

DMDC

Information and Technology for Better Decision Making

Status of Forces Survey of Reserve Component Members

**Briefing Prepared for
Professional Staff**

Senate Committee on Health, Education, Labor, and Pensions

October 17, 2007



STATUS OF FORCES SURVEY OF RESERVE COMPONENT MEMBERS (SOFS-R)

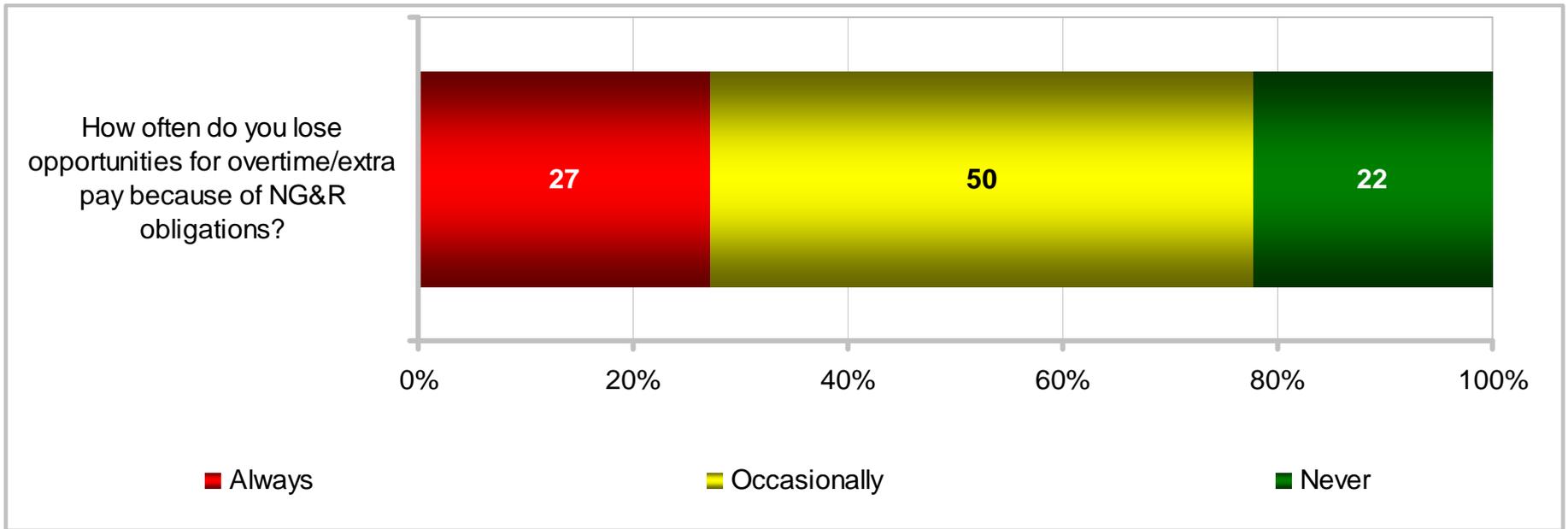
- Since 2001, there have been four DoD surveys which covered attitudes and opinions of Reserve component members on employment issues
- Details on survey administrations are as follows:

Survey	Administration Dates	Sample Size	Response Rate	Margin of Error
June 2006	22 May – 29 Jun 06	58,596	34%	±1.0%
May 2004	26 Apr – 3 Jun 04	55,794	39%	±1.0%
September 2003	8 Sep – 16 Oct 03	55,155	38%	±1.5%
May 2003	30 Apr – 12 Jun 03	71,701	40%	±1.3%

June 2006 Status of Forces Survey of Reserve Component Members

CIVILIAN WORK

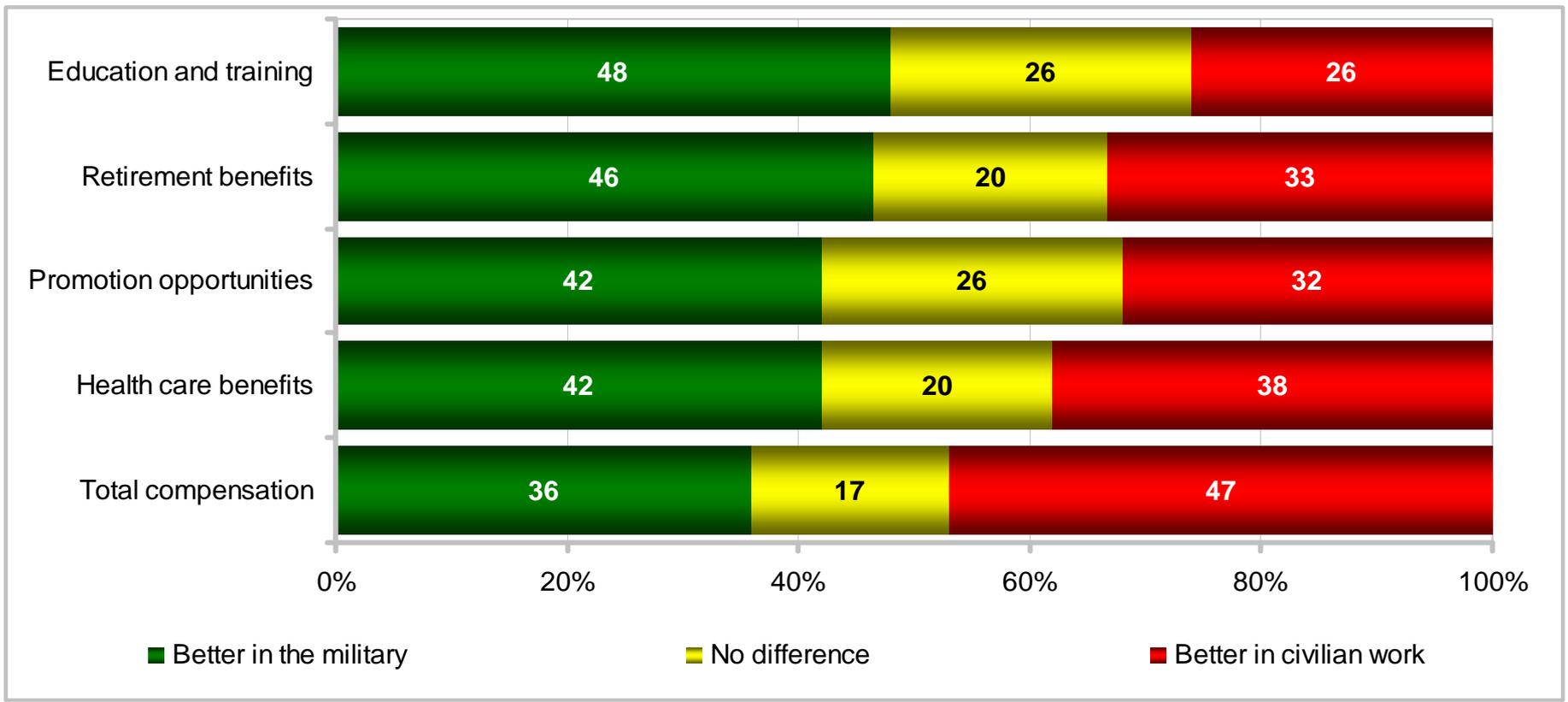
Lost Opportunities for Overtime Due to NG&R Obligations Percent of Employed Members Who Ever Worked Overtime



CIVILIAN WORK

Civilian Experiences Compared to Military

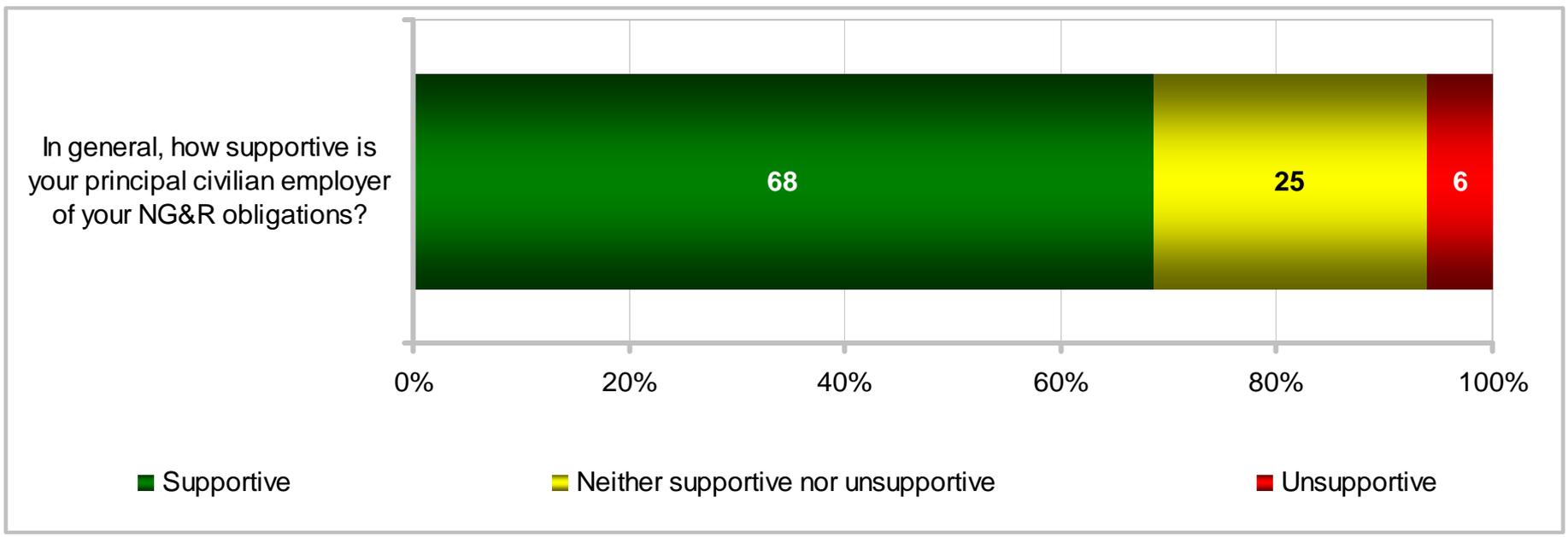
Percent of Employed Reserve Component Members



EMPLOYER SUPPORT

Supportive of NG&R Obligations

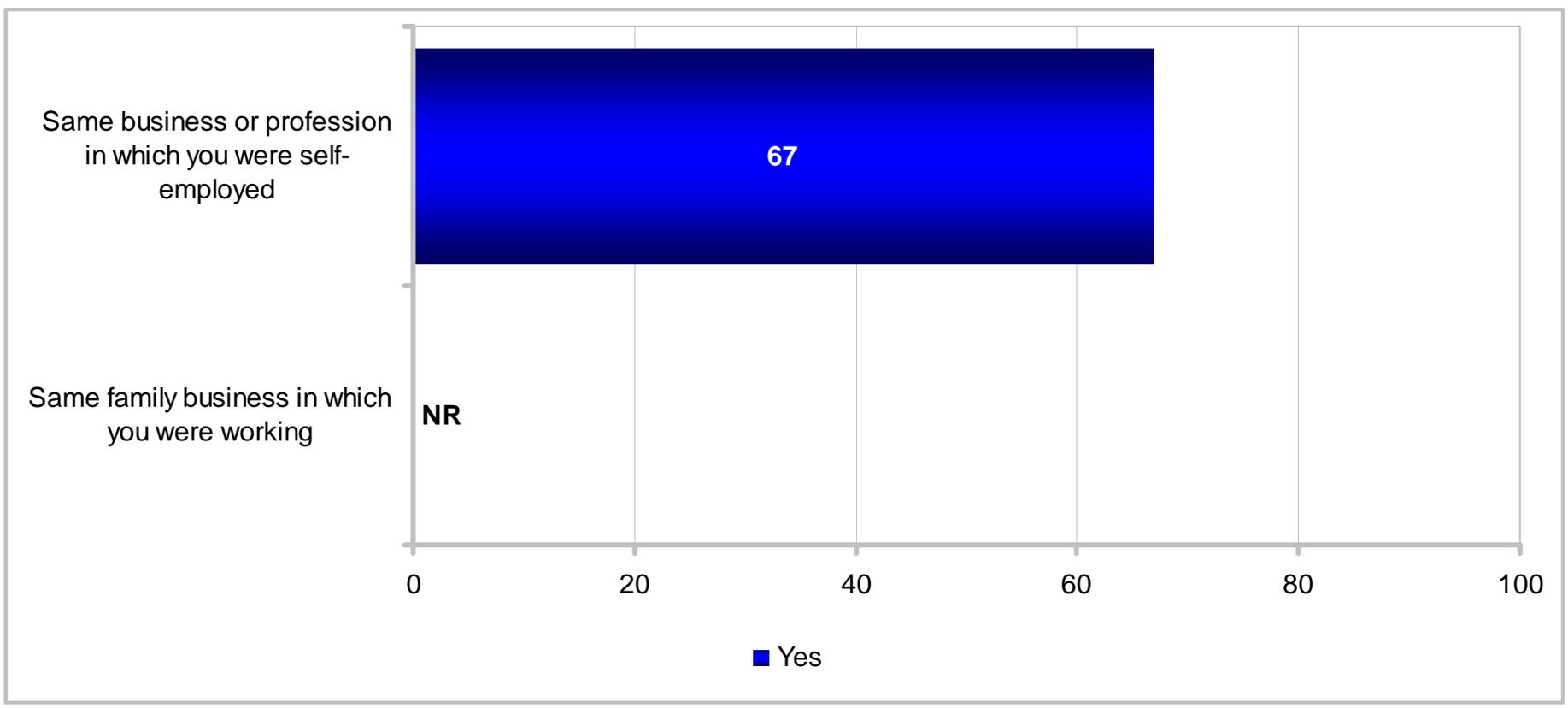
Percent of Reserve Component Members Working for an Employer



REEMPLOYMENT

Return to Principal Civilian Employment

Percent of Demobilized Reserve Component Members Employed Prior to Activation

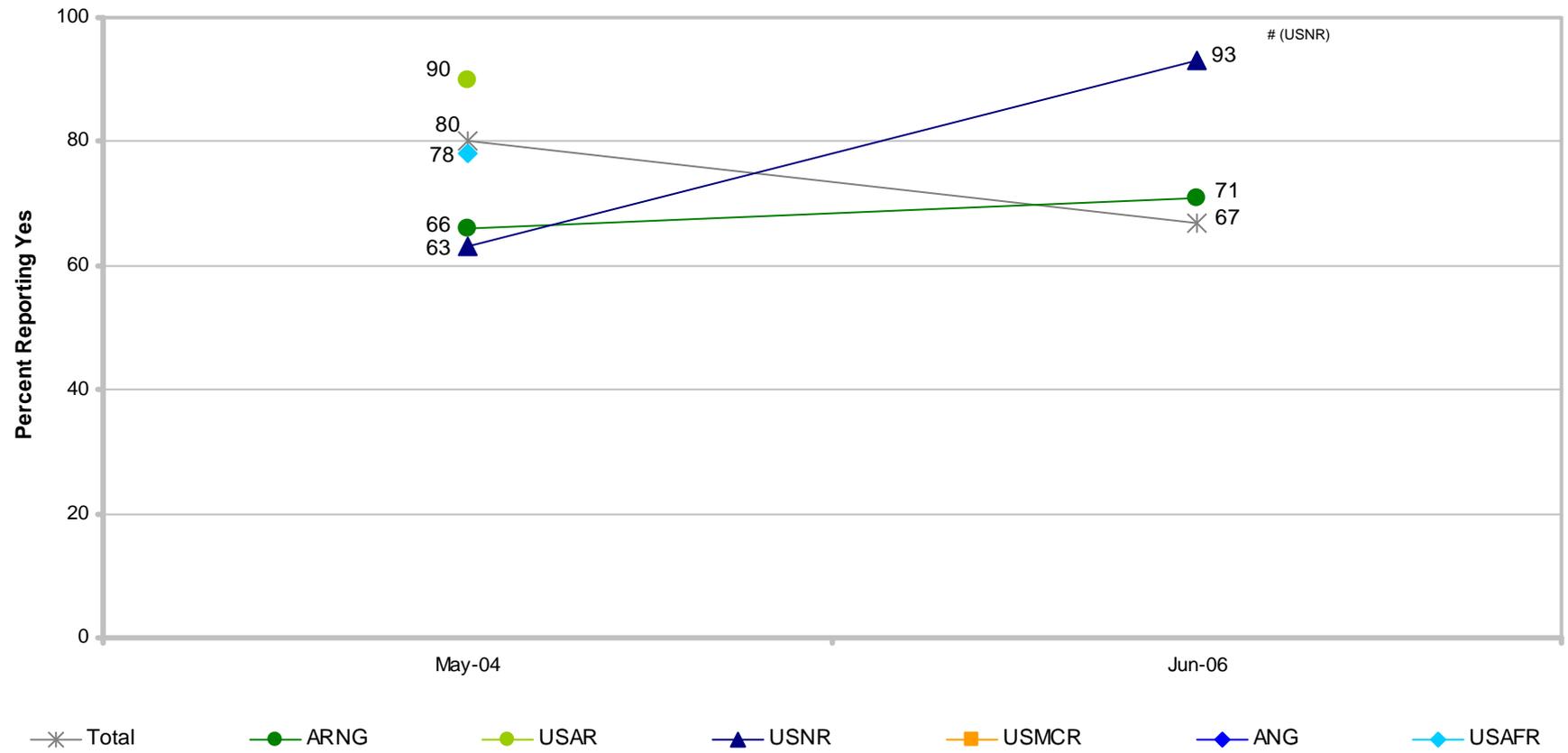


NR: Not Reportable

REEMPLOYMENT

Return to Self-Employment Employment

Percent of Demobilized Reserve Component Members Self-Employed Prior to Activation, by Component

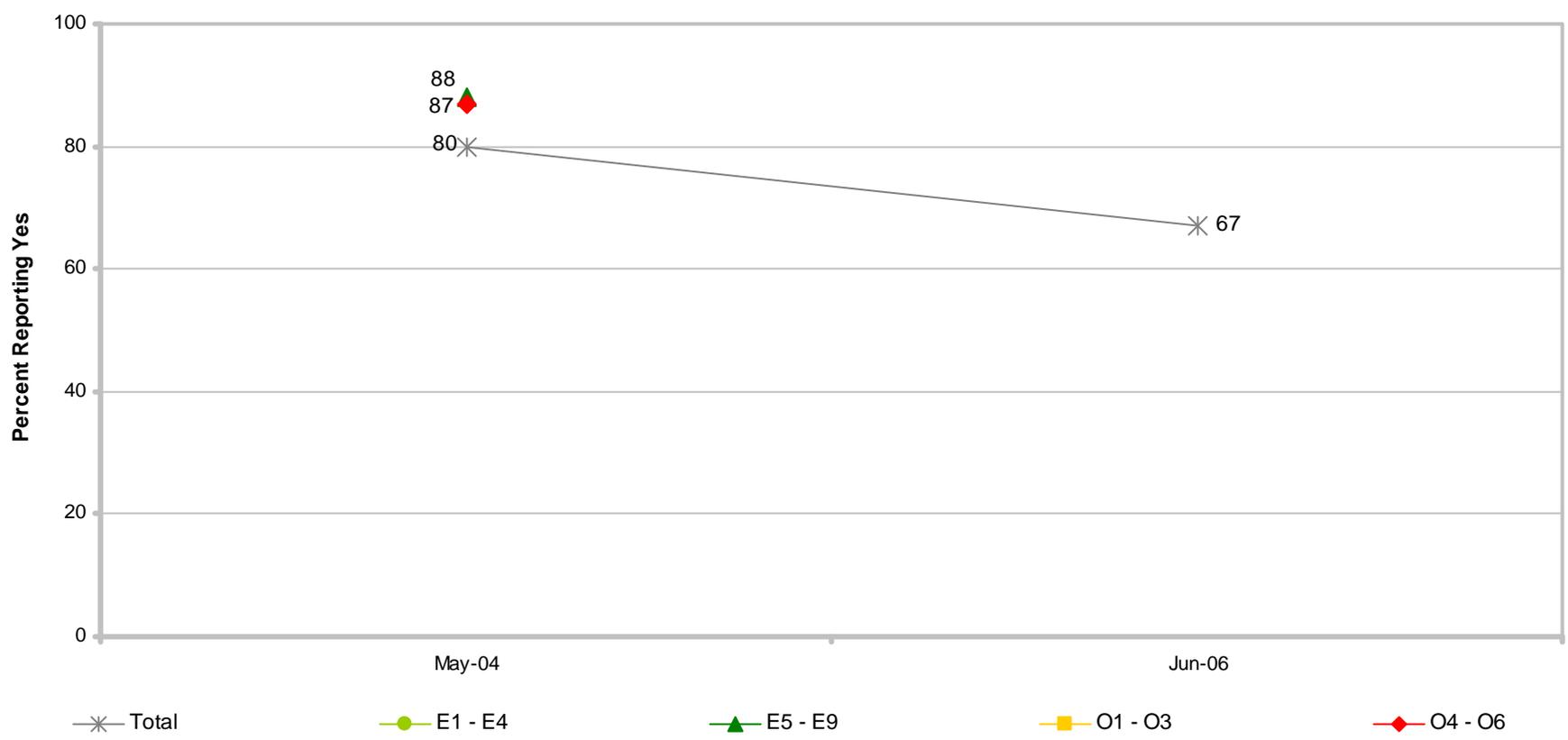


Missing data points are not shown because they are not reportable
Significant difference from previous administration

REEMPLOYMENT

Return to Self-Employment Employment

Percent of Demobilized Reserve Component Members Self-Employed Prior to Activation, by Paygrade

