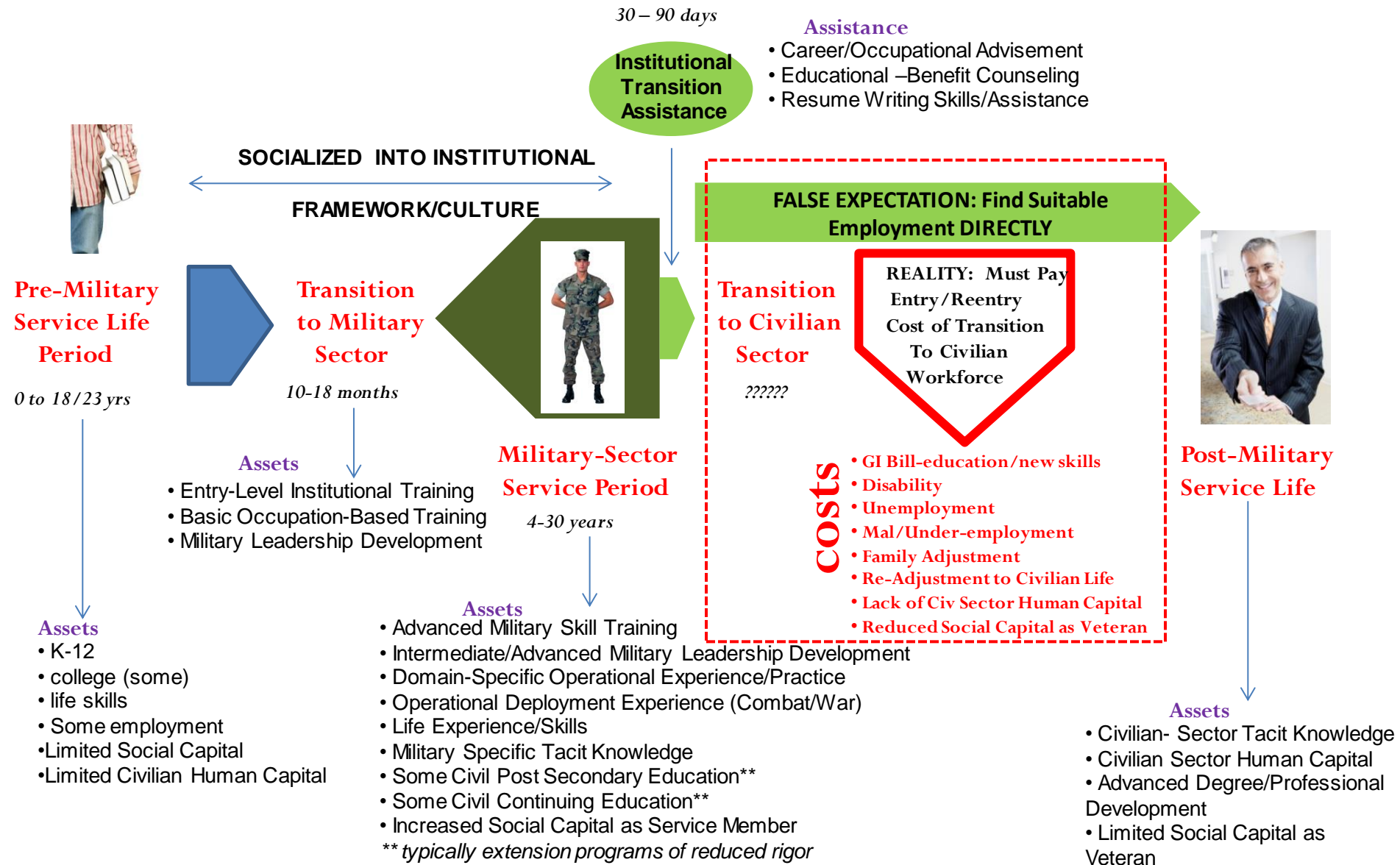




TRANSX: A Glimpse at a Transition Lifecycle Model

Dr. Art DeGroat, Ed.D, Lieutenant Colonel Ret., U.S. Army
Executive Director Office of Military & Veteran Affairs
Affiliate Faculty, College of Education
Kansas State University

