



VFP 2024–2025

Flourishing After Service: Defining and Addressing Veteran Underemployment

Shift the prevailing conversation on veteran transition and employment through a comprehensive research effort designed to support a public conversation that addresses the root causes of veteran underemployment.



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Challenges

- **Almost half of veterans** describe their transition from military service as either “difficult” or “very difficult.”
- Despite historically low **veteran unemployment** numbers, it is too early to simply declare “mission accomplished” on veteran employment.

Learnings



Uncovered that although **federal statistics indicate that veterans' unemployment is ~4%**, their **underemployment was closer to 4.5 times that frequency**.



By applying broader sources of data that measure veterans who are **jobless, only work part-time, and earn <\$25,000 annually**, levels of “**underemployment**” rise to **>18%**.



This reality brings with it **significant impacts**, to include **reduced job satisfaction, increased turbulence and stress, and misaligned transition support practices**.

Achievements

1. **Op-ed in Forbes** and articles in *Chronicle of Higher Education* and *Inside Higher Ed*.
2. **Forthcoming white paper** sponsored by **Center for Revitalizing American Institutions**.
3. **Adoption of policies** by the **Virginia Chamber of Commerce** and the **Department of War's Military-Civilian Education Office**.
4. Advocated to create a **widely accepted definition of veteran underemployment** through **shared research insights** with researchers, advocates, and stakeholders.



Learn More
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