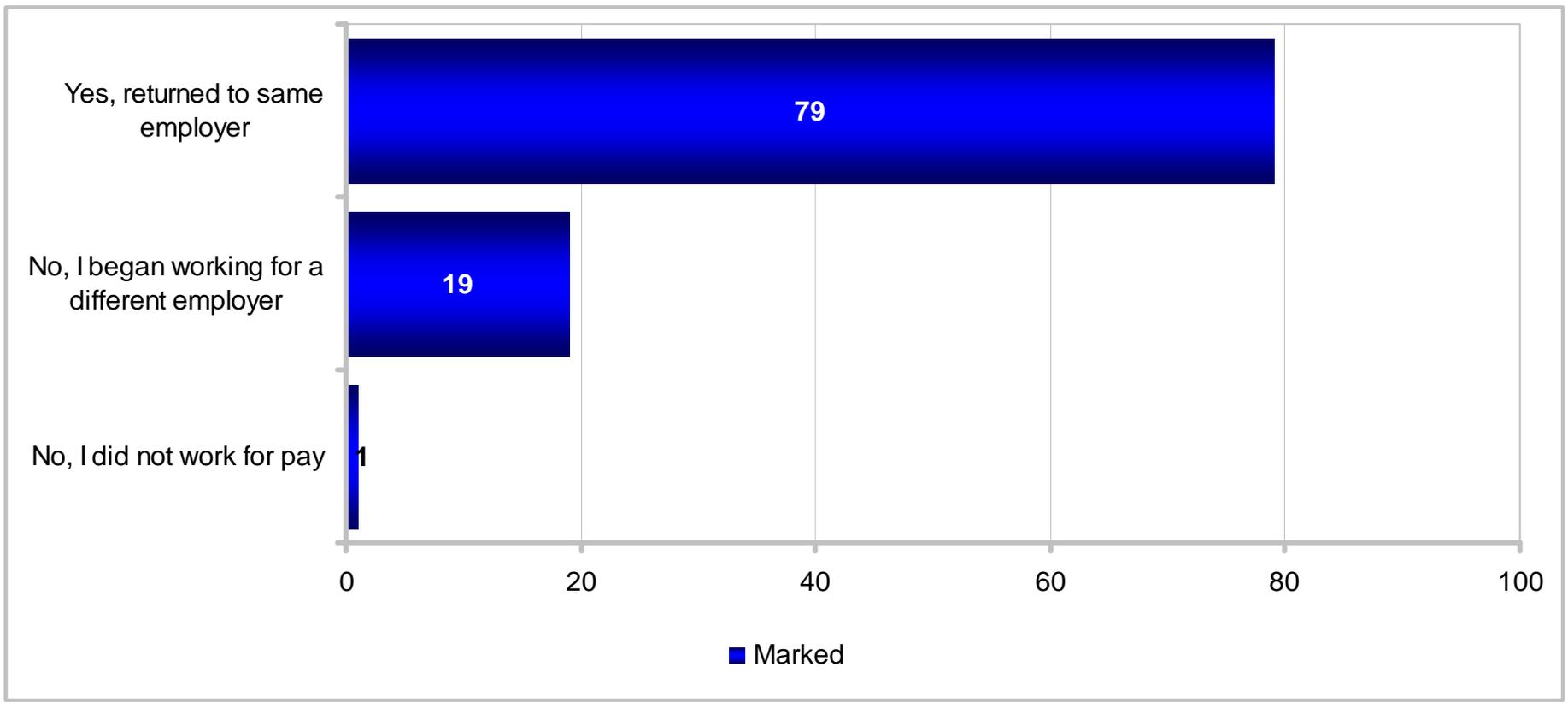


Missing data points are not shown because they are not reportable
Significant difference from previous administration

REEMPLOYMENT

Return to Principal Civilian Employer

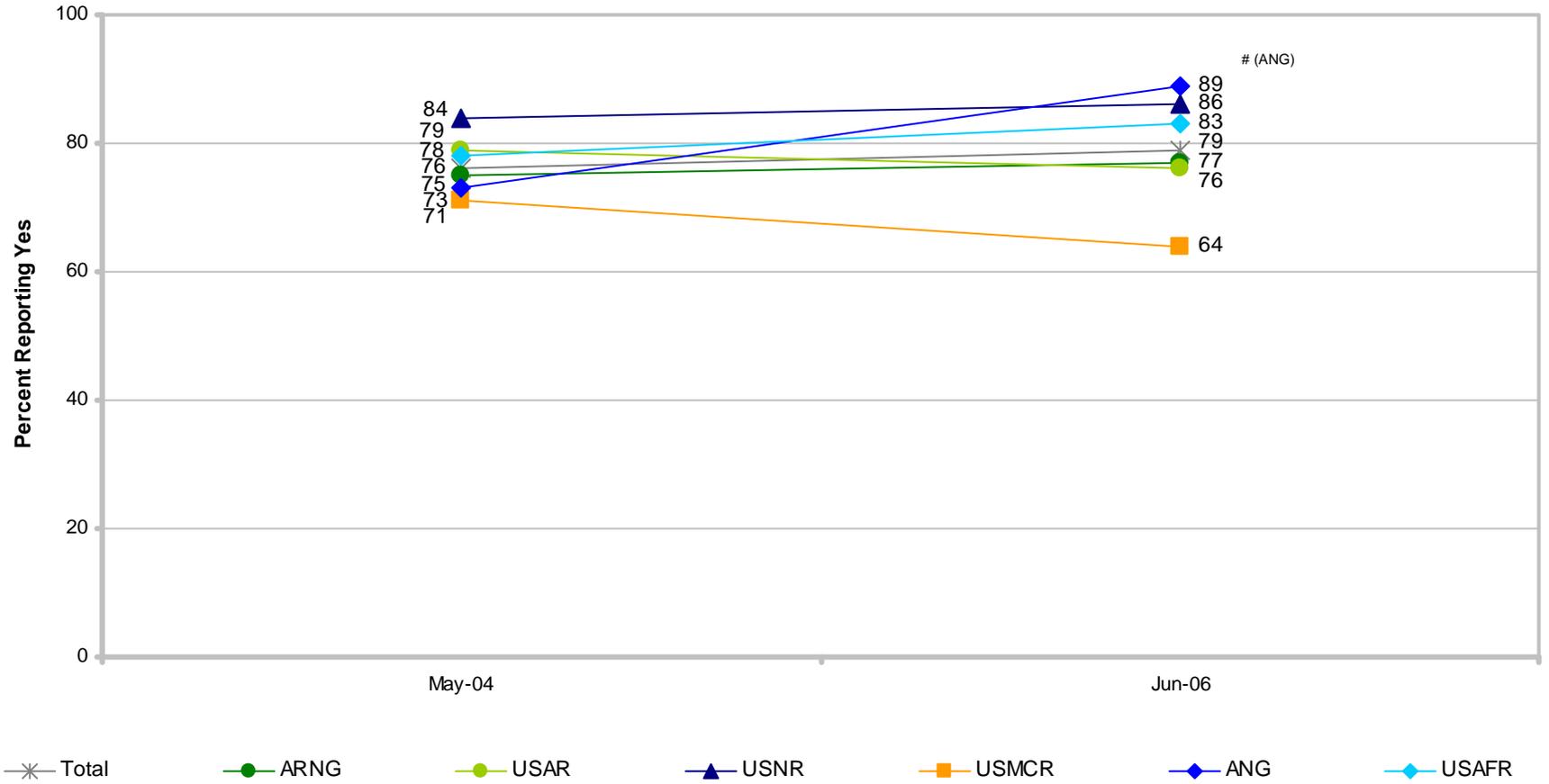
Percent of Reserve Component Members Activated Since 9-11-2001 Who Were Working for an Employer Prior to Activation



REEMPLOYMENT

Return to Principal Civilian Employer

Percent of Reserve Component Members Activated Since 9-11-2001 Who Were Working for an Employer Prior to Activation, by Component



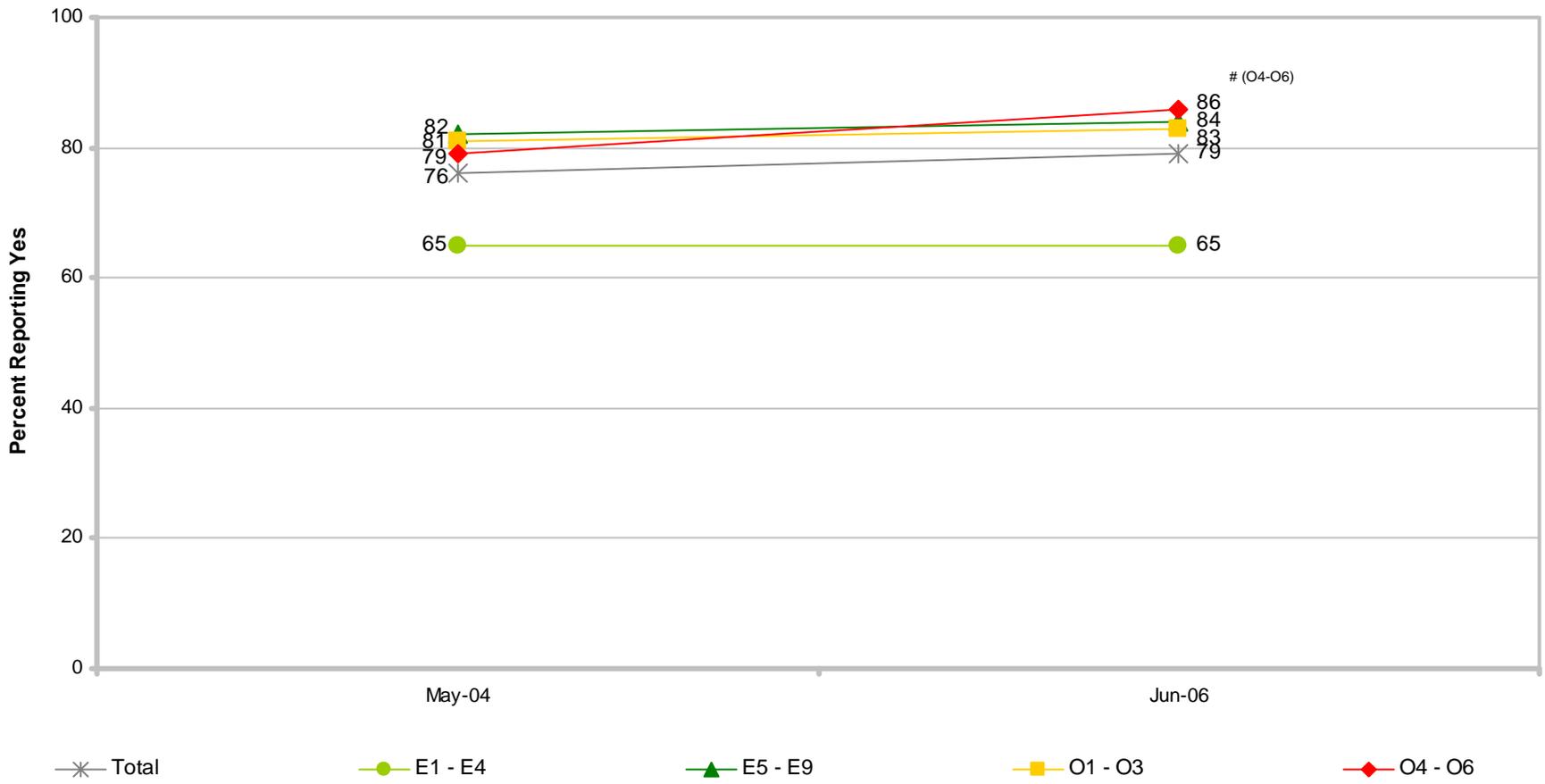
Significant difference from previous administration

Margins of error range from ±2% to ±8%

REEMPLOYMENT

Return to Principal Civilian Employer

Percent of Reserve Component Members Activated Since 9-11-2001 Who Were Working for an Employer Prior to Activation, by Paygrade



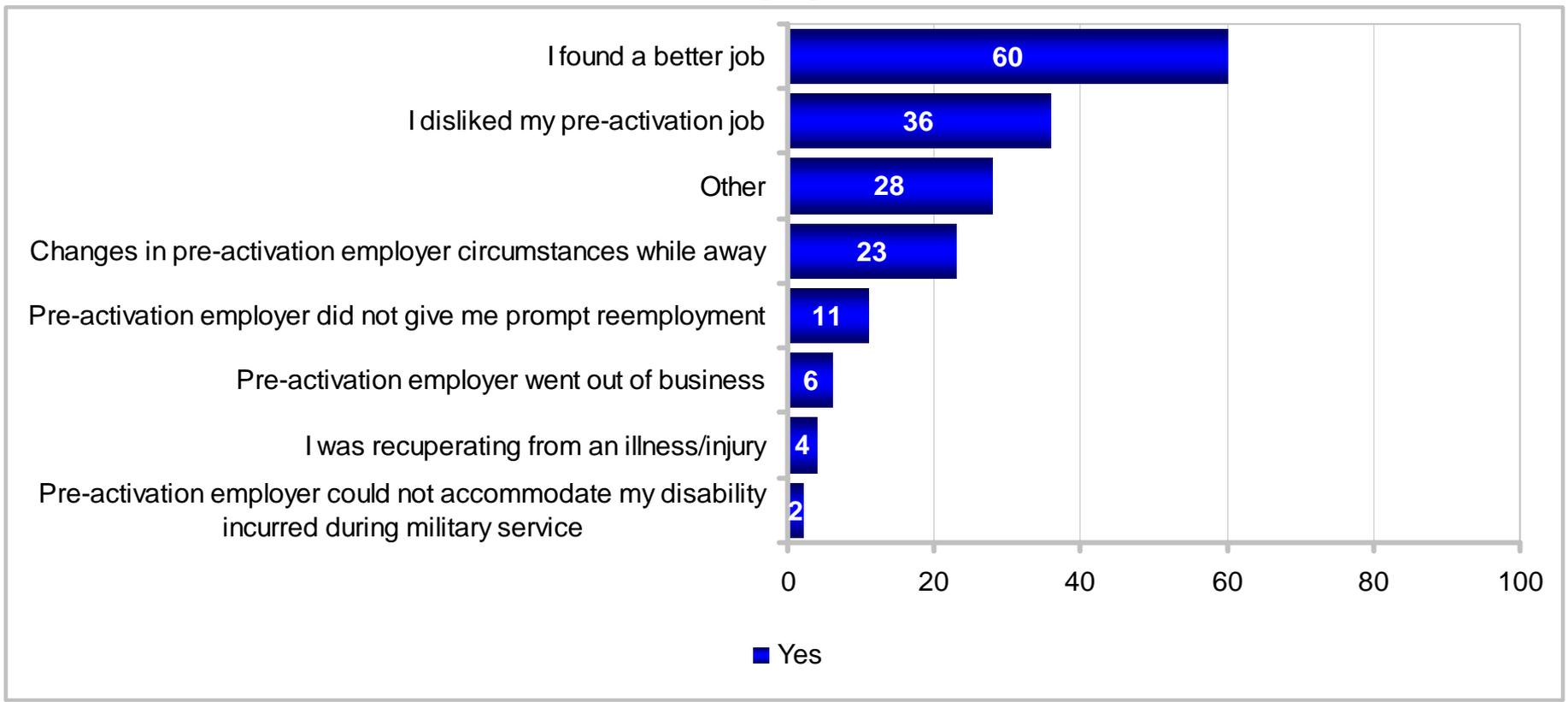
Significant difference from previous administration

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REEMPLOYMENT

Reasons for Returning to Different Employer After Activation

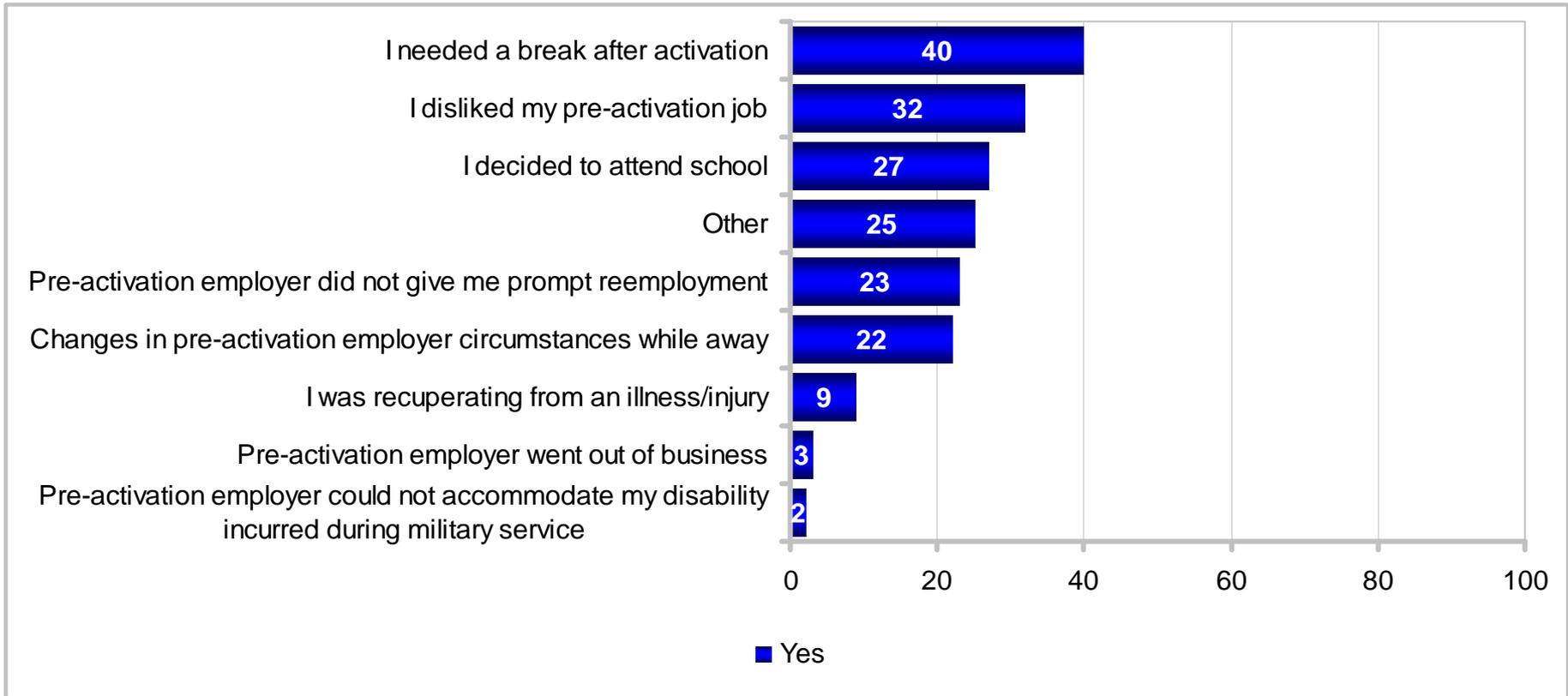
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Began Working for Different Employer



REEMPLOYMENT

Reasons for Not Working for Pay After Activation

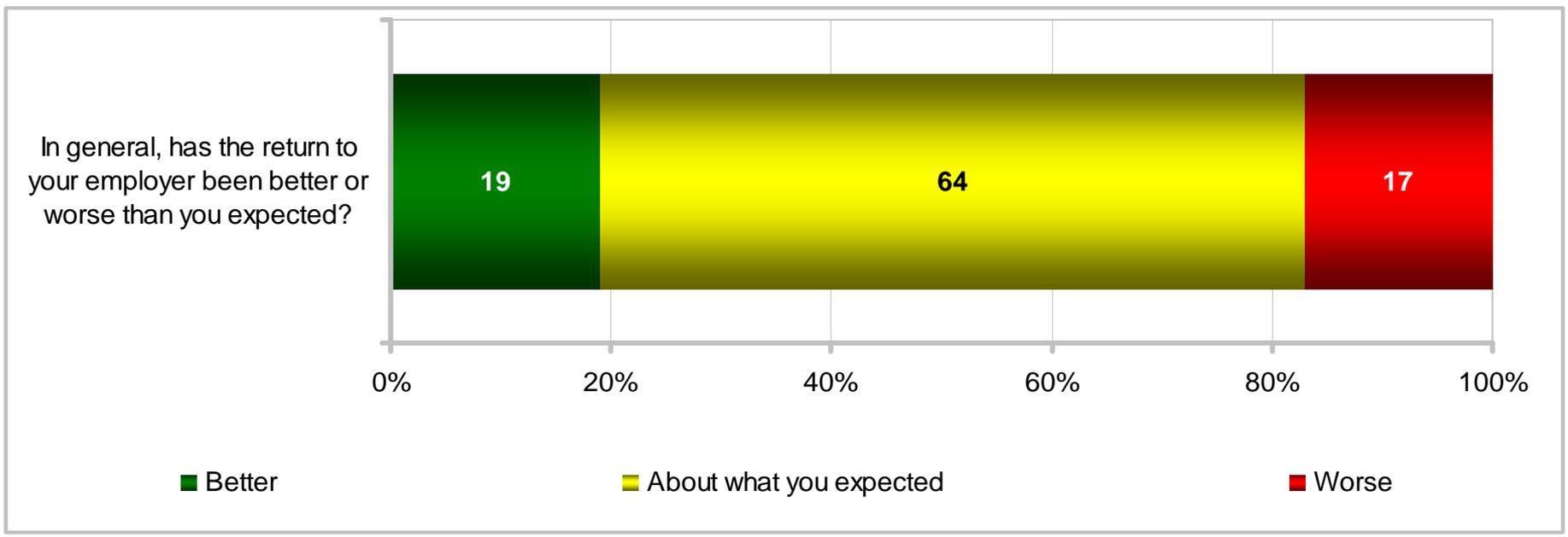
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Did Not Work for Pay



REEMPLOYMENT

Return to Same Civilian Employer Compared to Expectations

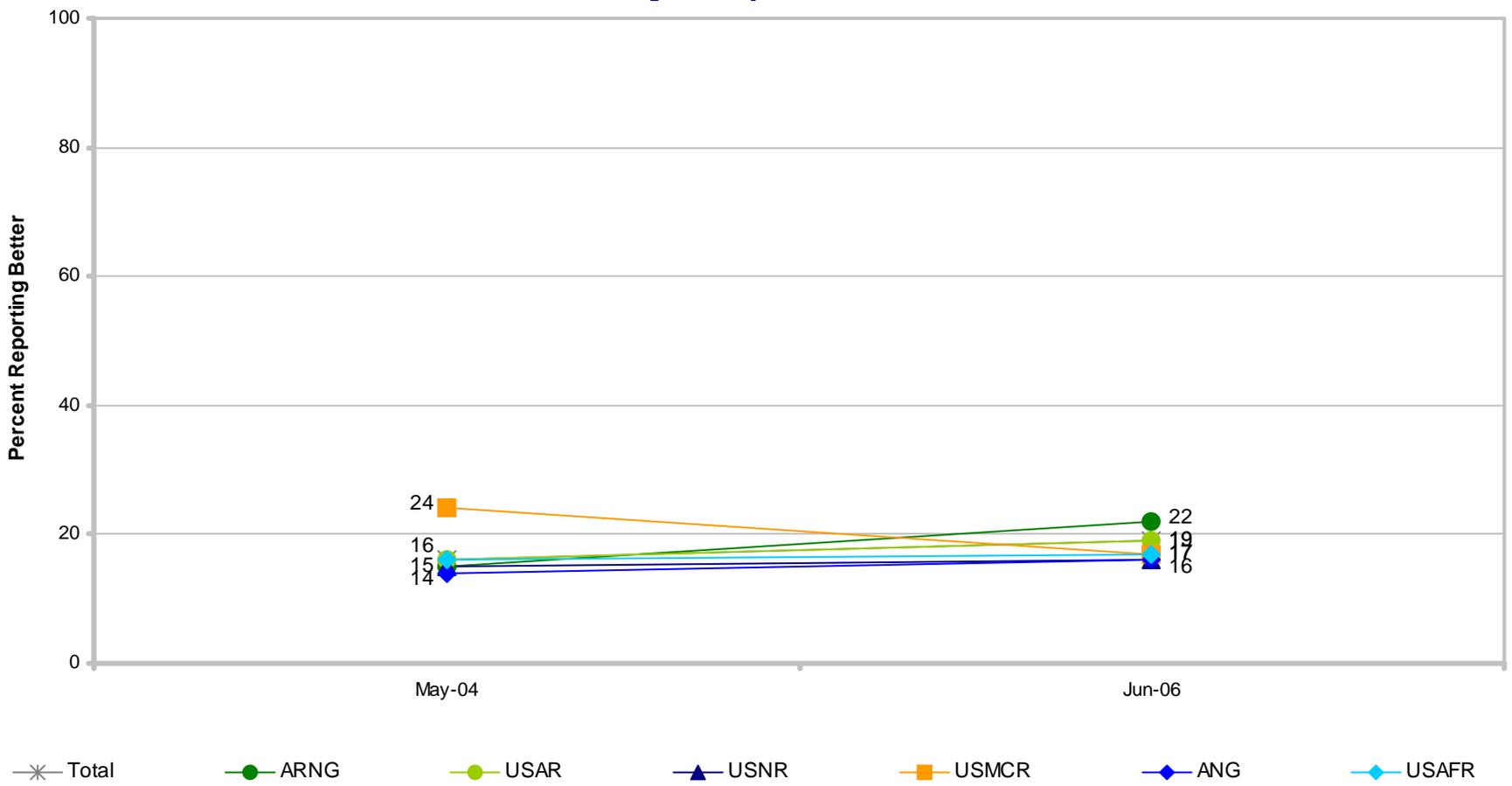
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Returned to Same Employer