Life Cycle Model of Post 9-11 Military Veteran

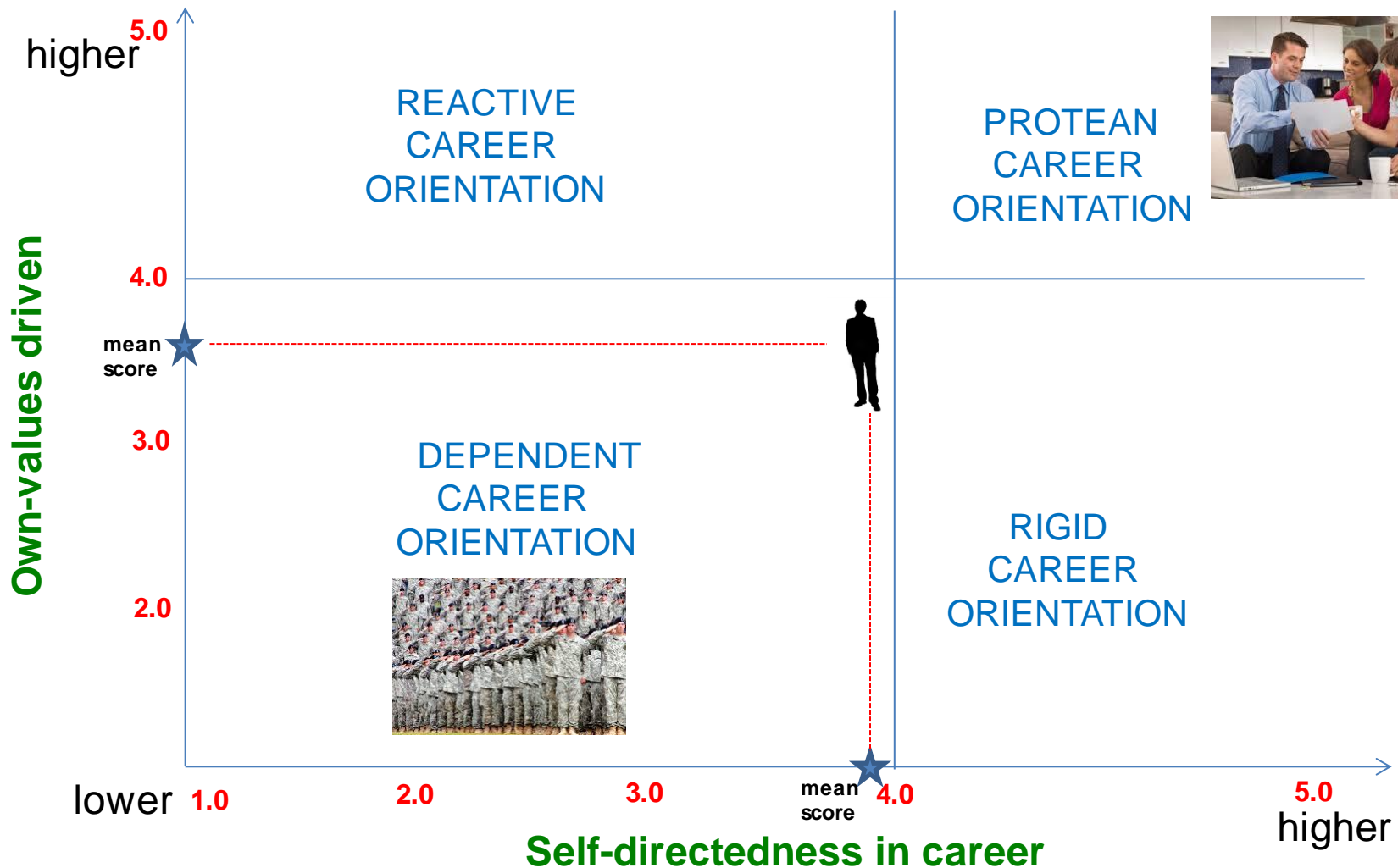


VETERANS TRANSX FACTORS—Staged - Life Event Map (DeGroat, 2019)

