

Veteran Employment Outcomes (VEO): Data Notices

Local Employment Dynamics

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Background

Data Notices

The Longitudinal Employer-Household Dynamics (LEHD) program is continually working to improve and refine Veteran Employment Outcomes (VEO). This Data Notices document provides information to users on important updates to VEO data associated with version 2.0 release. The subsequent General data issues highlight major data features and issues. Please note that VEO is an experimental statistical product and version 2.0 represents a large expansion of the original data product. VEO may be regularly updated or expanded to include new cohorts if there appears to be sufficient user demand and resources permit.

Veteran Employment Outcomes (VEO)

Veteran Employment Outcomes (VEO) are experimental tabulations developed by the Longitudinal Employer-Household Dynamics (LEHD) program in collaboration with the Department of Defense and state agencies. The most recent v2.0 release of VEO data provides earnings and employment outcomes for veterans of the Air Force, Army, Coast Guard, Marine Corps, and Navy. Earnings and employment outcomes are calculated by rank and military occupation, as well as veteran and employer characteristics. VEO are currently released as a research data product in "experimental" form.

The VEO provide data on earnings and employment for recently discharged military veterans. Earnings are available at the 25th, 50th, and 75th percentiles, one, five, and ten years after separation from active-duty service, by service branch, rank, occupation, and discharge cohort. Selected tables include industry and location of employment for veterans. These statistics are generated by matching veteran records with a national database of jobs.

The VEO use cutting-edge differential privacy methods to protect the confidentiality of the underlying data, a protection method developed in computer science to bound the privacy risk to individuals from multiple queries to the same database. Differential privacy methods allow the Census Bureau to release detailed tabulations on veteran outcomes while minimizing the privacy risk to individuals in the data.

General Notices

January 2025 (R2024Q4)

Release of new partner data

VEO version 2.0 released using administrative data from the Department of the Defense, Defense Manpower Data Center (DMDC) and the Military-Civilian Transition Office (MCTO). This replaces data used in the original release of the data product, which was based on administrative records from the Department of the Army, Office of Economic and Manpower Analysis. The DOD administrative data allows for the creation of statistics based on the following branches of military service:

- Air Force
- Army
- Coast Guard
- Marine Corps
- Navy

Earnings adjusted to 2022 dollars

Veteran earnings in version 2.0 have been adjusted to 2022 dollars using CPI-U. The original release used 2018 dollars.

New veteran earnings outcomes available

Inclusion of more recent earnings data allows for veteran outcomes through 2021. The original release contains earnings outcomes through 2015. However, limited data availability for earlier cohorts leads to the introduction of additional suppression of outcomes that were not present in the original release. These are detailed below:

2 Year Cohort	Available Outcomes
2000-2001	
2002-2003	X
2004-2005	X
2006-2007	X
2008-2009	X
2010-2011	X
2012-2013	X
2014-2015	X
2016-2017	X
2018-2019	X
2020-2021	X
2022-2023	

4 Year Cohort	Available Outcomes
2000-2003	
2004-2007	X
2008-2011	X
2012-2015	X
2016-2019	X
2020-2023	

8 Year Cohort	Available Outcomes
2000-2007	
2008-2015	X
2016-2023	

Note that tables with 4-year bins are suppressed prior to 2004 and tables with 8-year bins are suppressed prior to 2008. This is due to limited DOD data availability before 2002. Likewise, notice that

the 2020-2023 4-year bin and 2016-2023 8-year bin are also not available because these were not fully populated at the time of product development.

Higher levels of aggregation

Economic outcomes are aggregated across time and veteran characteristic categories to provide statistics across broader groupings veterans (e.g. all cohorts, all branches of service). These aggregations are done independently within each table. Due to data quality suppressions and noise infusion, both earnings percentiles and count totals vary across tables for common groupings of veterans. We recommend count totals are used from tables with the finest cohort groupings to minimize the effect of these inconsistencies.

December 2020 (R2020Q4)

Release of aggregate totals

The first release of aggregate tabulations of the experimental Veteran Employment Outcomes (VEO) statistics. These tabulations show totals by military occupation, rank, demographics (age, sex, race, ethnicity, education), industry and geography of employment.

July 2020 (R2020Q3)

Release of state-level outcomes

The first release of state-level files of the experimental Veteran Employment Outcomes (VEO) statistics. These tabulations show earnings and employment outcomes for U.S. Army veterans by state of employment and by DOD occupation crossed with state of employment.

May 2020 (R2020Q2)

First beta release

Veteran Employment Outcomes (VEO) are experimental tabulations providing earnings and employment outcomes for U.S. Army veterans who completed their initial term of active-duty service. VEO are generated by linking veteran records provided by the U.S. Army to national administrative data on jobs at the U.S. Census Bureau.

Coverage includes Army veterans' labor market outcomes one, five, and 10 years after discharge, by military occupation, rank, demographics (age, sex, race, ethnicity, education), industry and geography of employment. Although VEO currently covers only Army veterans, these statistics could potentially be expanded to other service branches.

Future releases will include state-level tabulations as well as higher levels of aggregations.

Partner-Specific Notices

Space Force

Space Force service members are not included due to the availability of only a small number of veteran cohorts.