REEMPLOYMENT

Return to Same Civilian Employer Compared to Expectations

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Returned to Same Employer, by Component



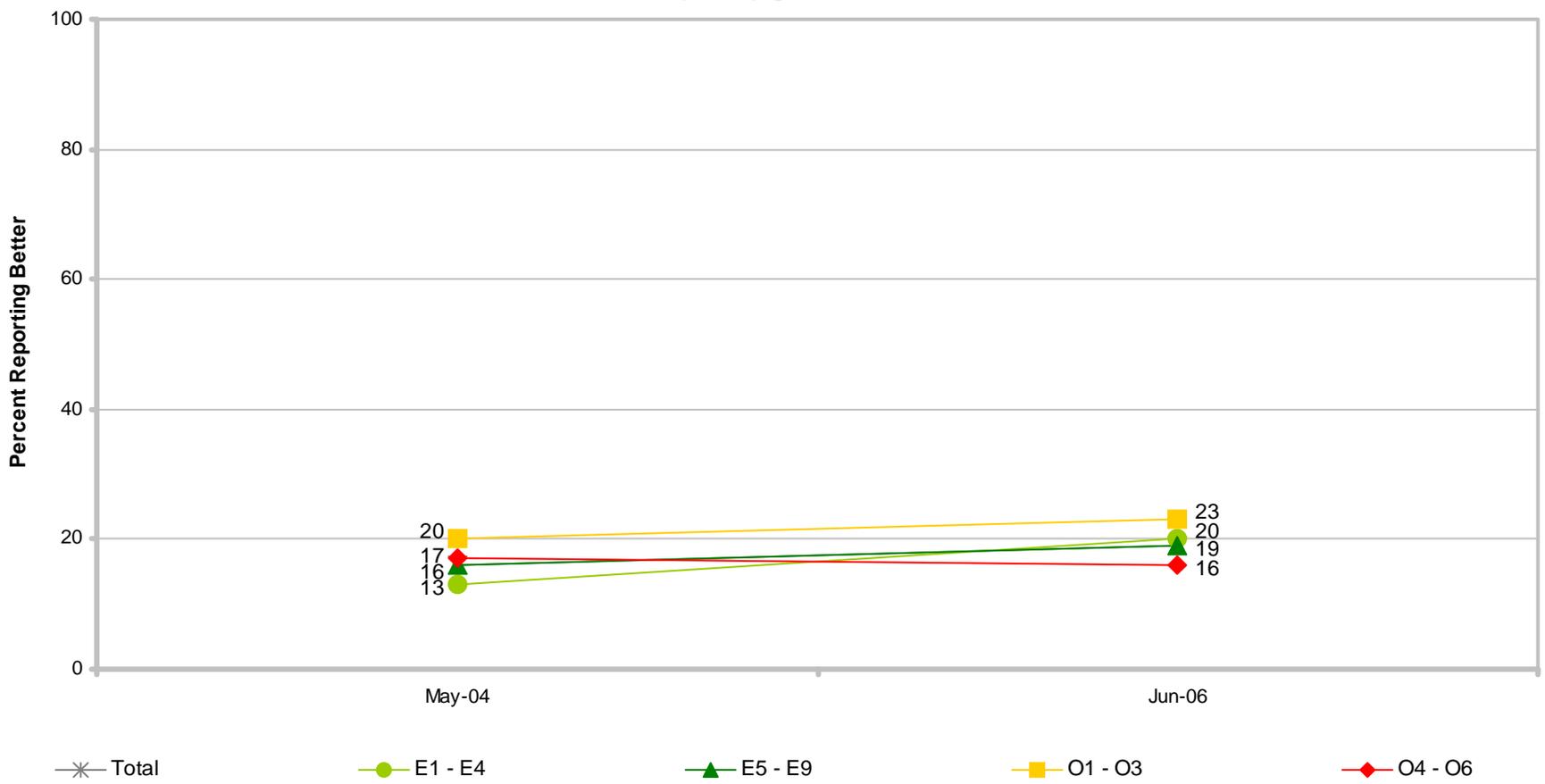
Significant difference from previous administration

Margins of error range from ±2% to ±7%

REEMPLOYMENT

Return to Same Civilian Employer Compared to Expectations

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Returned to Same Employer, by Paygrade



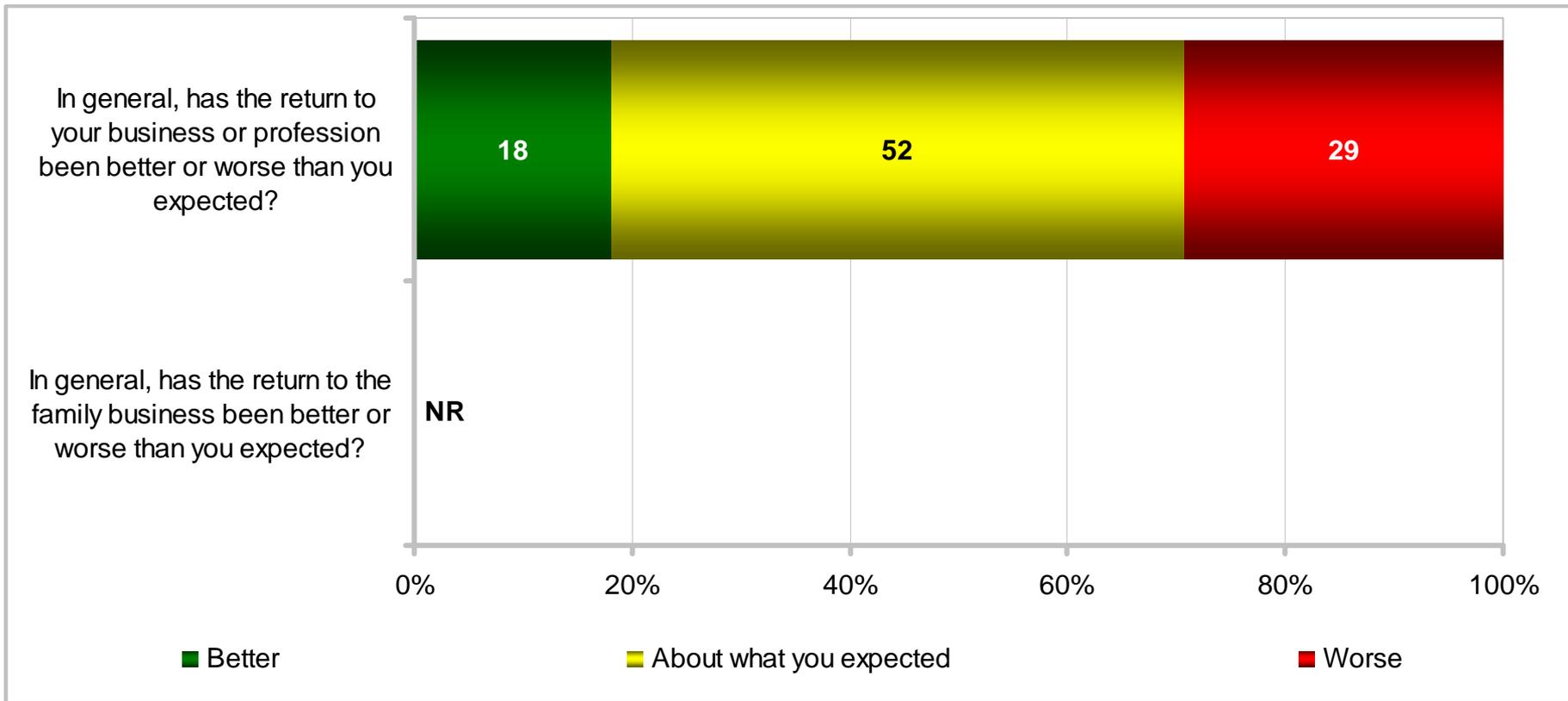
Significant difference from previous administration

Margins of error range from ±2% to ±6%

REEMPLOYMENT

Return to Same Civilian Employment Compared to Expectations

Percent of Demobilized Reserve Component Members Who Returned to Same Self-Employment or Family Business

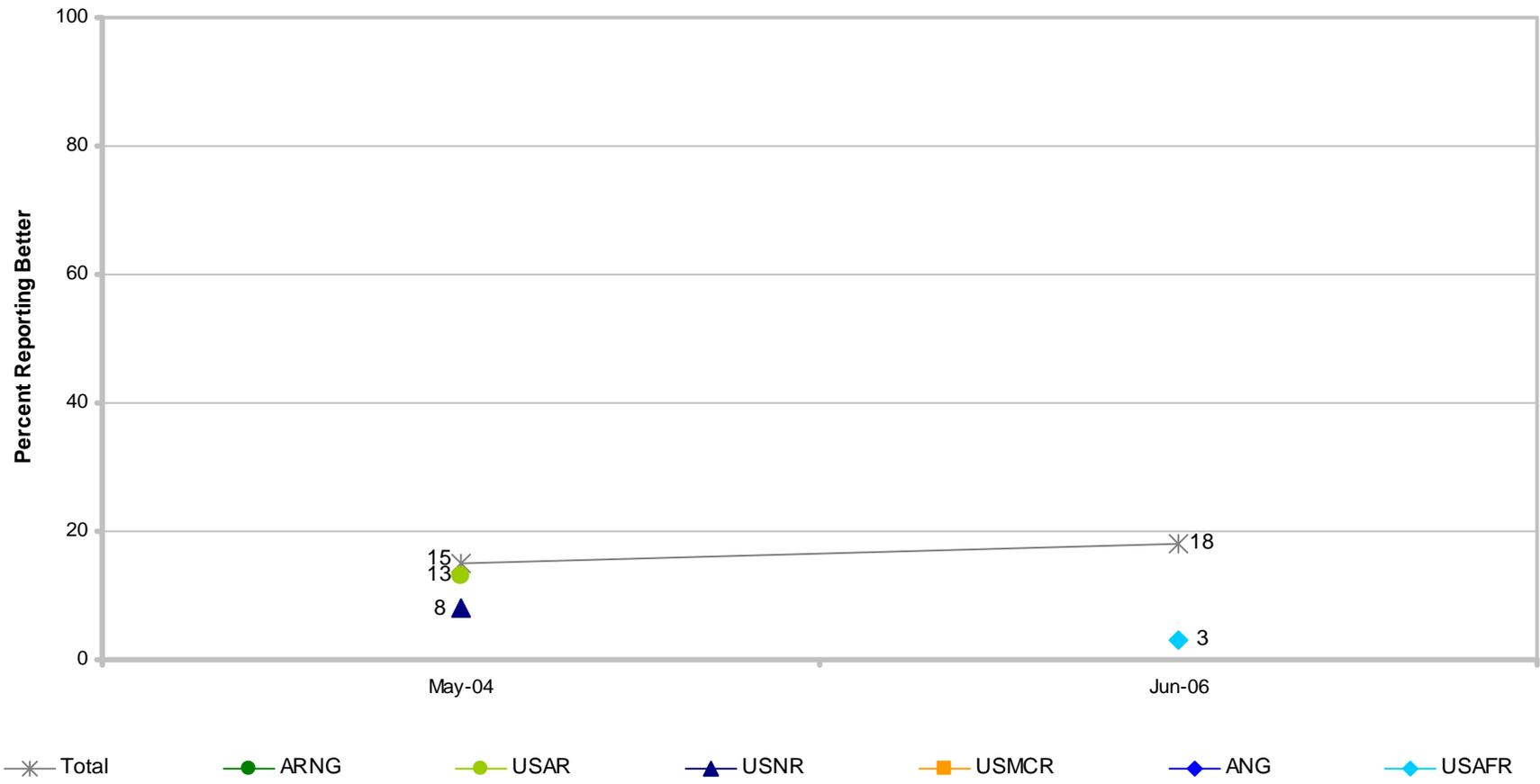


NR: Not Reportable

REEMPLOYMENT

Return to Self-Employment Compared to Expectations

Percent of Demobilized Reserve Component Members Who Returned to Self-Employment, by Component



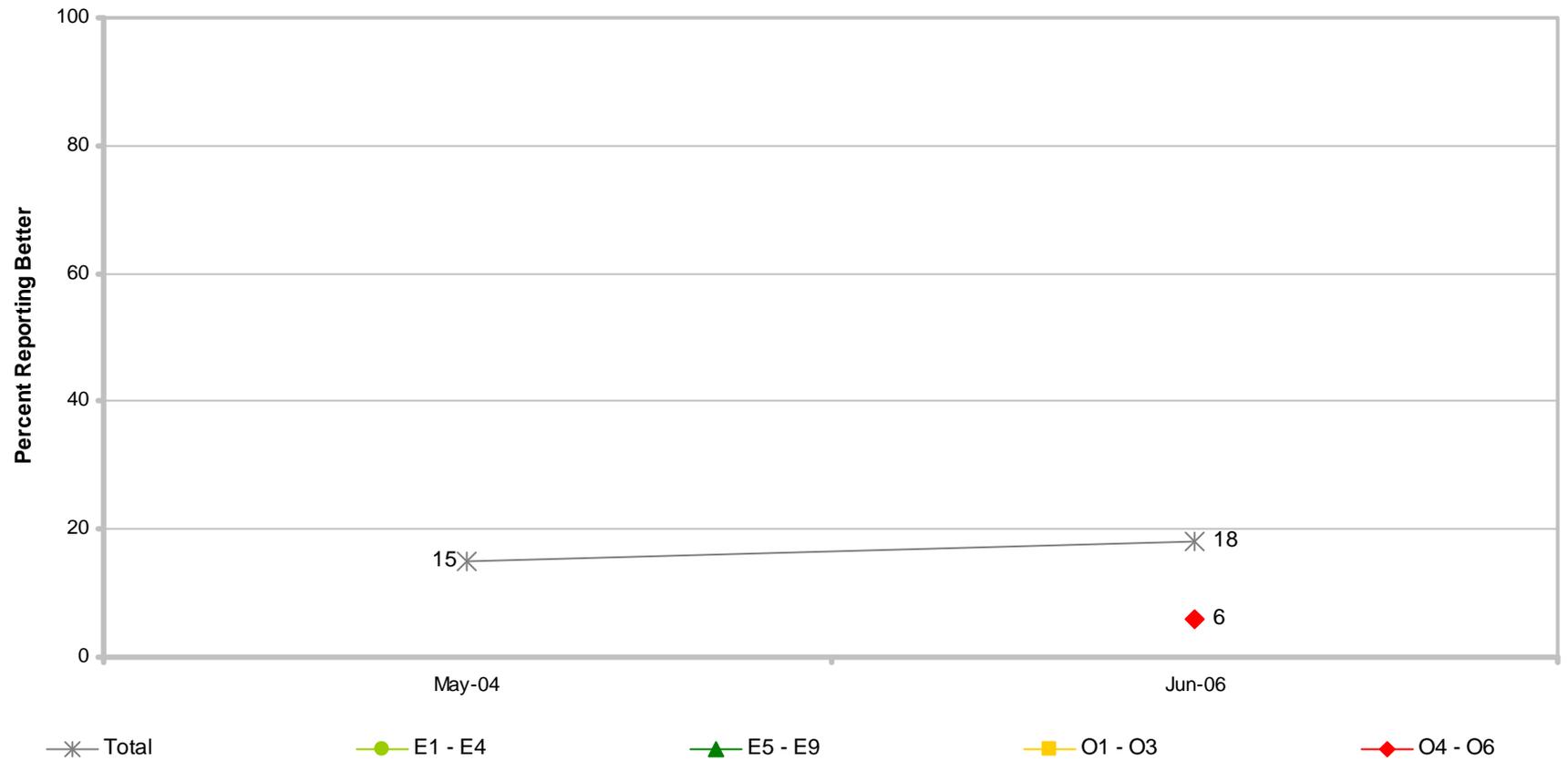
Missing data points are not shown because they are not reportable
Significant difference from previous administration

Margins of error range from ±4% to ±11%

REEMPLOYMENT

Return to Self-Employment Compared to Expectations

Percent of Demobilized Reserve Component Members Who Returned to Self-Employment, by Paygrade

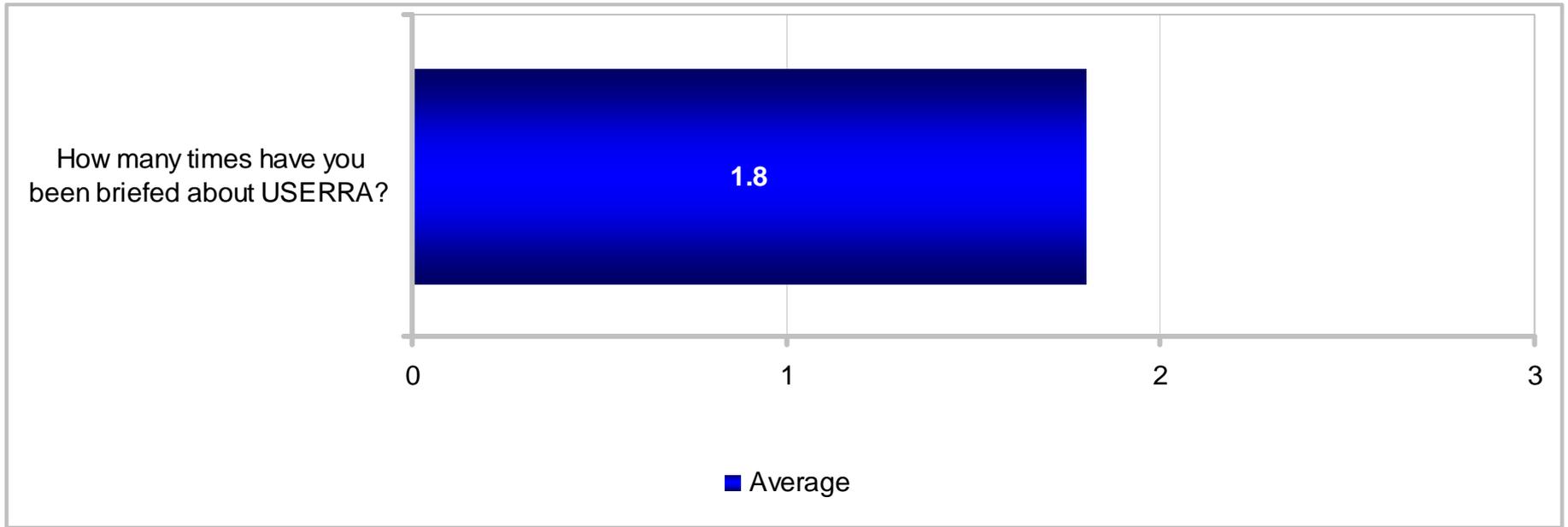


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Significant difference from previous administration

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Uniformed Services Employment and Reemployment Rights Act (USERRA) Briefings

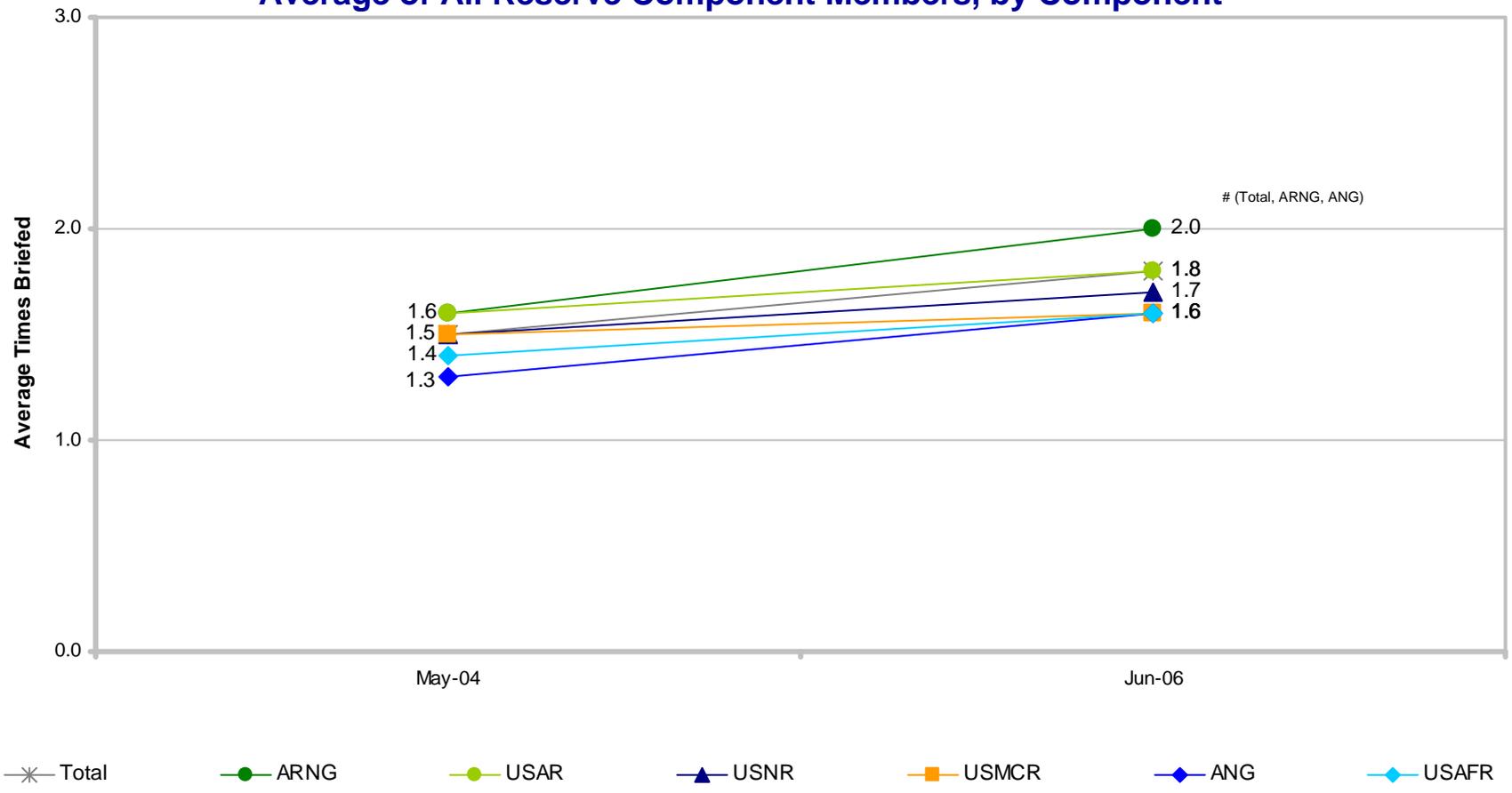
Average of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Uniformed Services Employment and Reemployment Rights Act (USERRA) Briefings