Linking Lived Experience Phenomena to Social Science Theory

Pre-Service Factors	During-Service Factors	Transition-Period Dynamics	Intervening Influences	Environmental Dynamics	Transition Performance
Education-level/quality	Actual/perceived value of military service experience to post-military employment	Presence of realistic <i>life stage goals and personal adult transition strategy</i> (Adults in Transition, Goodman, Schlossberg & Anderson, 2006)	Level of deliberate effort in <i>self-transition</i> activities (Handy, 1994) (Jolly, 1996)	<i>Viable pathways</i> exist for veterans chosen new-career	Successful entry in new career track employment (optimal outcome)
Socio-economic factors (Social Reproduction Theory, Bourdieu, 1977)	Opportunity (Human Capital, Mann, 2012)	Mindset about transition (Dweck, 2006)	Participation/level of engagement in <i>transition assistance programs of proven efficacy</i>	<i>Employer's motive and skill</i> at hiring veterans -sound business decision -CSR/PR image -meet DOD contracting requirements	Under-employment
Lifestyle/Life Skills	Expectations of <i>transferability of military skill/experience</i> from Retention Narrative (Ployhart & Moliterno, 2011)	Presence/nature of <i>workplace ready skills</i> (Gallup, State of the American Workplace, 2017)	<i>Levels of stress of concurrent life events of social readjustment</i> (Holmes & Rahe, 1967)	<i>Societal/workplace attitudes</i> about veterans	Gainful employment (satisfying outcome)
Career Orientation (Briscoe & Hall, 2006)	<i>Transferable value of acquired military training and advanced civil education</i>	<i>Ability to re-socialize into civil life</i> (Psychological Capital, Luthans, Youssef & Avolio, 2007)	<i>Geographic relocation decisions</i> supportive of employment goals	Viability of legacy <i>veteran service organizations</i> to assist recent veterans	Spousal employment
	Pervasive-levels of <i>institutionalization & military socialization</i> (Institutional Logics Theory, Thornton & Ocasio, 1994)	Ability to offset/accommodate <i>economic entry costs</i> of independent private sector employment compensation (Psychological Contract, Rousseau, 1989)	Presence of <i>relevant social connections</i> to the private sector workplace (Social Capital Theory, Putnam, 2001)		Unemployed (UCX) (Data @ U.S. Dept of VA)
	Military Marriage and Family development	Ability to <i>replace military benefits and entitlements</i> not provided by private sector employment	Ability to <i>replace military benefits and entitlements</i> not provided by private sector employment		Discouraged worker (Data @ US Dept of Labor-BLS)
	Level of <i>dependency upon military systematic welfare benefits/entitlements network</i>	Willingness/ability to <i>develop new workplace skills</i> through education and training (DiRamio, 2008,2011)	Disability, healthcare and well-being issues at time of transition		Sustainment on military disability-related compensation
		<i>Disability-benefits determination</i>	Impact of <i>military disability compensation</i> on employment		Enrollment in new skills/education development enabled by VA benefits
		<i>Family member transition expectations & needs</i>	Recruitment incentives for transition into National Guard or Reserves		Despair, Homeless, Suicidal (National Strategy for Prevention of Veteran Suicide, U.S. Dept of VA, 2018)

Career Orientation Research



N=587 college graduates (UG, MBA, ExecMBA)

Four Primary Career Categories (Briscoe & Hall, 2006)

"LIVED EXPERIENCE" STUDY FINDINGS

THEMES AND ISSUES OF POST-9/11 TRANSITION

THEMES OF TRANSITION

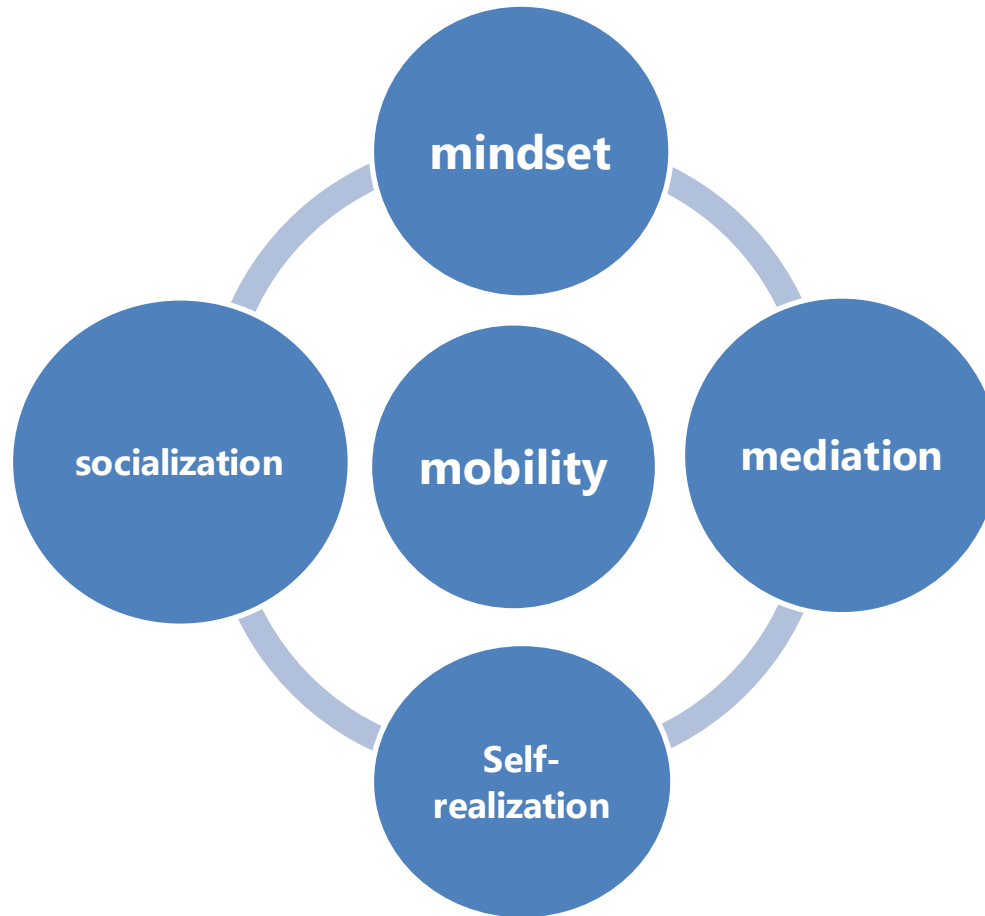
Mindset	Socialization	Mediation*	Self-Realization	Mobility
<ul style="list-style-type: none">• Confronting Departure• Support from Unit• Preparedness for Transition• Resilience• Expectations of Army Transition Assistance Program	<ul style="list-style-type: none">• Impact of Army Service• Professional Army Culture• Communication• Lifestyle Change	<ul style="list-style-type: none">• Army Transition Assistance Experience• Personal Transition Experience• Mentorship• Impact of Family and Friends• Veteran Service Organizations• Medical Care at Transition	<ul style="list-style-type: none">• Decision to Depart• Self-Directedness• Self-Identity• Social Identity	<ul style="list-style-type: none">• Re-Socialization• Civilian Workplace• College Experience• Community• Personal Finances

