARRIER REDUCTION COMPONENTS

Barrier reduction components assess whether the program provides tangible supports or reduces barriers to accessing the program.

### Top methods of increasing access:

- Reduced or covered fees - 6%
- Transportation to the program - 5%
- Childcare provided - 3%

### Top tangible supports provided:

- Scholarship for education - 8%
- Cash (non-tuition support) - 7%
- Licensing assistance - 5%



## SUSTAINABILITY COMPONENTS

Sustainability components assess how a program keeps participants engaged once formal programming has ended.

- Ongoing coaching - 18%
- Referrals - 11%
- Participant awards - 7%
- Alumni organization - 7%
- Ongoing peer support - 4%
- Merchandising - 3%
- Helpline - 2%
- Caregiver support - 2%