Average of All Reserve Component Members, by Component



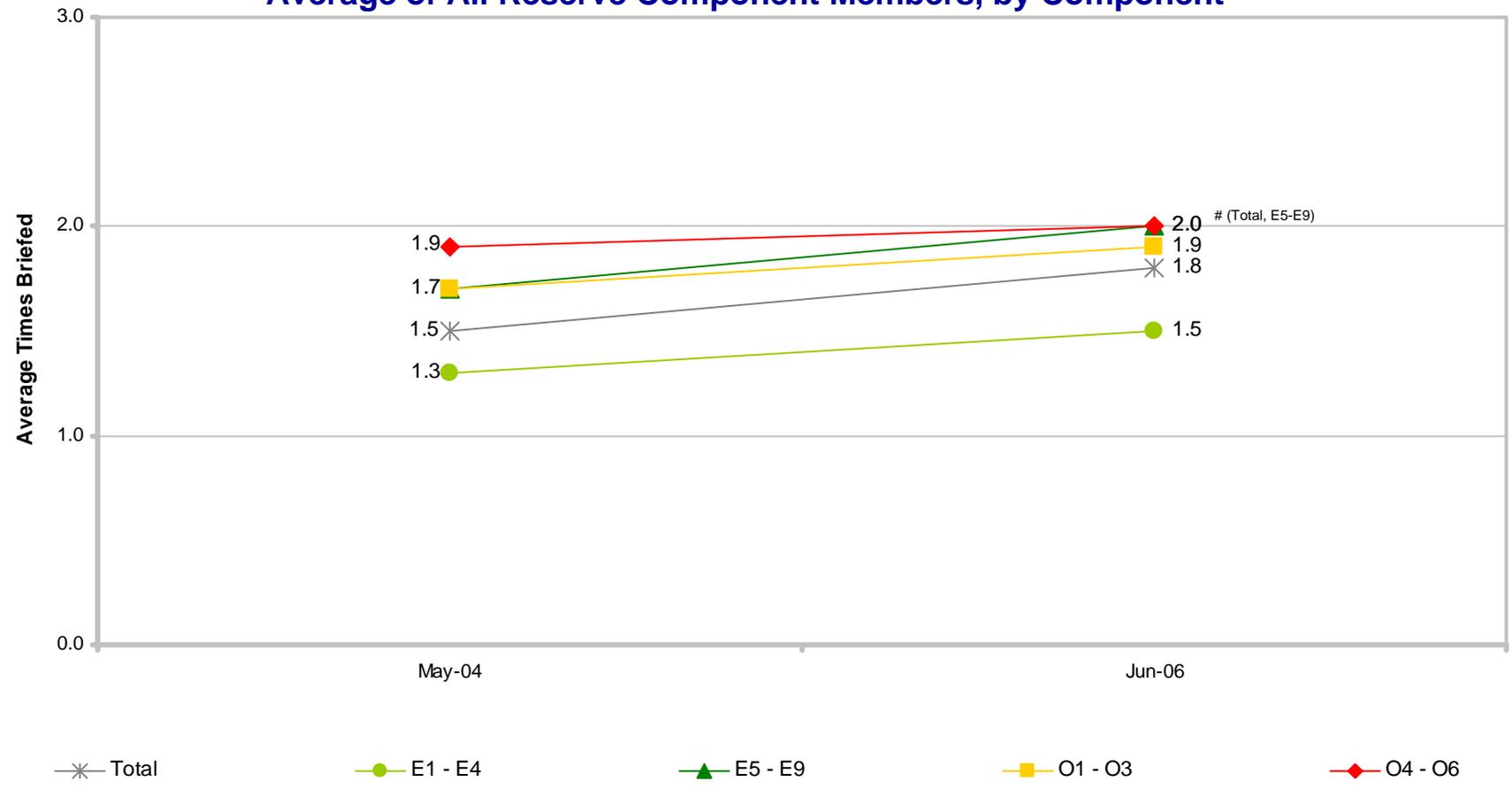
Significant difference from previous administration

Margins of error range from ±0.1 to ±0.2 times

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Uniformed Services Employment and Reemployment Rights Act (USERRA) Briefings

Average of All Reserve Component Members, by Component



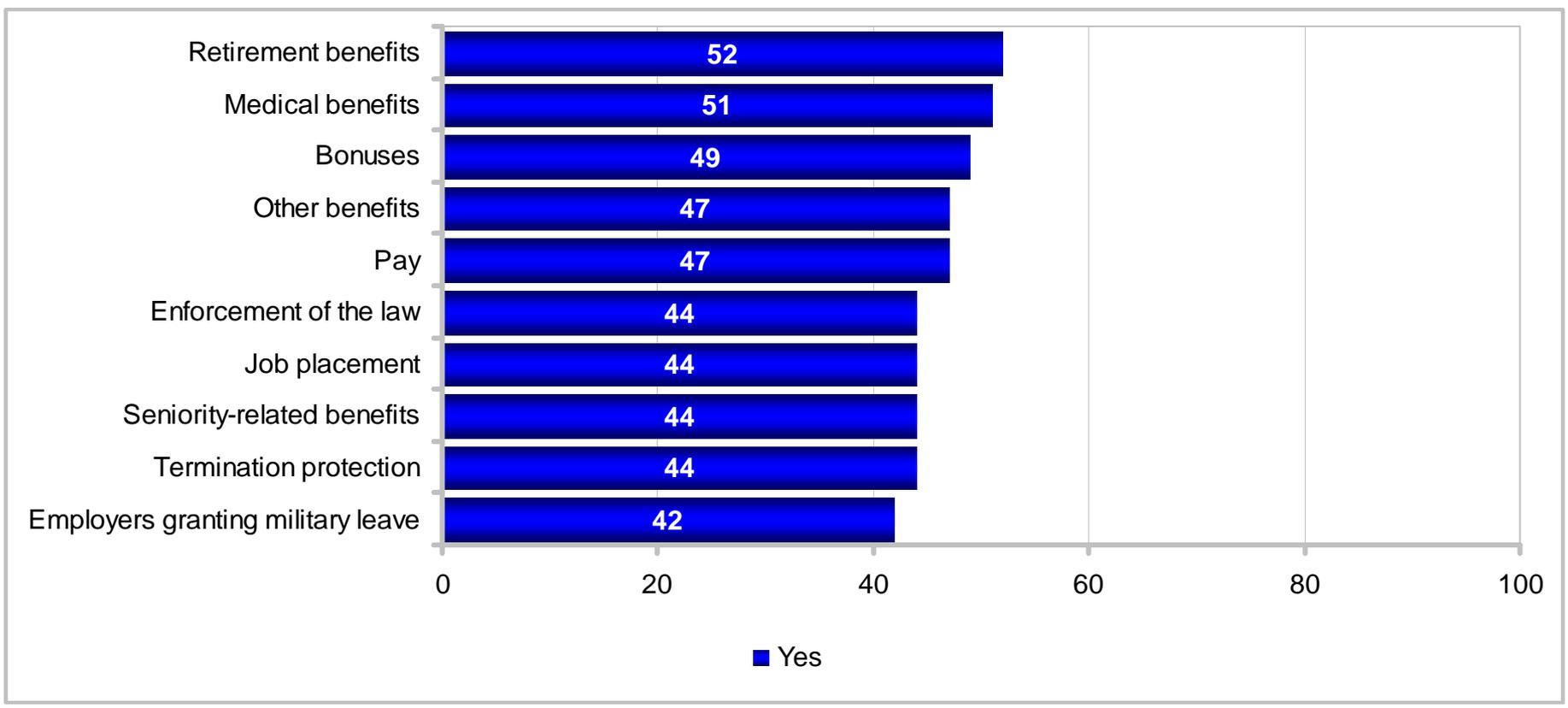
Significant difference from previous administration

Margins of error range does not exceed ± 0.1 times

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Additional Information Wanted Concerning USERRA Topics

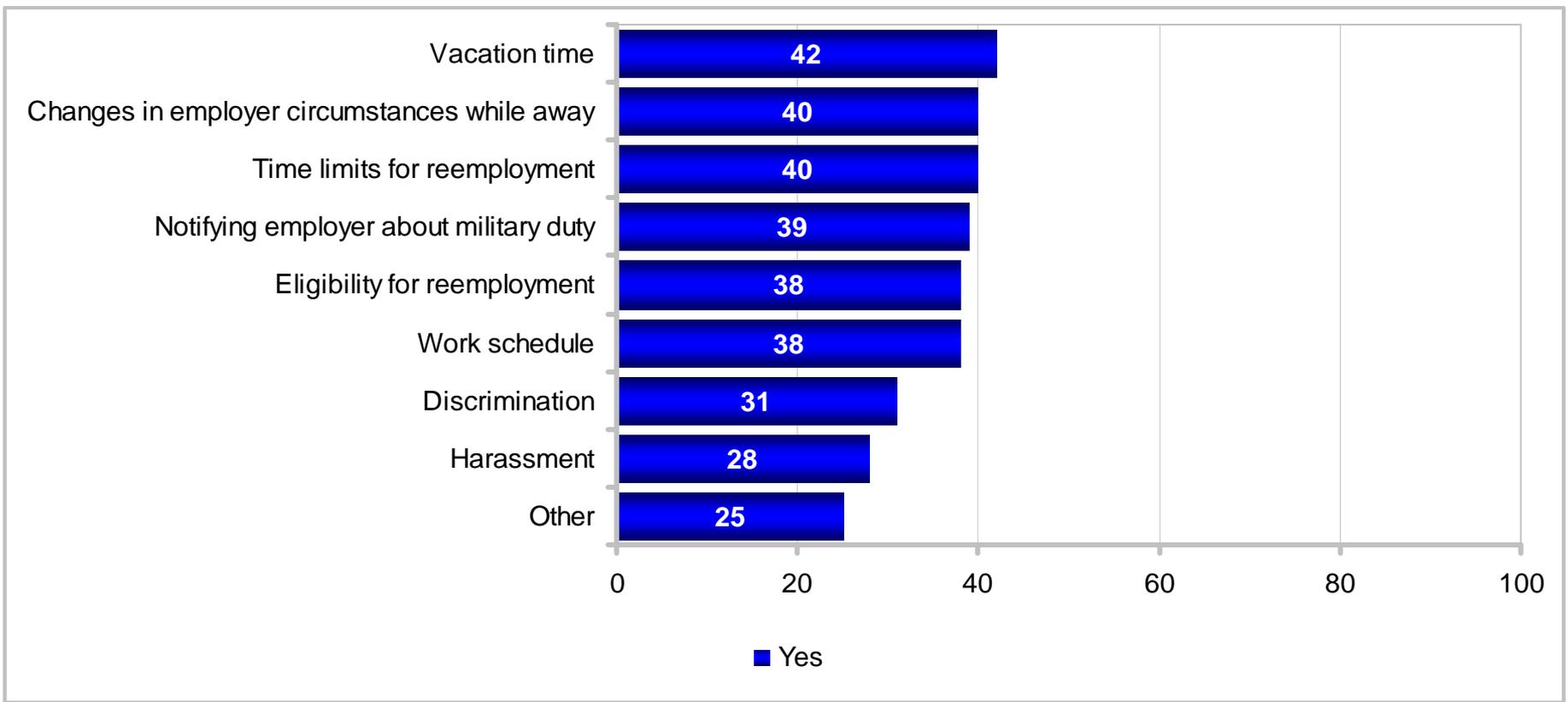
Percent of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Additional Information Wanted Concerning USERRA Topics (Continued)

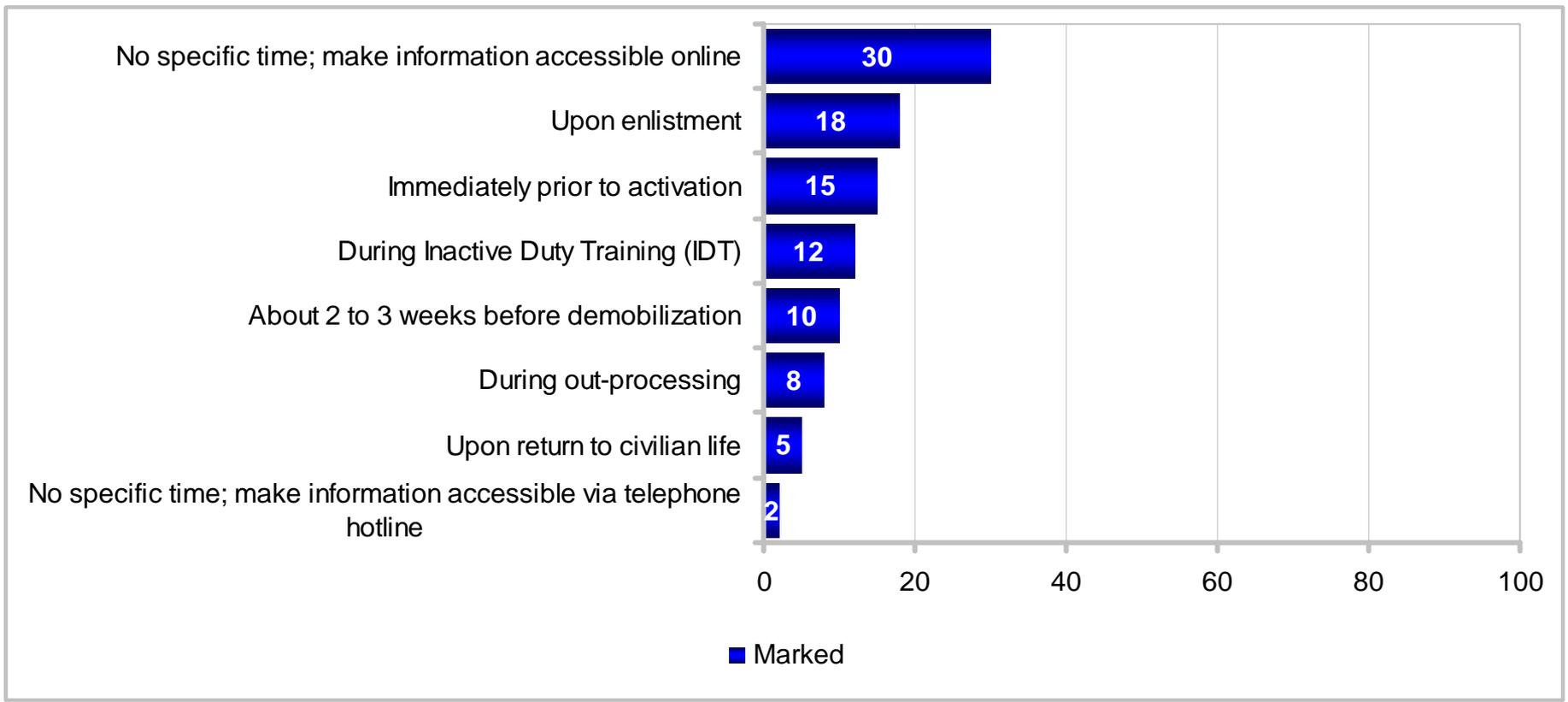
Percent of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Best Time To Receive Information Concerning USERRA

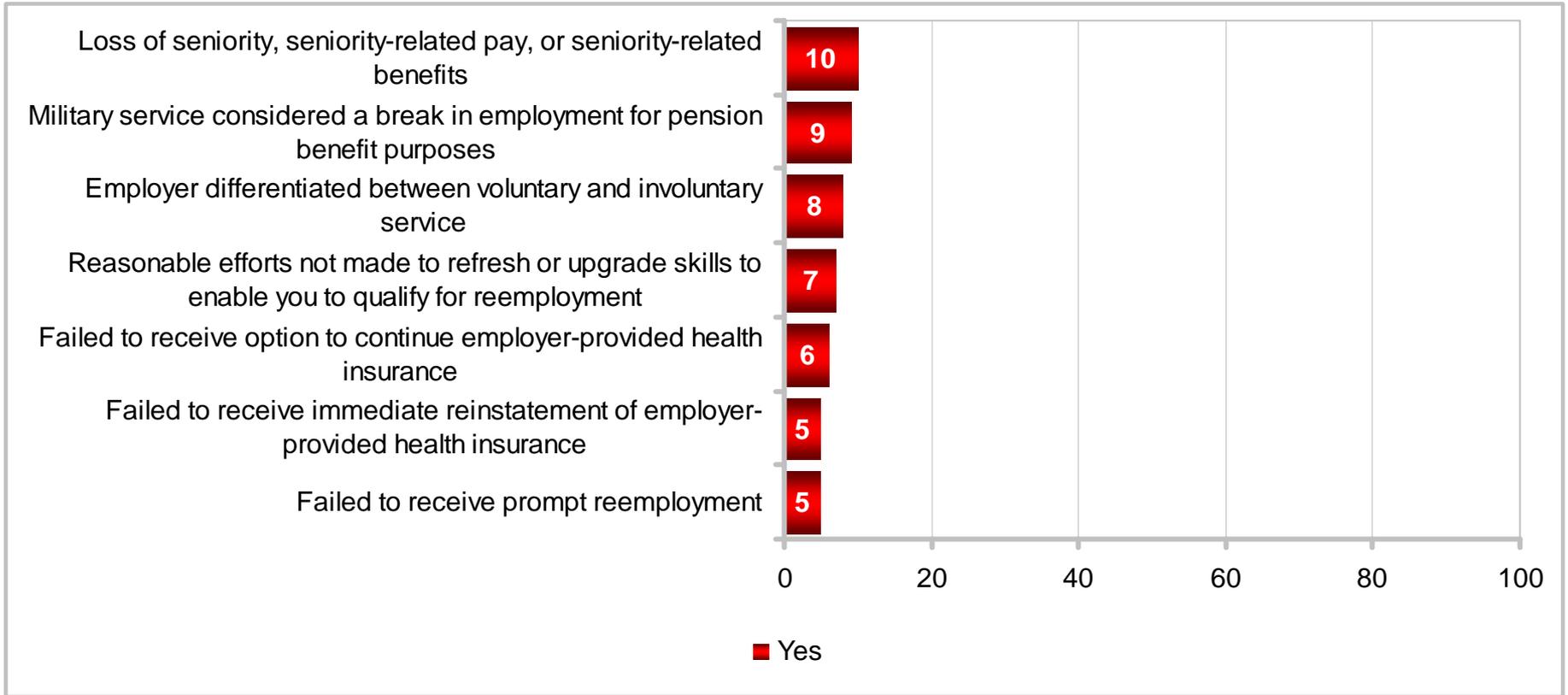
Percent of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Problems Experienced Despite USERRA

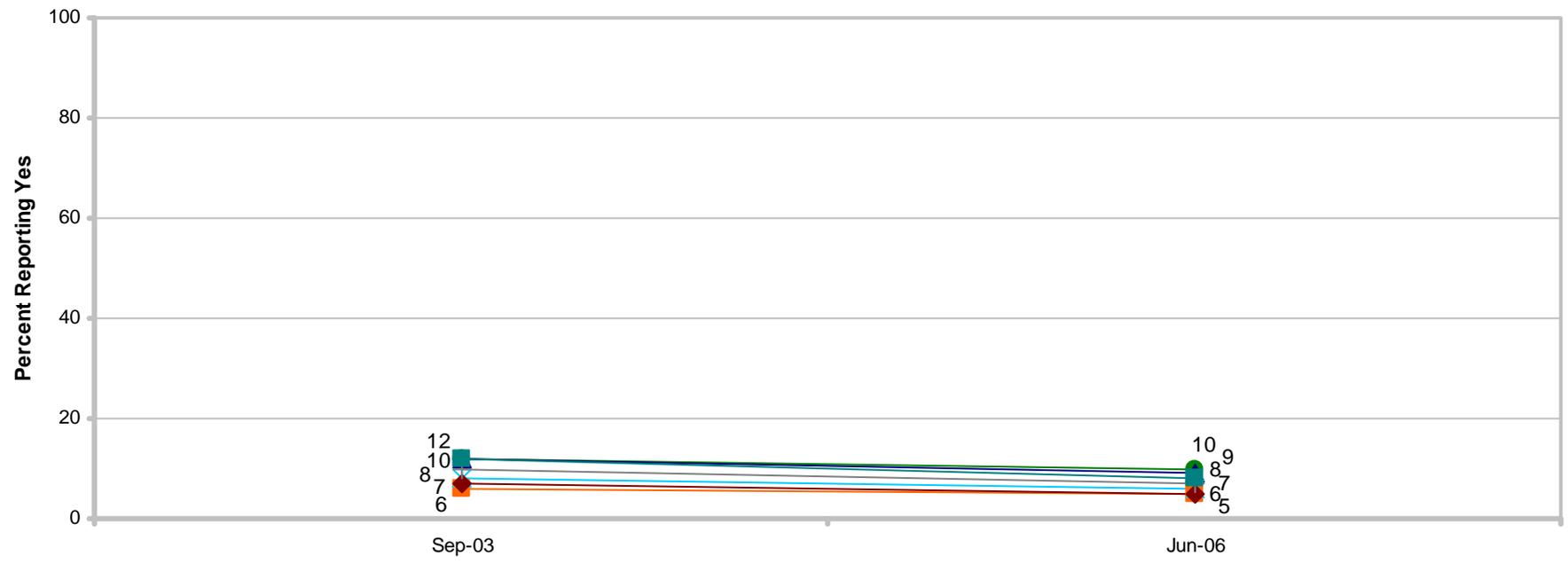
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Problems Experienced Despite USERRA

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation



- Failed to receive prompt reemployment
- Failed to receive option to continue employer-provided health insurance
- Employer differentiated between voluntary and involuntary service

- Loss of seniority, seniority-related pay, or seniority-related benefits
- Failed to receive immediate reinstatement of employer-provided health insurance