ISSUES OF TRANSITION

RESULTS

“LIVED EXPERIENCE” STUDY (2016)

RESULTS

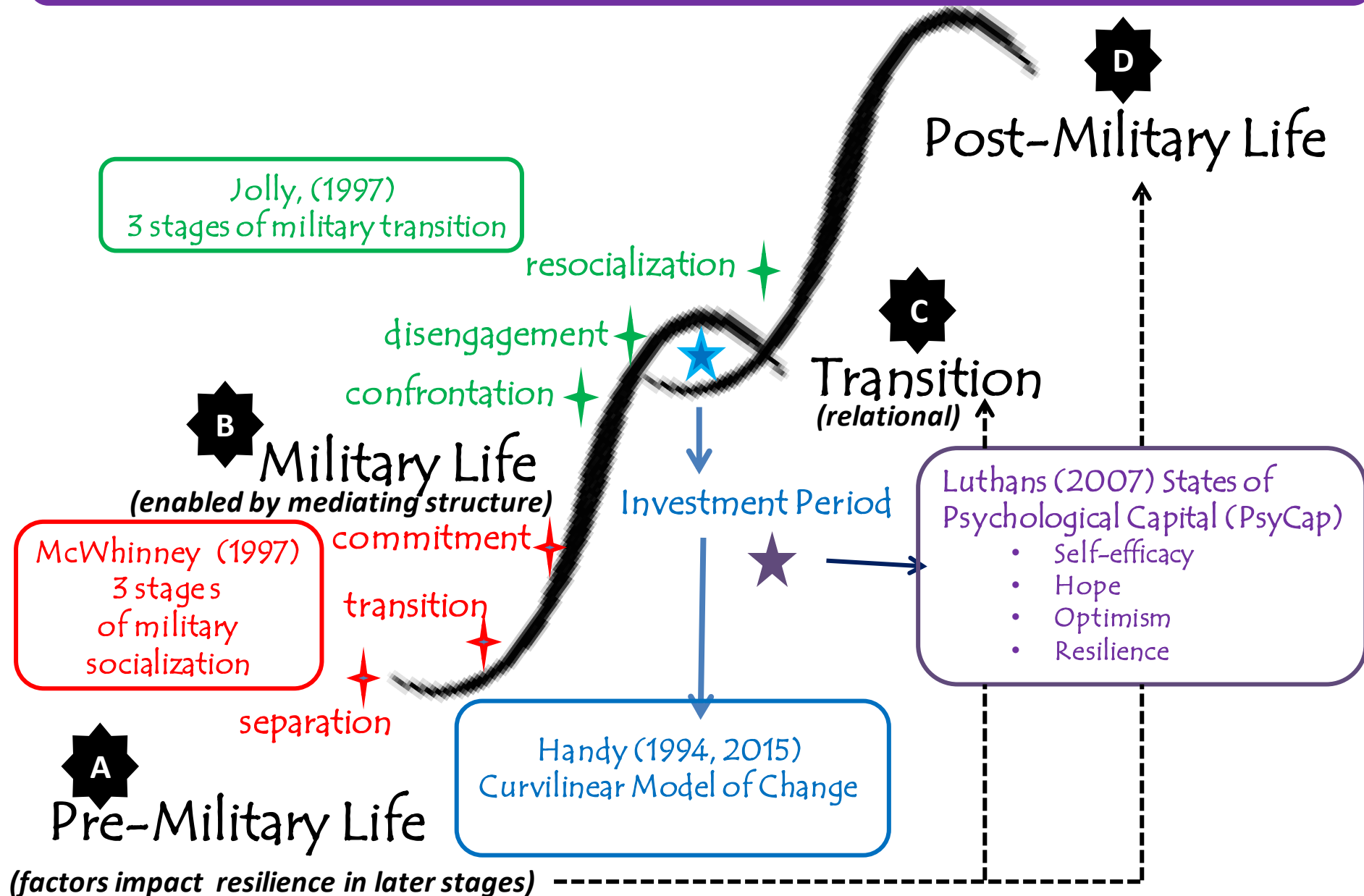


PRIMARY FINDING: THE MEANING OF TRANSITION

Post-9/11 Army veteran's transition is a situated and dynamic life event which affects one's mobility to cross boundaries from military to civilian life. It is a socially mediated effort that involves reconstruction of personal identity through the process of self-realization and reformation (or non-formation) of one's personal mindset and socialization to form new social bonds.

(DeGroat, 2016)

DeGroat's (2016) Model of Veterans Transx



Impact of Stress on the Health and Well-Being of our Transitioning Veterans

Holmes & Rahe Social Readjustment Rating Scale (1967)

- Measures stress levels of 43 major life events
- Life Change Units found empirically linked to illness

TABLE 3. SOCIAL READJUSTMENT RATING SCALE

Rank	Life event	Mean value
1	Death of spouse	100
2	Divorce	73
3	Marital separation	65
4	Jail term	63
5	Death of close family member	63
6	Personal injury or illness	53
7	Marriage	50
8	Fired at work	47
9	Marital reconciliation	45
10	Retirement	45
11	Change in health of family member	44
12	Pregnancy	40
13	Sex difficulties	39
14	Gain of new family member	39
15	Business readjustment	39
16	Change in financial state	38
17	Death of close friend	37
18	Change to different line of work	36
19	Change in number of arguments with spouse	35
20	Mortgage over \$10,000	31
21	Foreclosure of mortgage or loan	30
22	Change in responsibilities at work	29
23	Son or daughter leaving home	29
24	Trouble with in-laws	29
25	Outstanding personal achievement	28