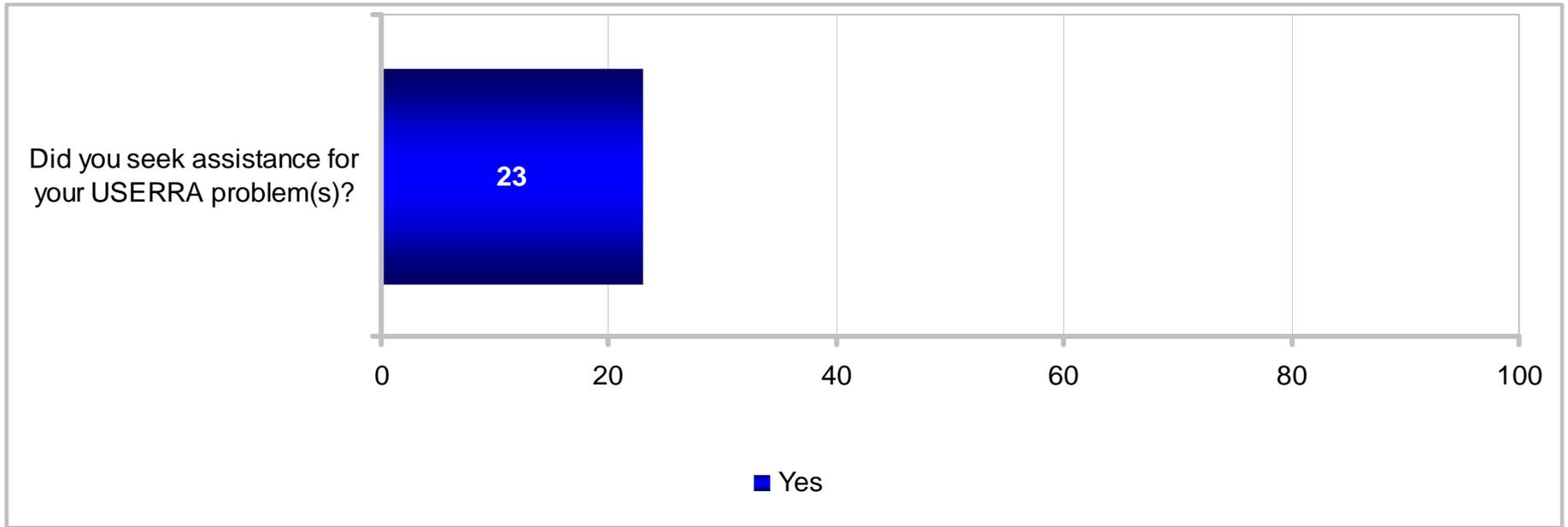
- Military service considered a break in employment for pension benefit purposes
- Reasonable efforts not made to refresh or upgrade skills to enable you to qualify for reemployment

Significant difference from previous administration

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sought Assistance for USERRA Problem(s)

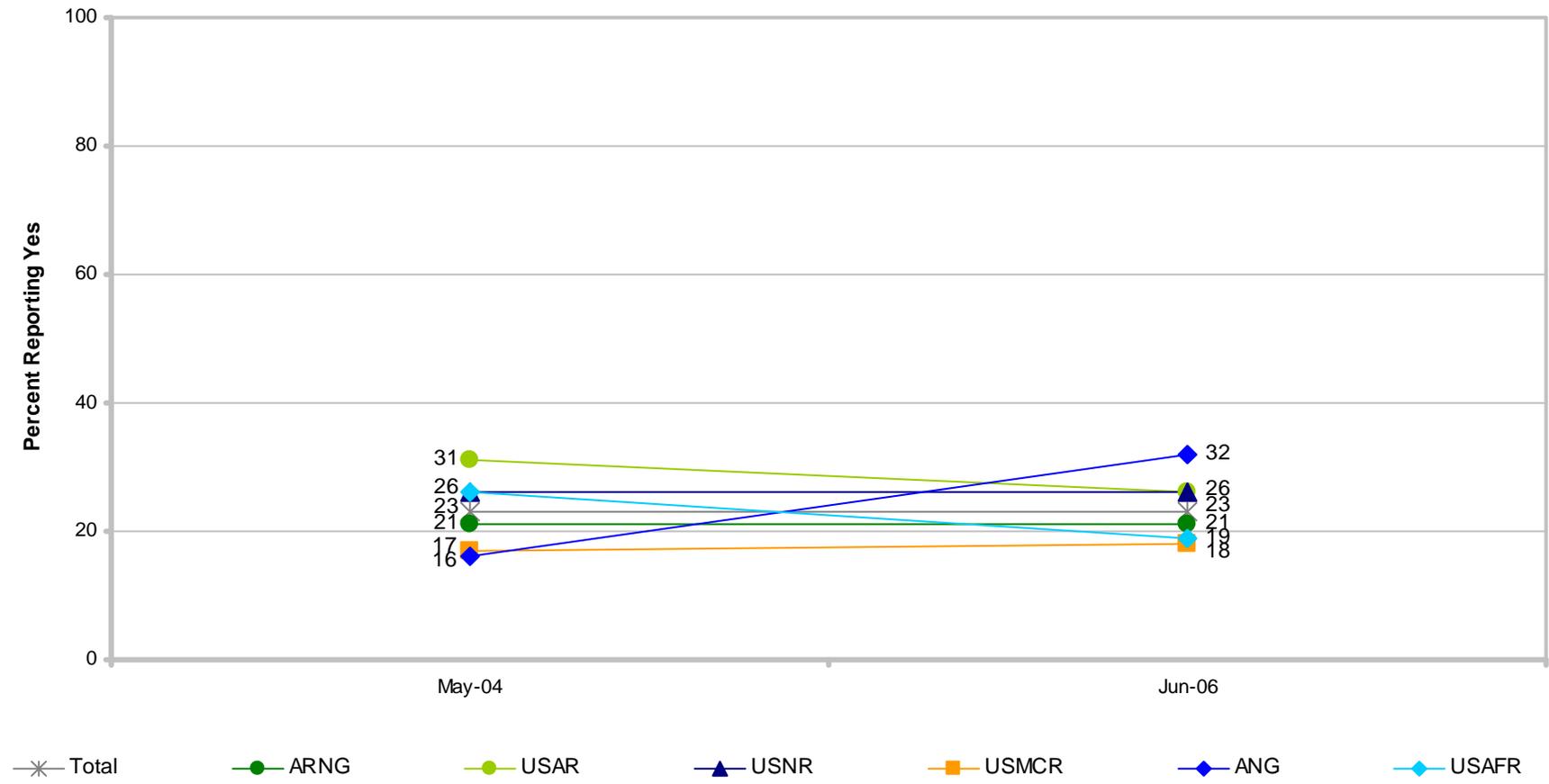
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Experienced Problems to Activation and Experienced Problems



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sought Assistance for USERRA Problem(s)

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Experienced Problems, by Component



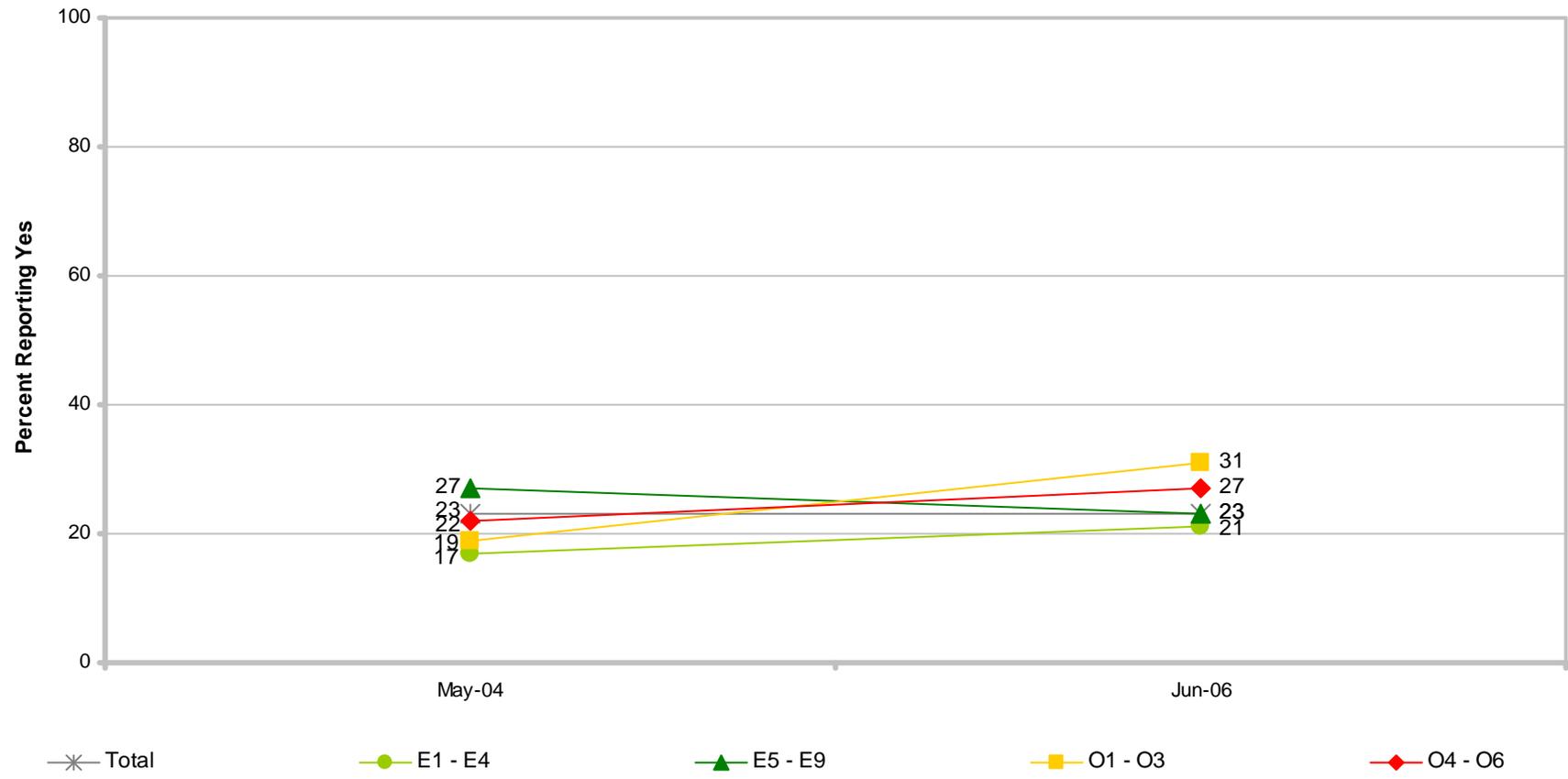
Significant difference from previous administration

Margins of error range from ±3% to ±17%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sought Assistance for USERRA Problem(s)

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Experienced Problems, by Paygrade



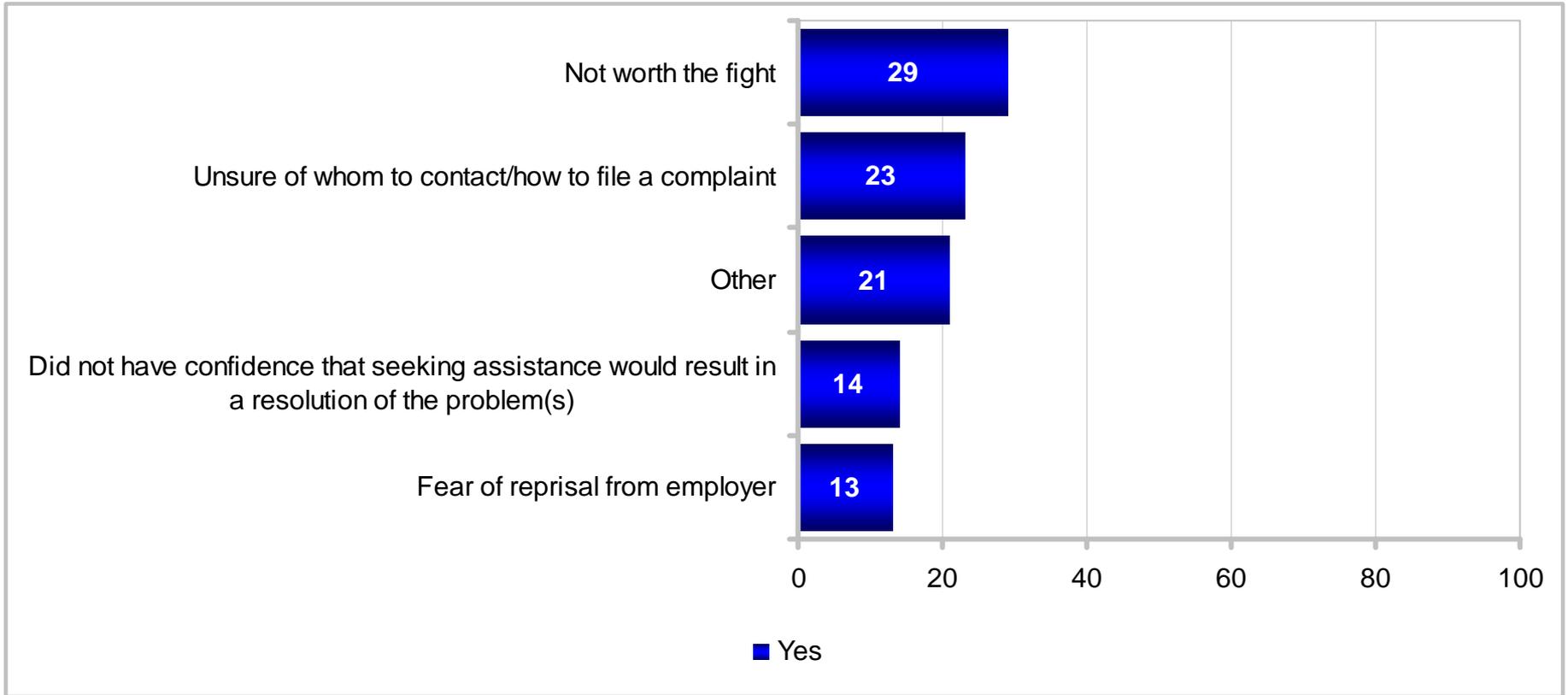
Significant difference from previous administration

Margins of error range from ±3% to ±11%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Reasons For Not Seeking Assistance for USERRA Problem(s)

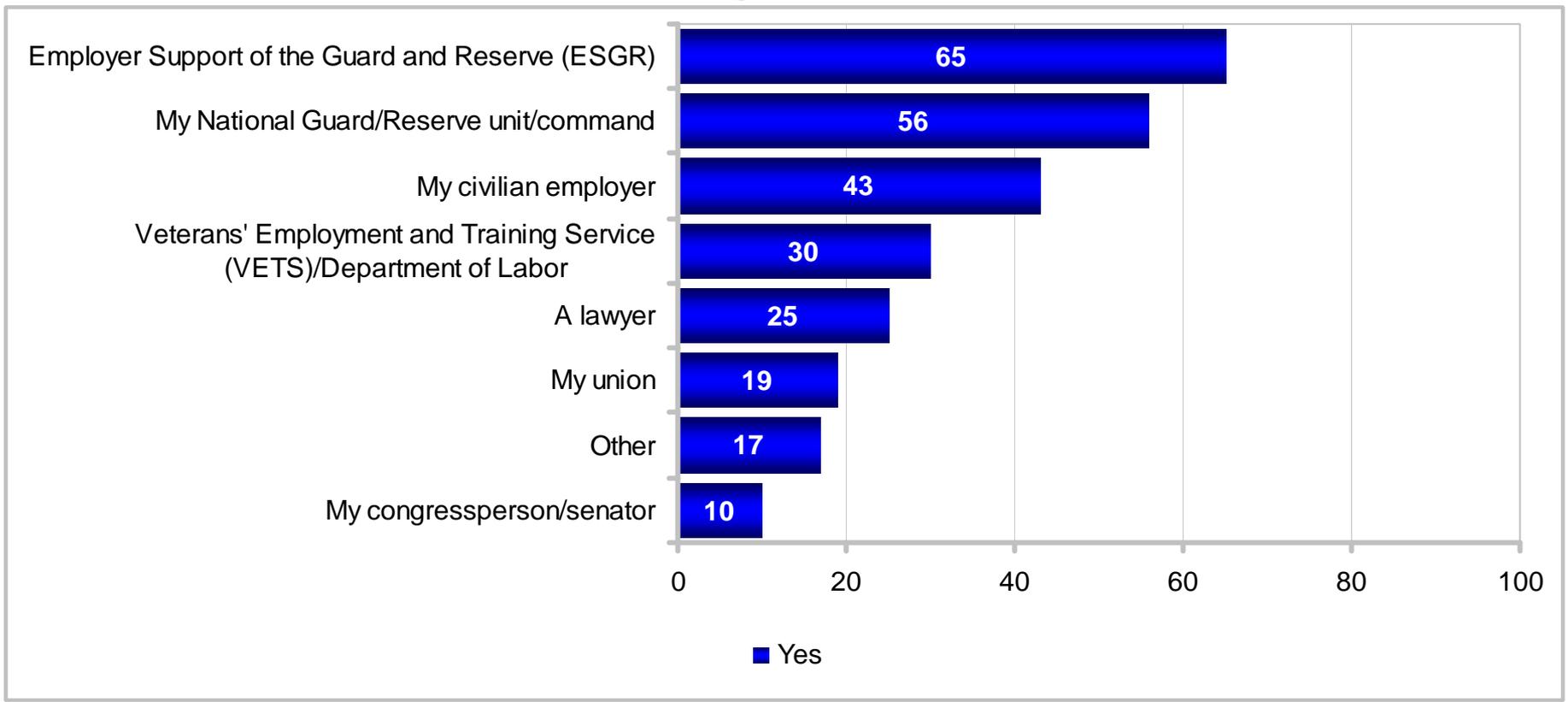
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Did Not Seek Assistance for Problems



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sources Used for Information/Assistance With USERRA Problems

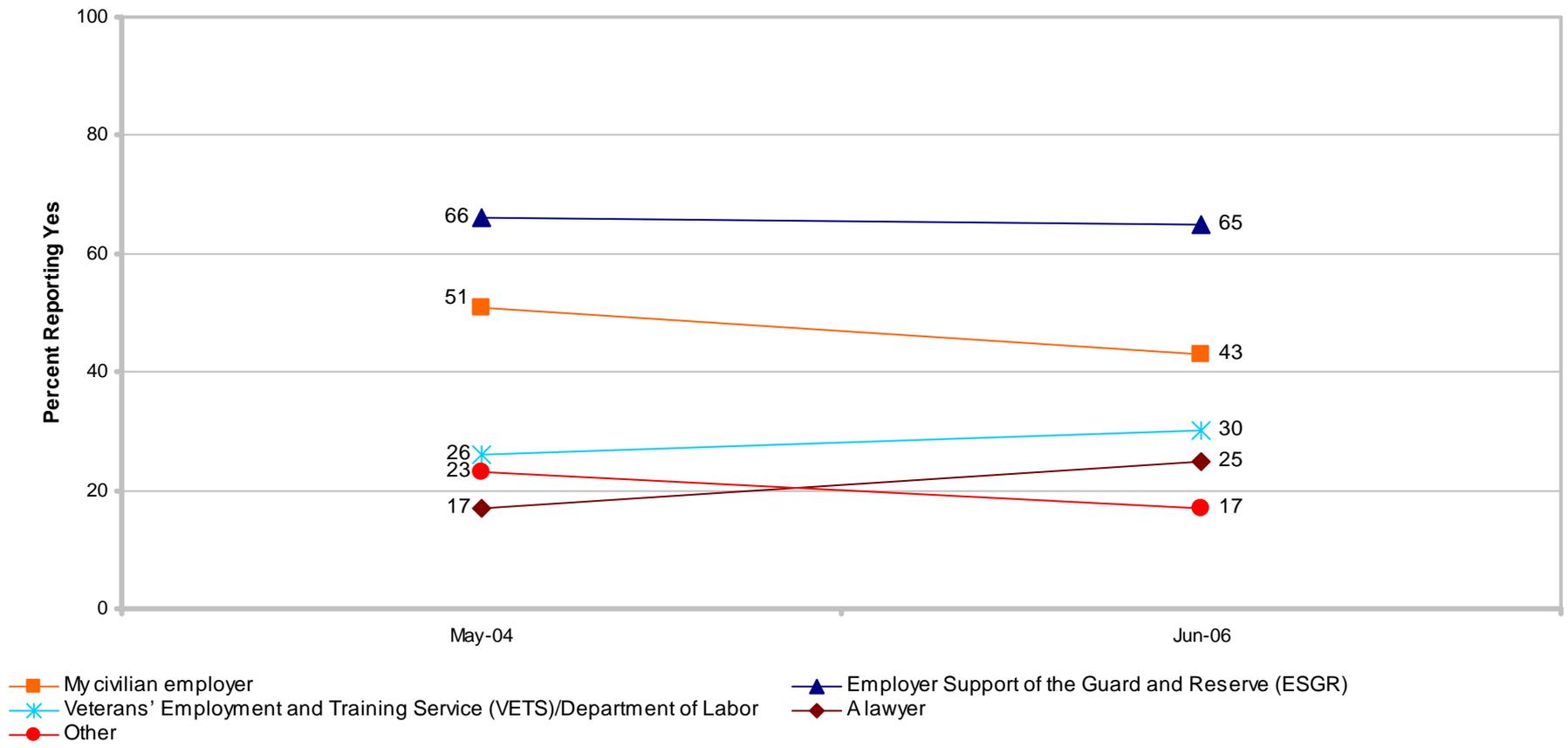
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Sought Assistance for Problems



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sources Used for Information/Assistance With USERRA Problems

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Sought Assistance for Problems



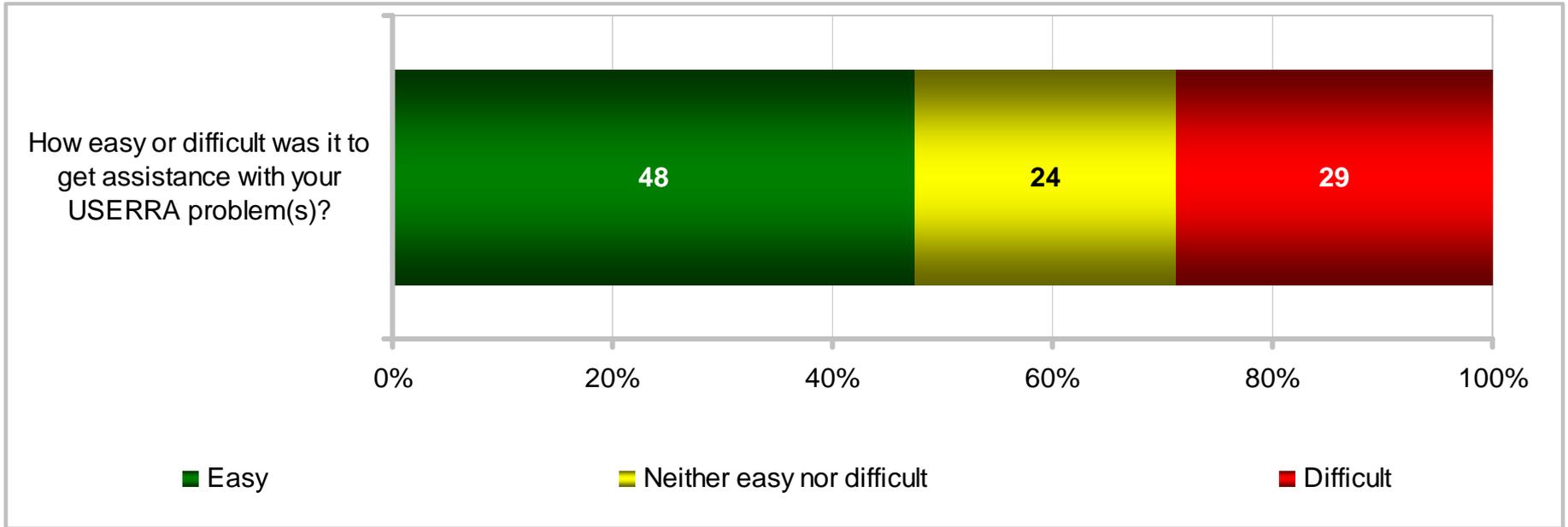
Significant difference from previous administration

Margins of error range from ±5% to ±8%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Assistance With USERRA Problem(s)

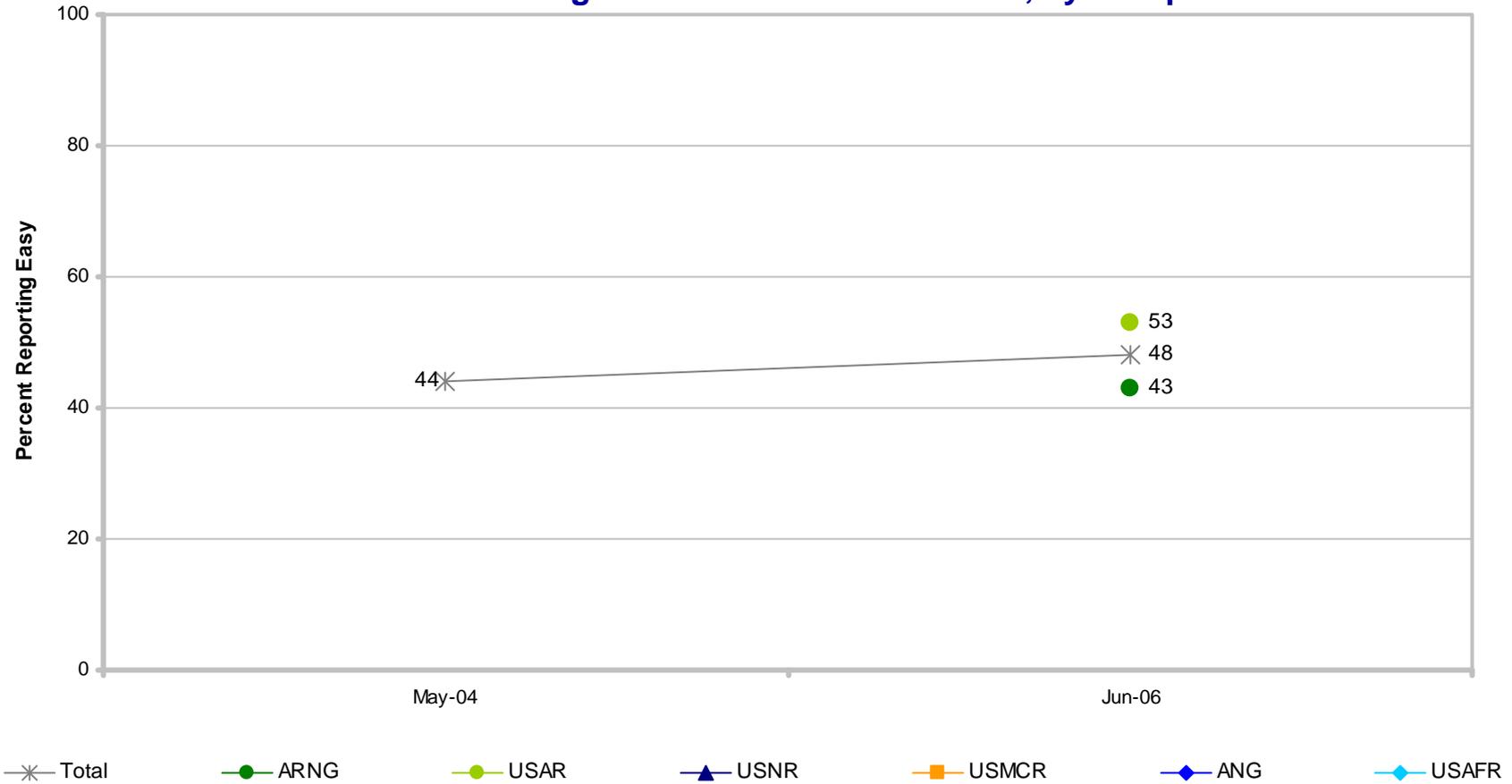
Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Sought Assistance for Problems



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Assistance With USERRA Problem(s)

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Sought Assistance for Problems, by Component



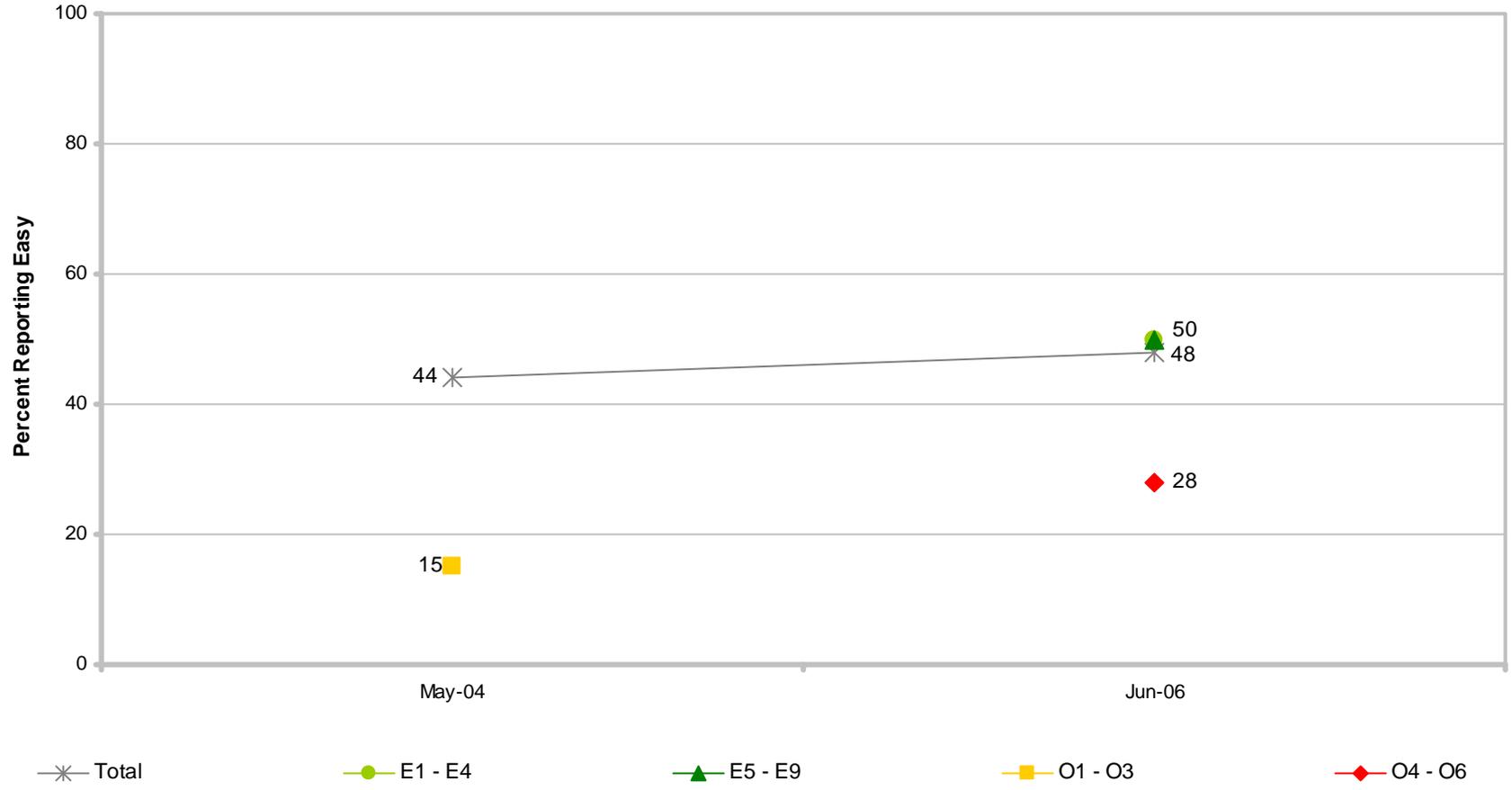
Missing data points are not shown because they are not reportable # Significant difference from previous administration

Margins of error range from ±7% to ±16%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Assistance With USERRA Problem(s)

Percent of Reserve Component Members Demobilized Since 9-11-2001 Who Worked for an Employer Prior to Activation and Sought Assistance for Problems, by Paygrade

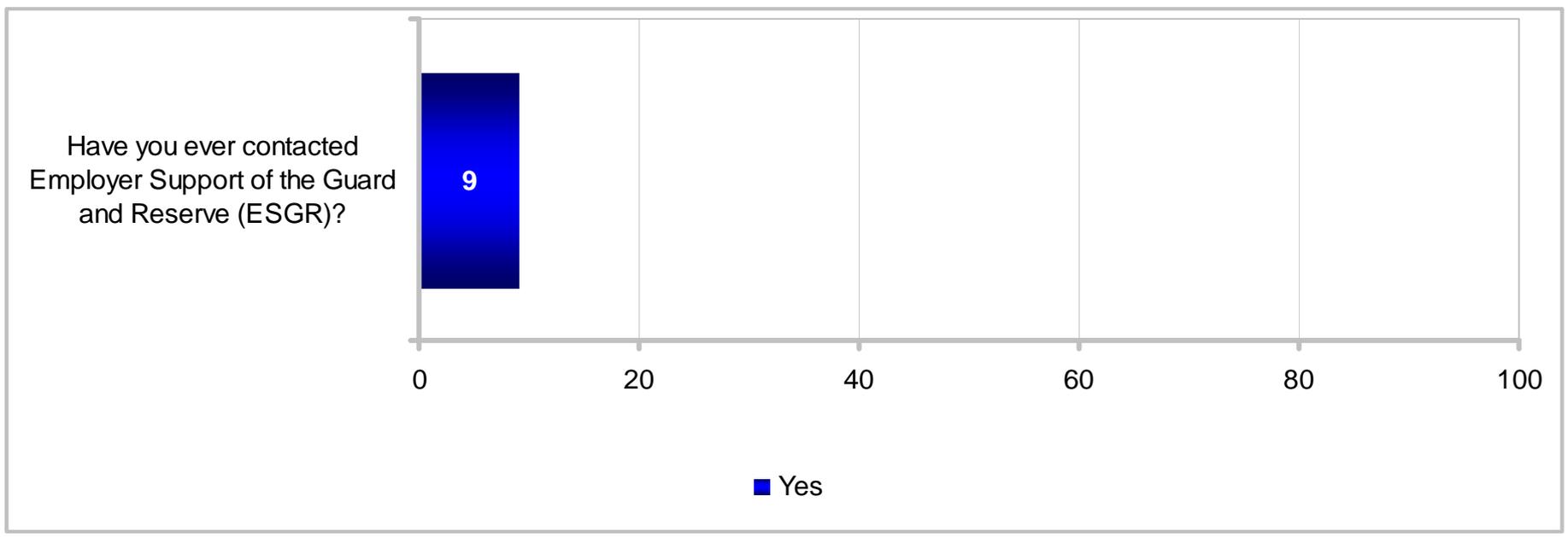


Missing data points are not shown because they are not reportable # Significant difference from previous administration

ASSISTANCE WITH EMPLOYMENT PROBLEMS

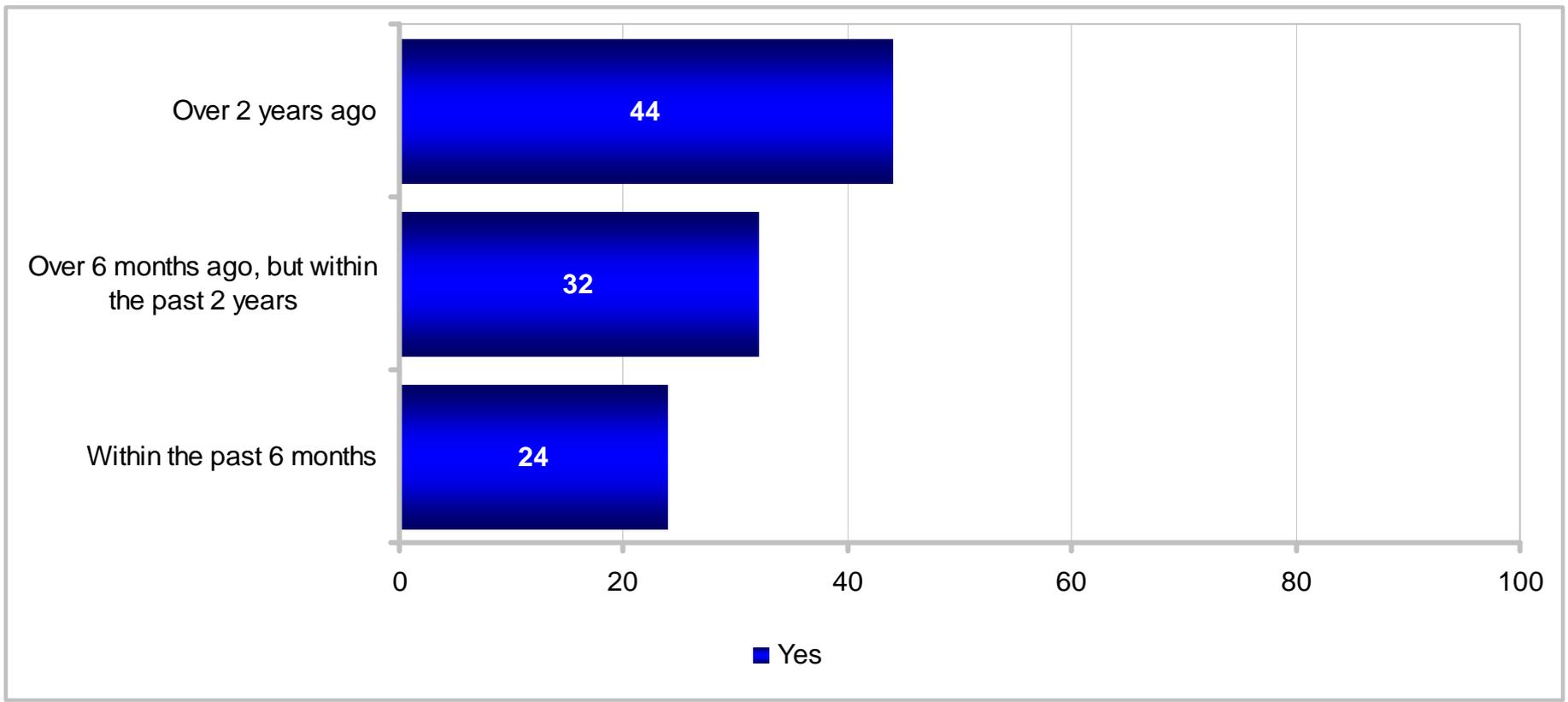
Contacted Employer Support of the Guard and Reserve (ESGR)

Percent of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

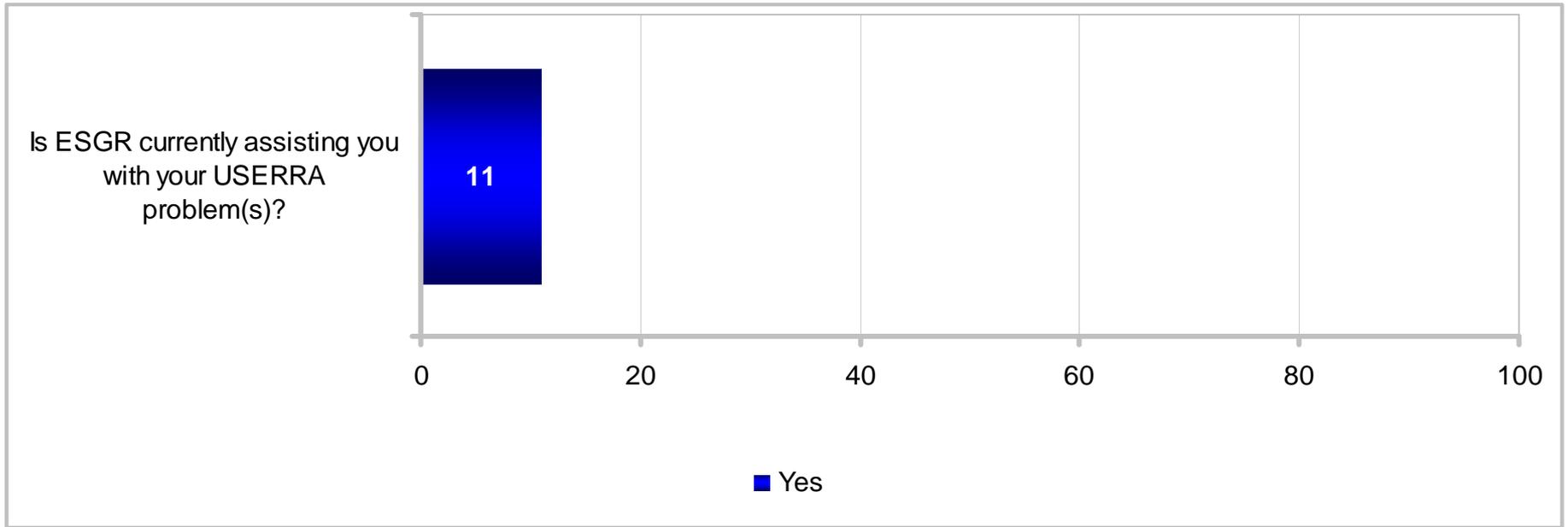
Time Since Contacting ESGR Percent of Reserve Component Members Who Contacted ESGR



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Status of ESGR Assistance with USERRA Problem(s)

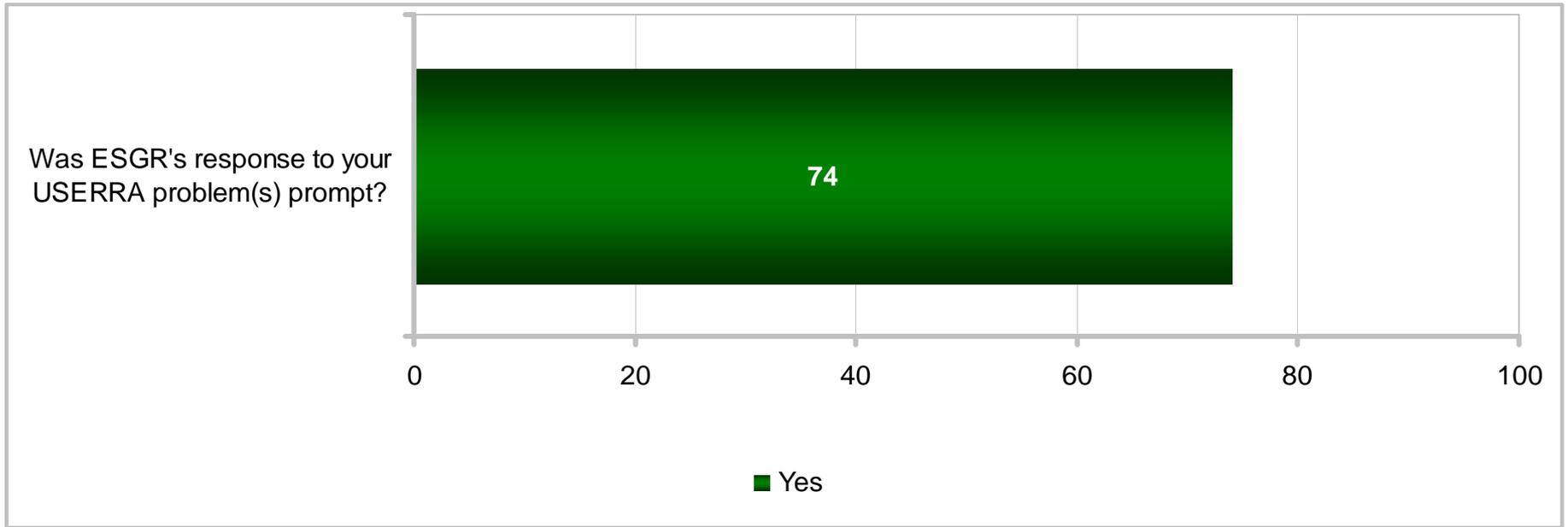
Percent of Reserve Component Members Who Contacted ESGR



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Promptness of ESGR's Response to USERRA Problem(s)

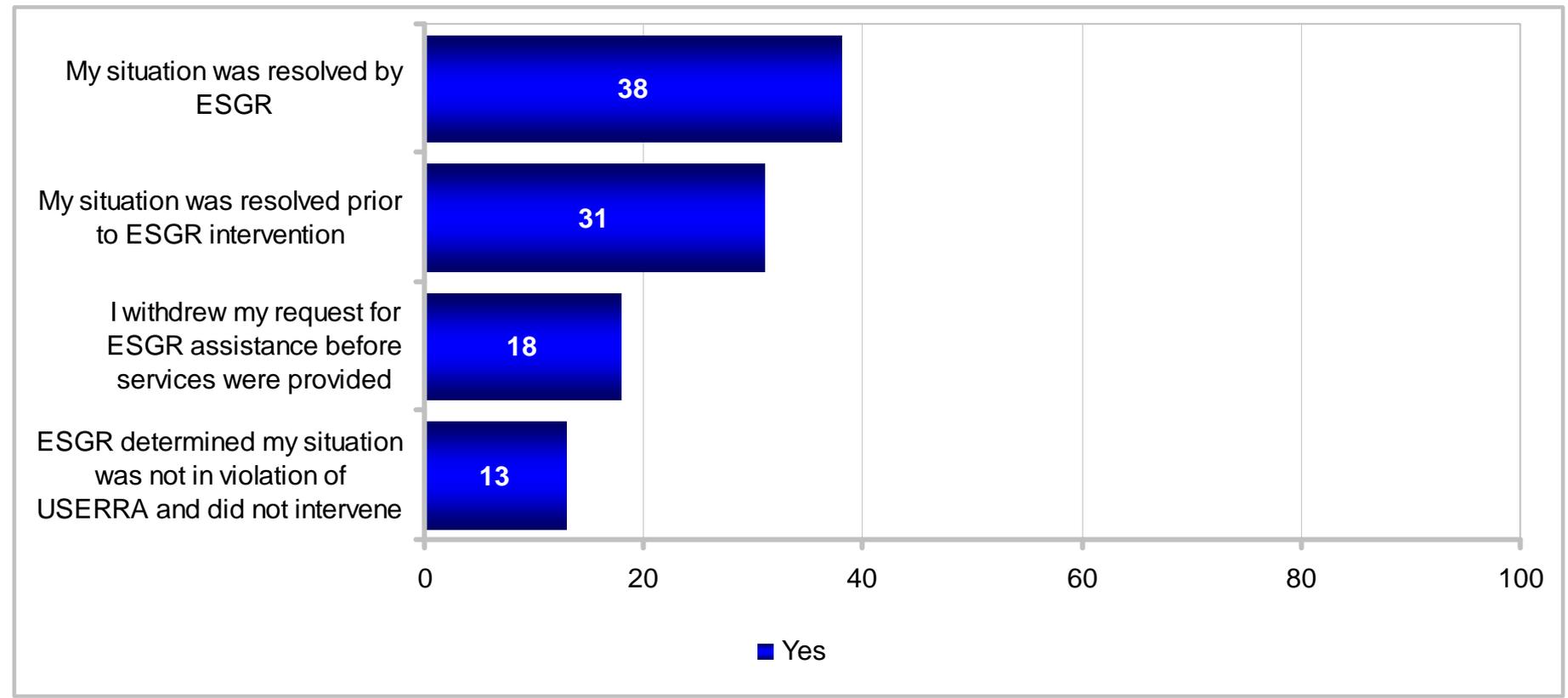
Percent of Reserve Component Members Who Contacted ESGR and Were Not Currently Being Assisted