26	Wife begin or stop work	26
27	Begin or end school	26
28	Change in living conditions	25
29	Revision of personal habits	24
30	Trouble with boss	23
31	Change in work hours or conditions	20
32	Change in residence	20
33	Change in schools	20
34	Change in recreation	19
35	Change in church activities	19
36	Change in social activities	18
37	Mortgage or loan less than \$10,000	17
38	Change in sleeping habits	16
39	Change in number of family get-togethers	15
40	Change in eating habits	15
41	Vacation	13
42	Christmas	12
43	Minor violations of the law	11

Scale: +300 = at risk for illness
 150 to 299 = moderate risk
 <150 = slight risk of illness



"Average Case" Post 9-11 Veteran

- (3) Military separation – 65
- (6) Disability rating process – 53
- (16) Change in financial state -38
- (18) Change in line of work – 36
- (20) Debt over \$10,000 – 31
- (28) Change in living conditions – 25
- (29) Revision of personal habits – 24
- (31) Change in work hours/condition 20
- (32) Change in residence – 20
- (36) Change in social activities – 18
- (38) Change in sleep habits – 16
- (40) Change in eating habits - 15

361 Life Change Units of Stress



With Added Complexities..

- (2) If divorcing..add 73
- (8) If involuntarily departing..add 47
- (10) If departing by retirement..add 45
- (17) If grieving a lost comrade..add 37
- (19) If having marital problems..add 35
- (26) If spouse changing jobs..add 26
- (27) If attending school..add 26

Potentially 289 additional Life Change Units of Stress!!!!



KANSAS STATE UNIVERSITY
MILITARY
AFFAIRS
INNOVATION CENTER

Comments & Questions

Dr. Art DeGroat
degroata@ksu.edu