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Outcome of ESGR Assistance with USERRA Problem(s)

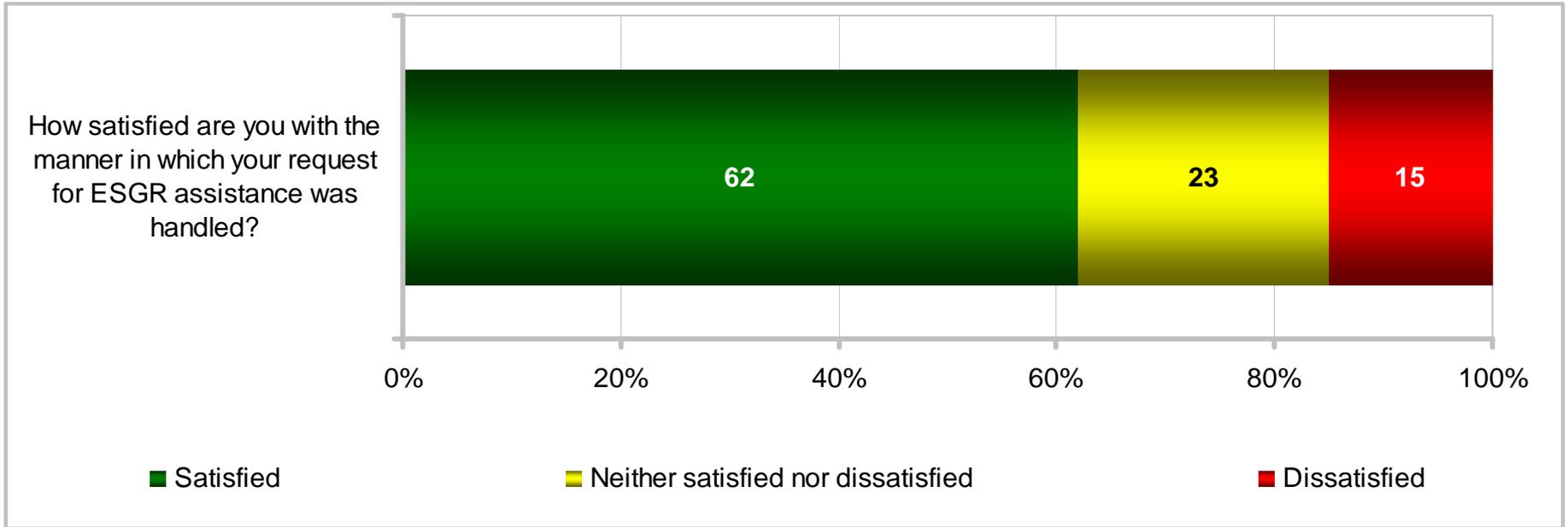
Percent of Reserve Component Members Who Contacted ESGR and Were Not Currently Being Assisted



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Satisfaction With Handling of Request for ESGR Assistance

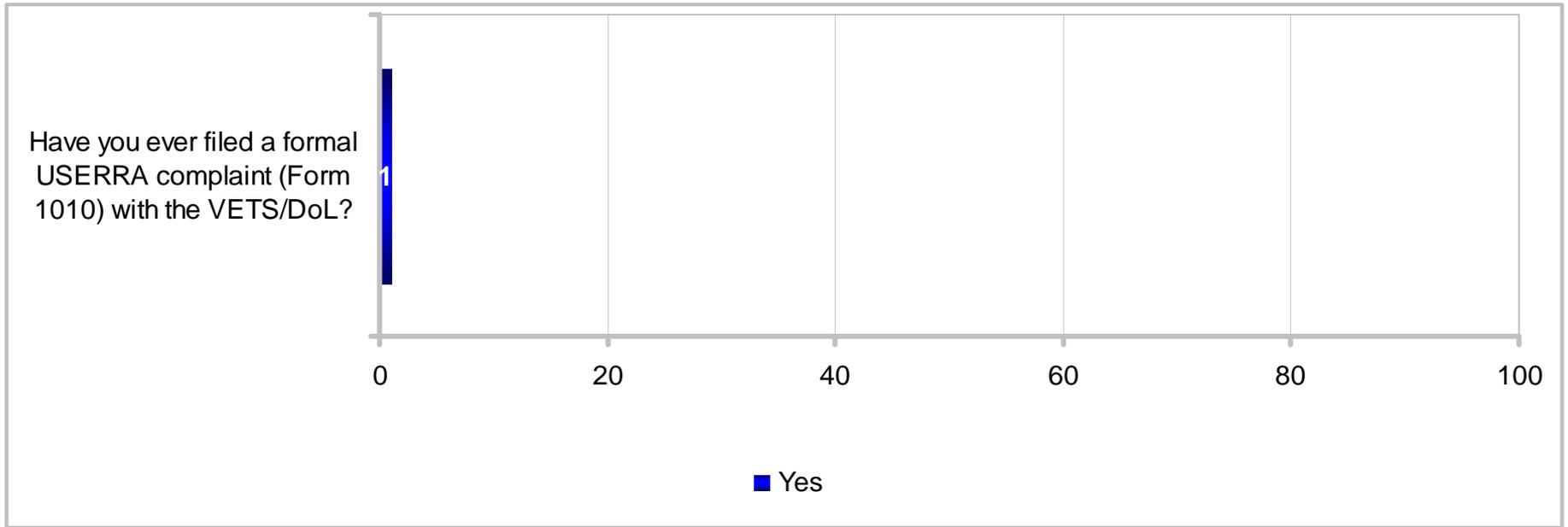
Percent of Reserve Component Members Who Contacted ESGR and Were Not Currently Being Assisted



ASSISTANCE WITH EMPLOYMENT PROBLEMS

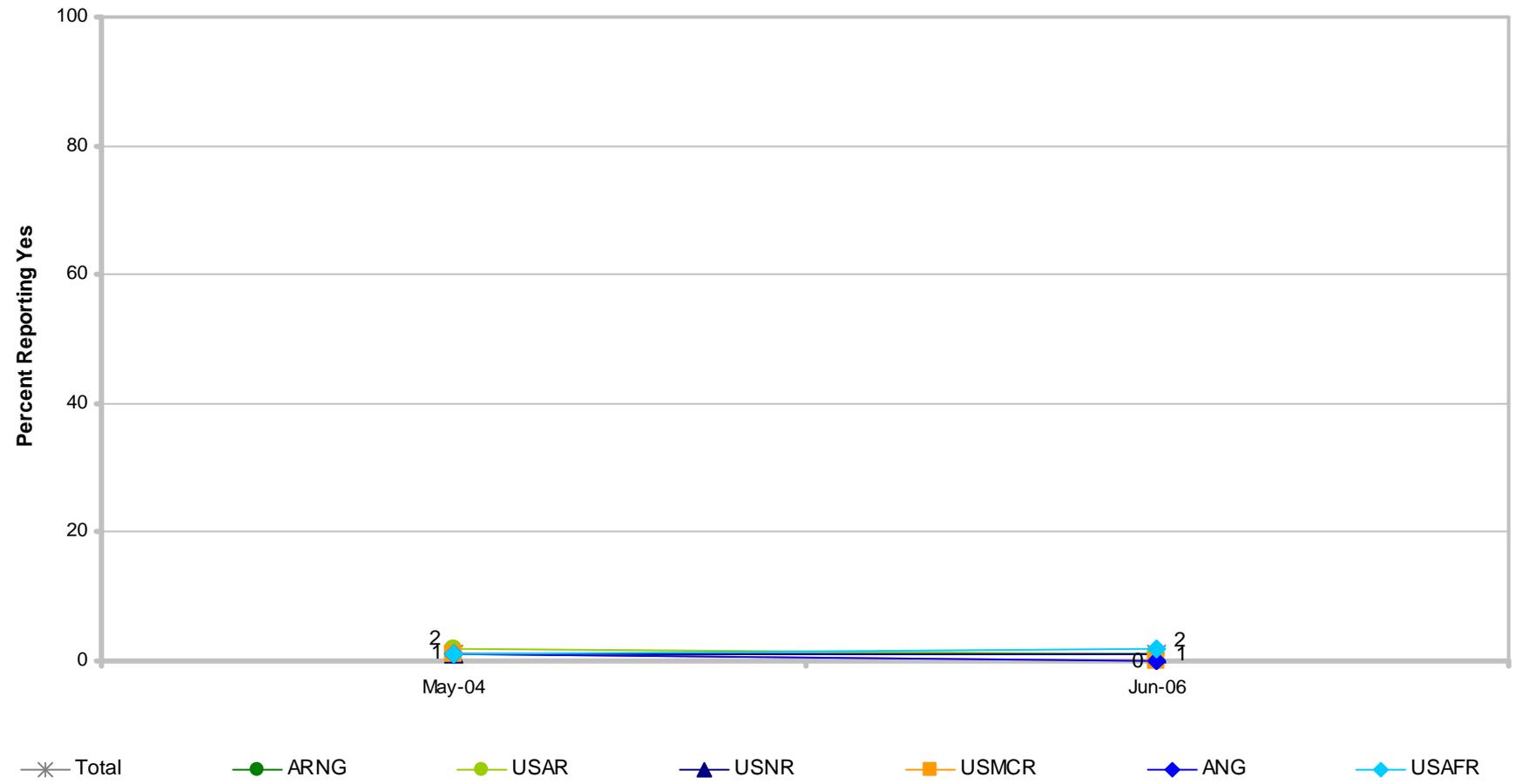
Filed Formal USERRA Complaint

Percent of All Reserve Component Members



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Filed Formal USERRA Complaint Percent of All Reserve Component Members, by Component

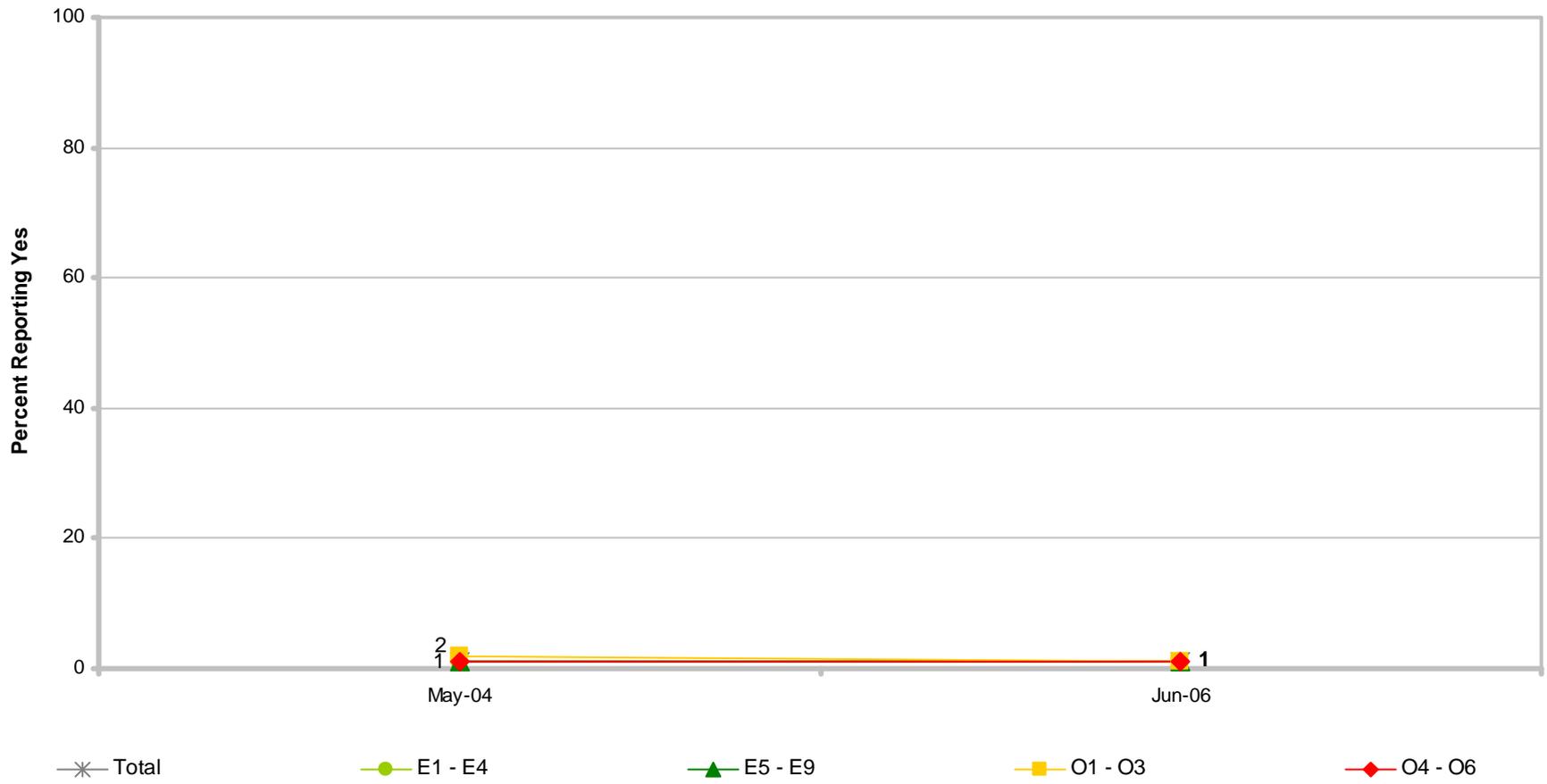


Significant difference from previous administration

Margins of error range from ±1% to ±2%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Filed Formal USERRA Complaint Percent of All Reserve Component Members, by Paygrade



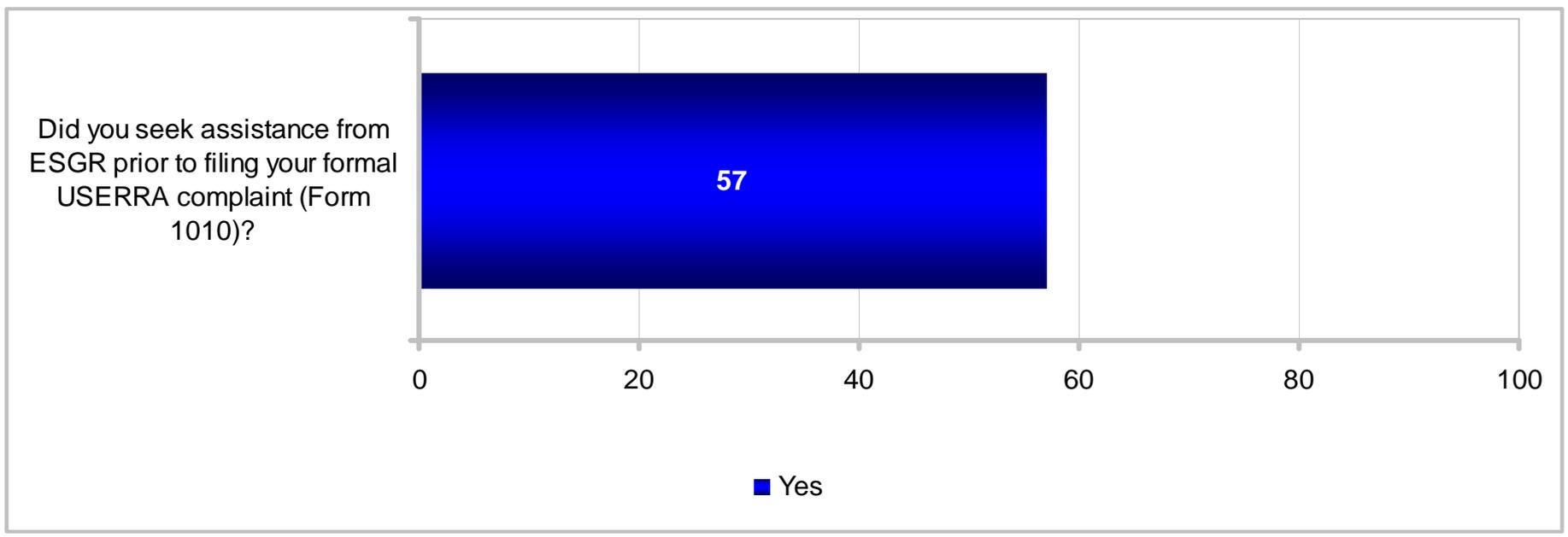
Significant difference from previous administration

Margins of error range does not exceed ±1%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Sought ESGR Assistance Prior To Filing Formal USERRA Complaint

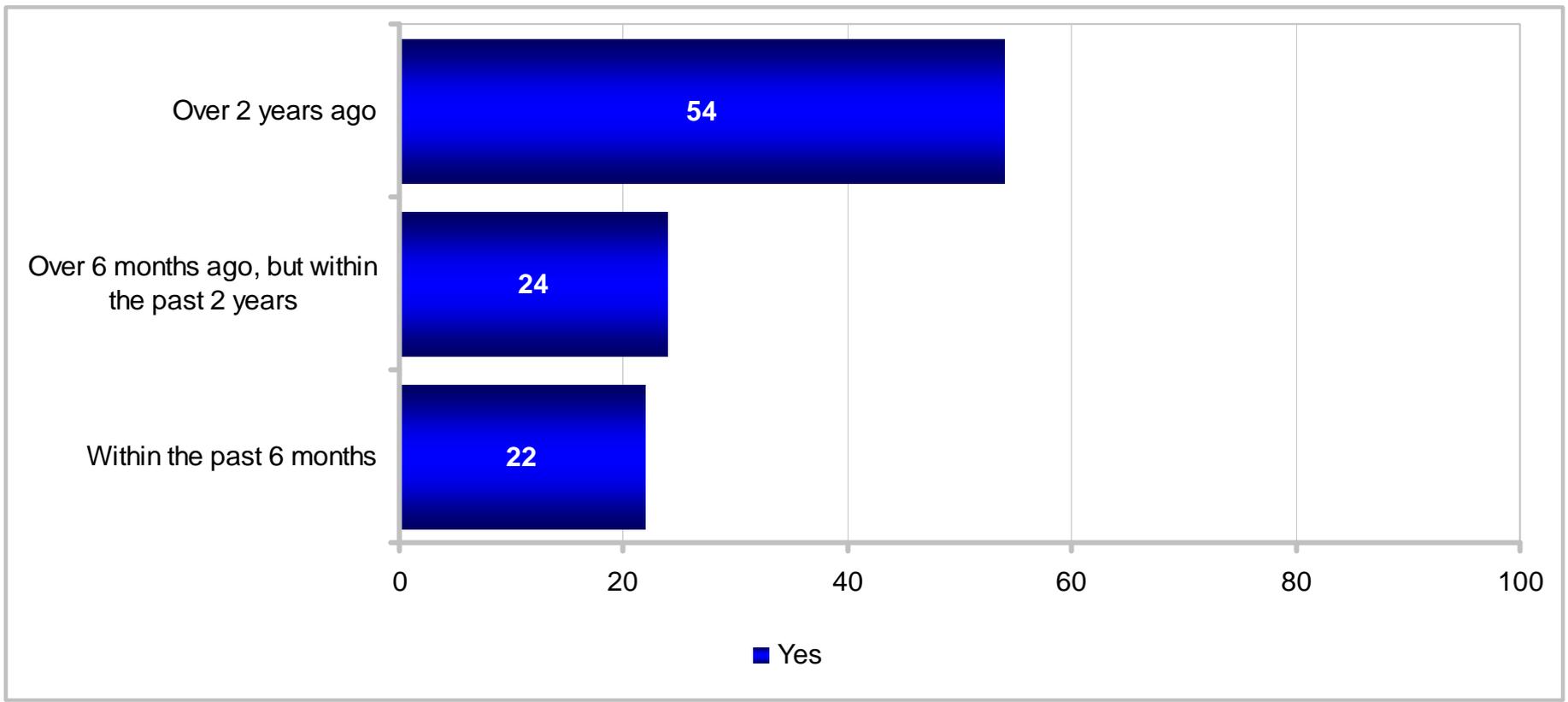
Percent of Reserve Component Members Who Filed a Formal USERRA Complaint



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Time Since Filing Formal USERRA Complaint

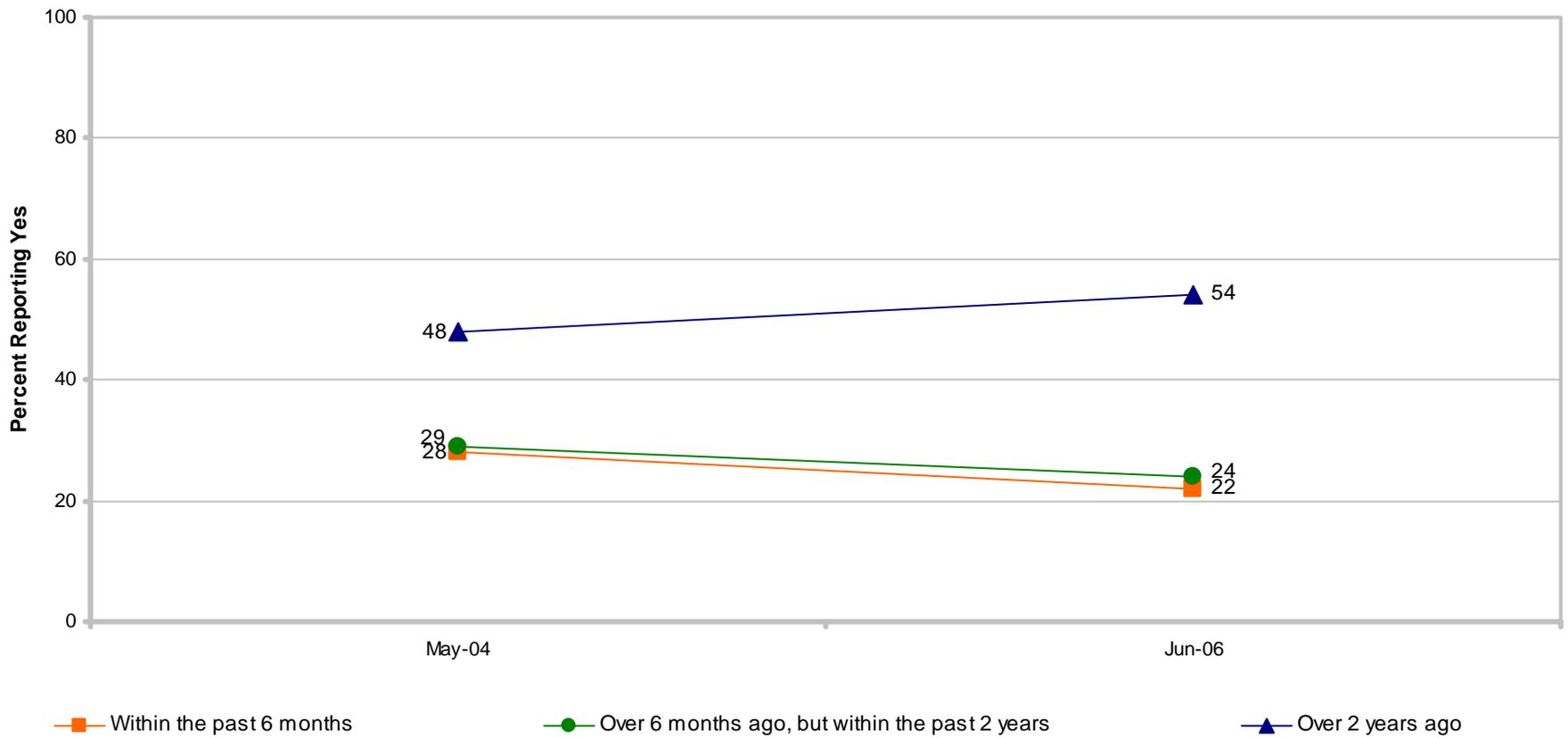
Percent of Reserve Component Members Who Filed Formal USERRA Complaint



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Time Since Filing Formal USERRA Complaint

Percent of Reserve Component Members Who Filed Formal USERRA Complaint



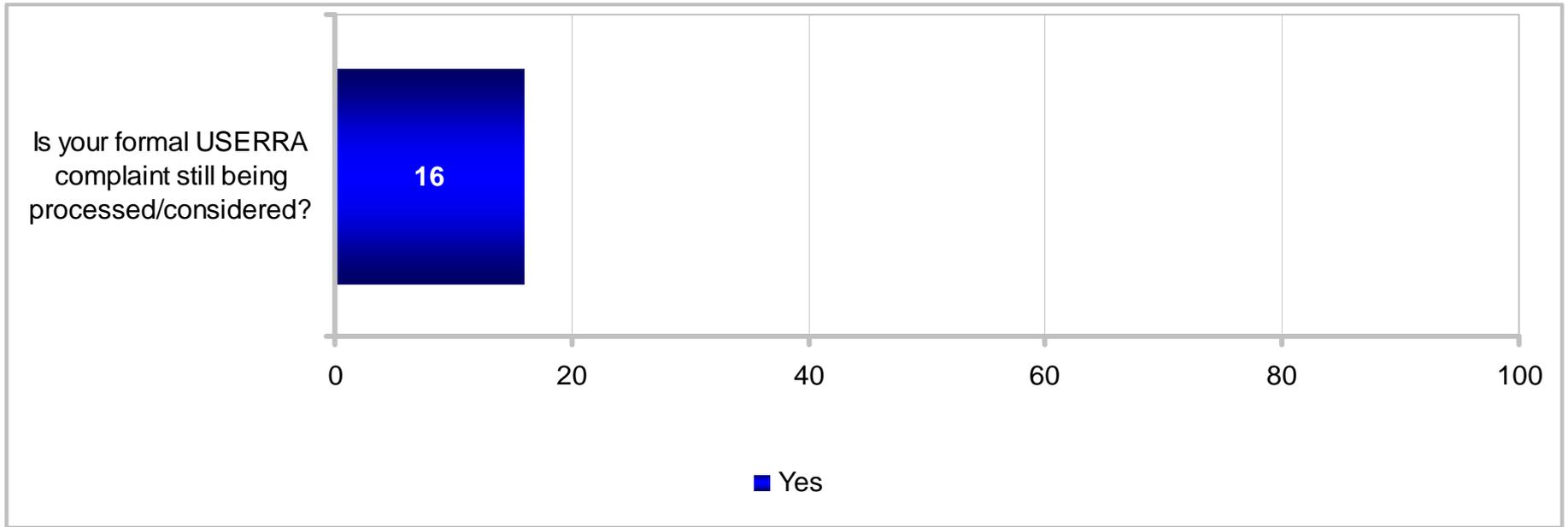
Significant difference from previous administration

Margins of error range from ±5% to ±11%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

USERRA Complaint Currently Being Processed/Considered

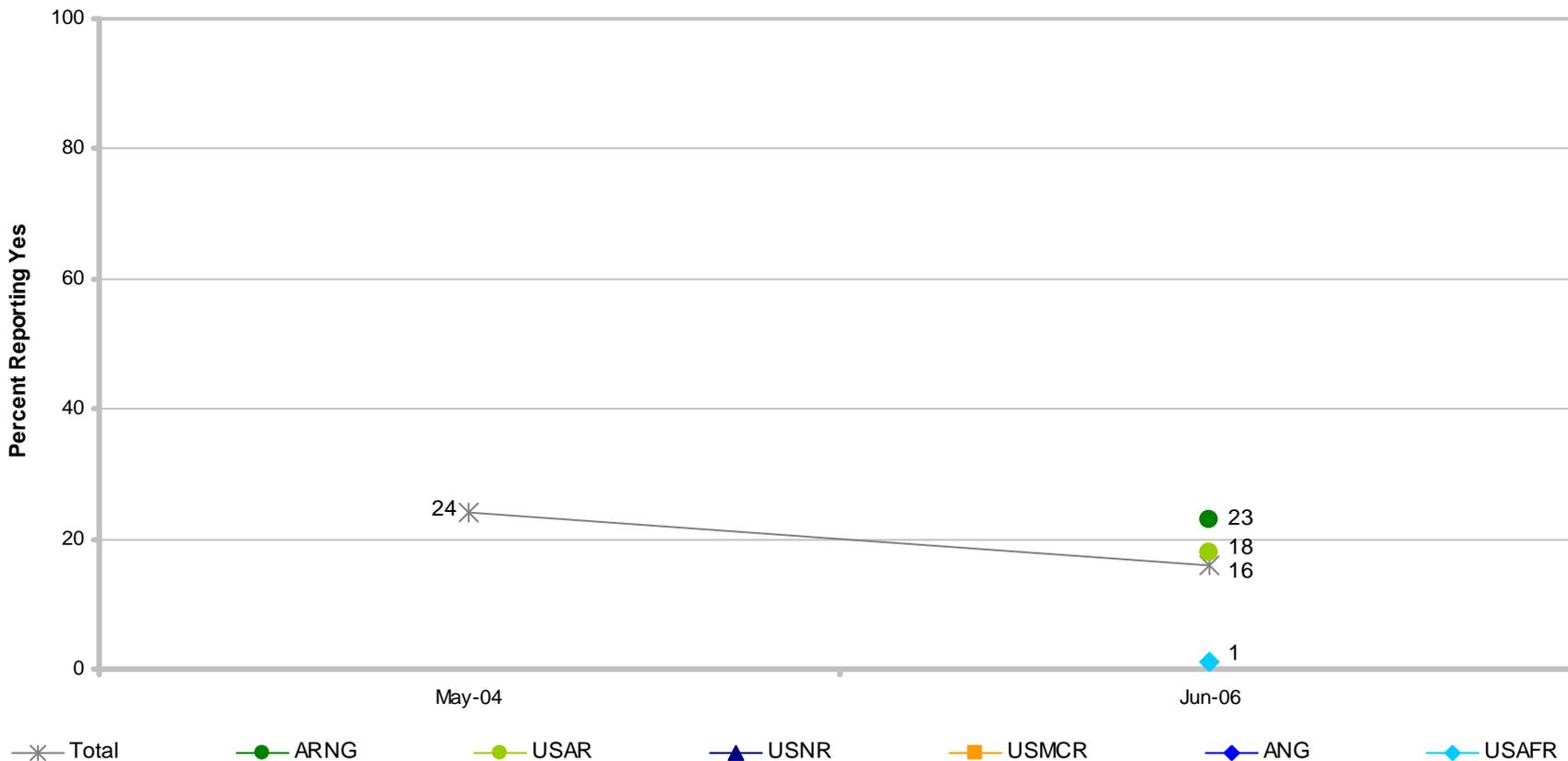
Percent of Reserve Component Members Who Filed Formal USERRA Complaint



ASSISTANCE WITH EMPLOYMENT PROBLEMS

USERRA Complaint Still Being Processed/Considered

Percent of Reserve Component Members Who Filed Formal USERRA Complaint, by Component



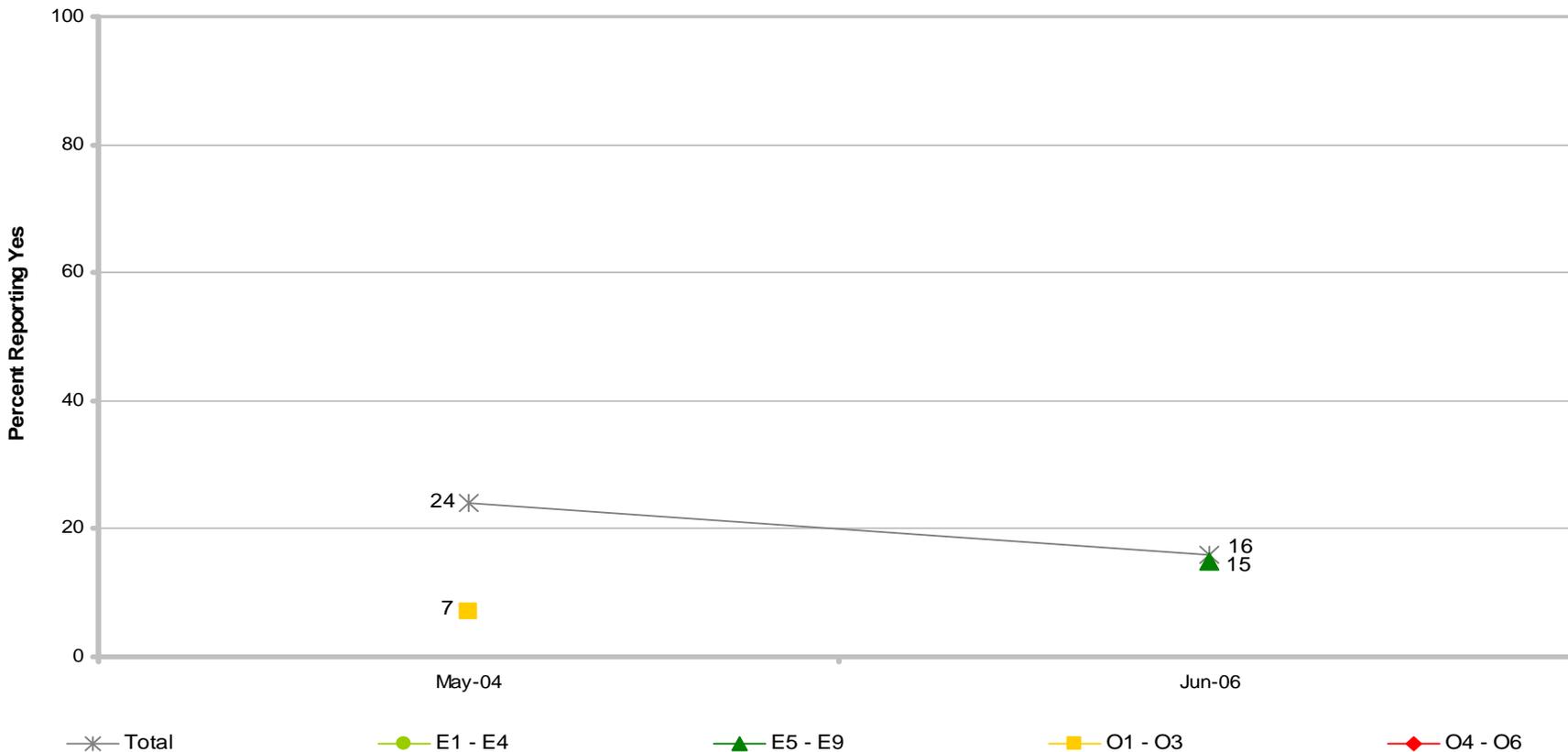
Missing data points are not shown because they are not reportable
Significant difference from previous administration

Margins of error range from ±6% to ±18%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

USERRA Complaint Still Being Processed/Considered

Percent of Reserve Component Members Who Filed Formal USERRA Complaint, by Paygrade



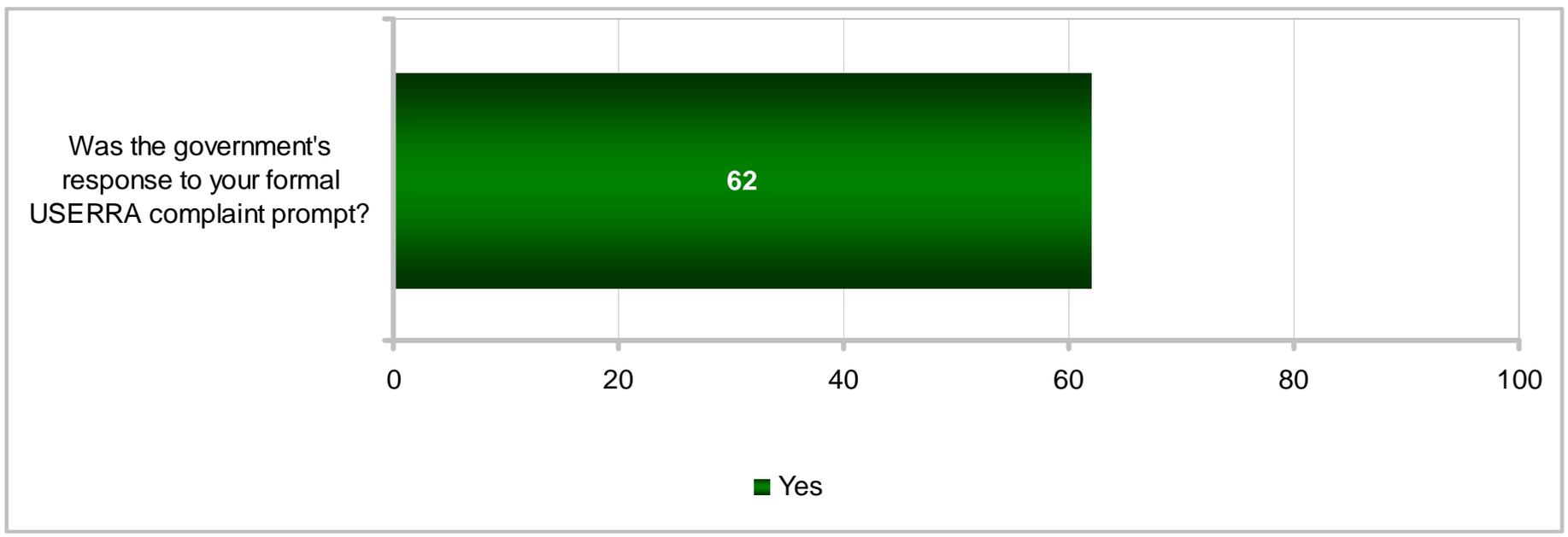
Missing data points are not shown because they are not reportable
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Margins of error range from ±3% to ±12%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

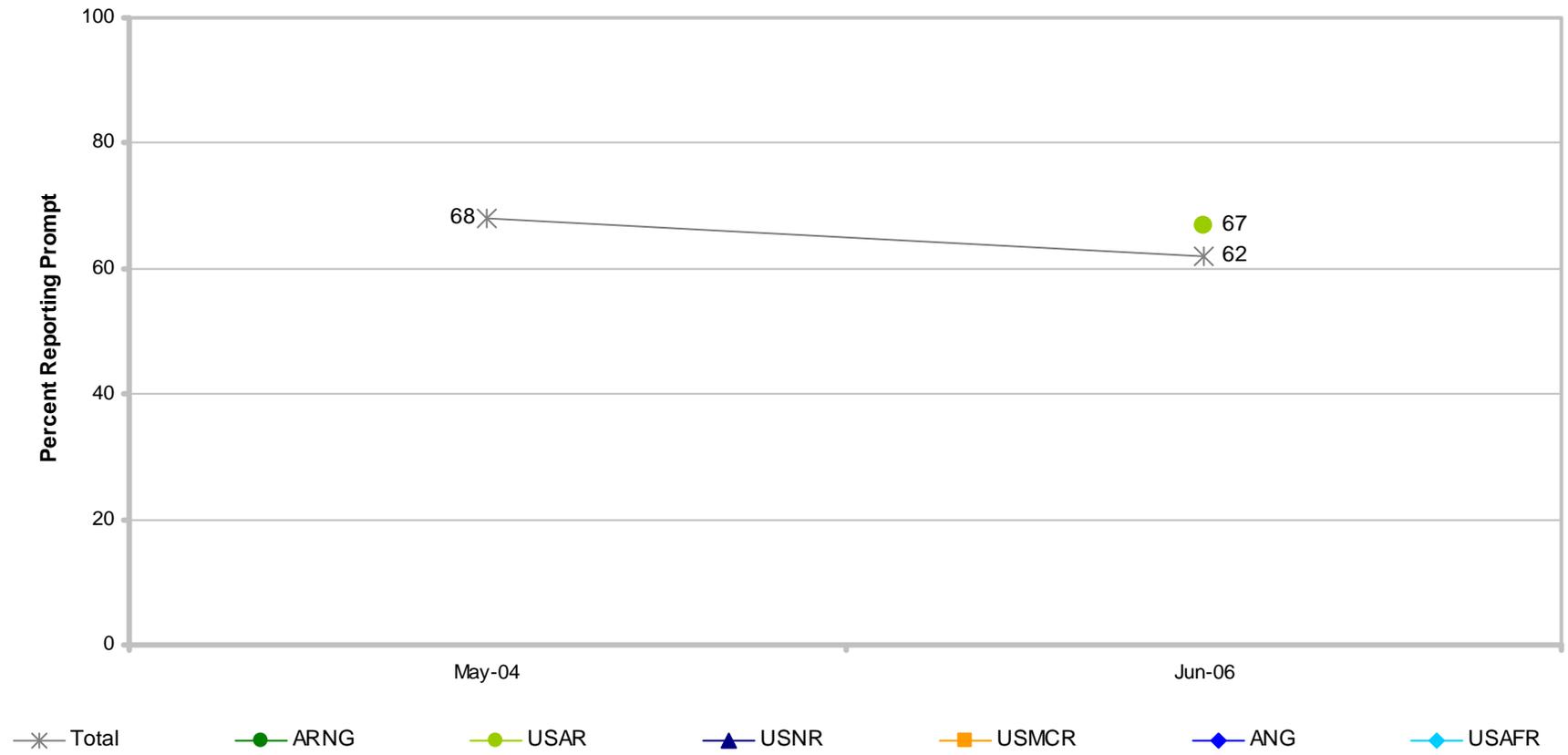
Promptness of Government's Response to Formal USERRA Complaint

Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Promptness of Government's Response to Formal USERRA Complaint Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed, by Component

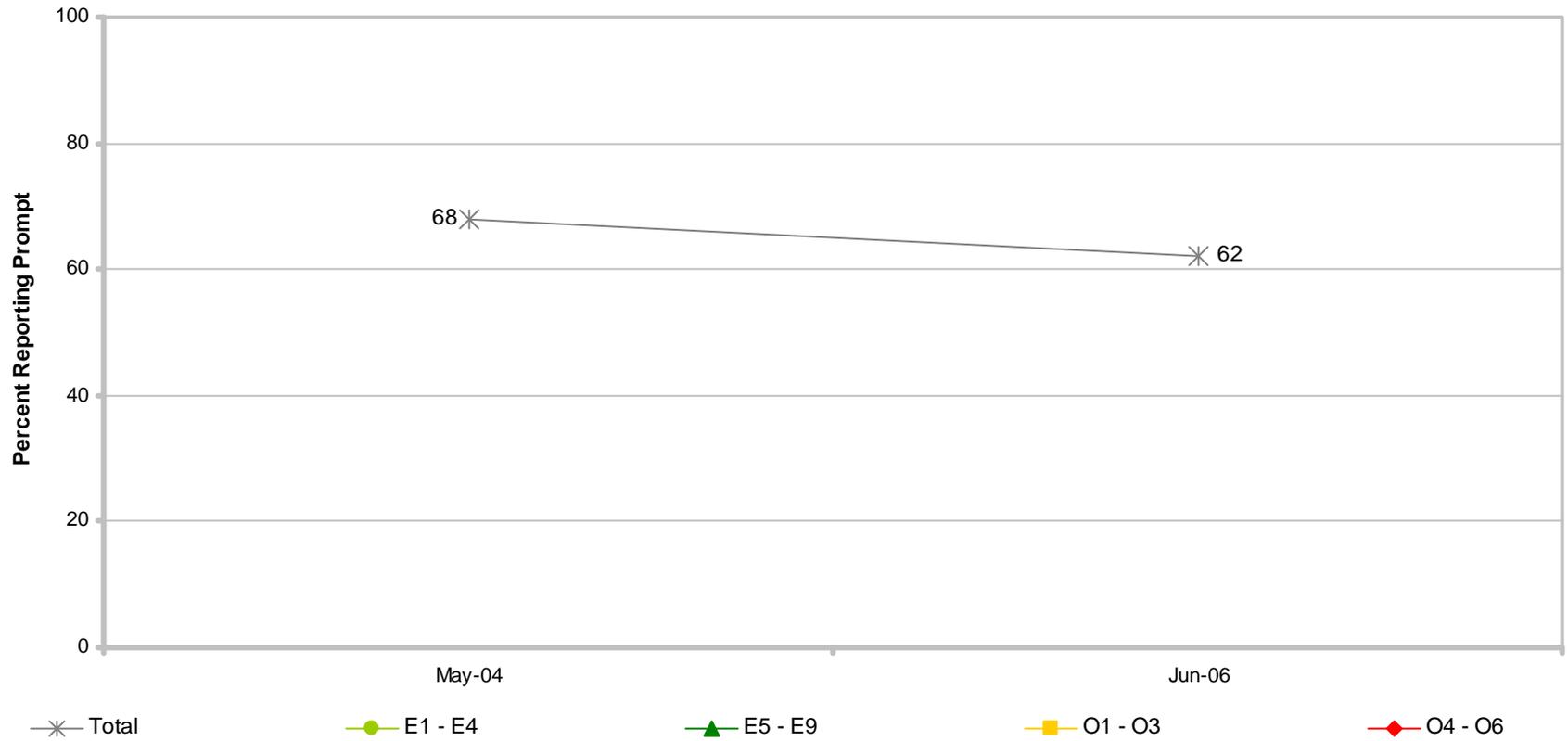


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ASSISTANCE WITH EMPLOYMENT PROBLEMS

Promptness of Government's Response to Formal USERRA Complaint

Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed, by Paygrade



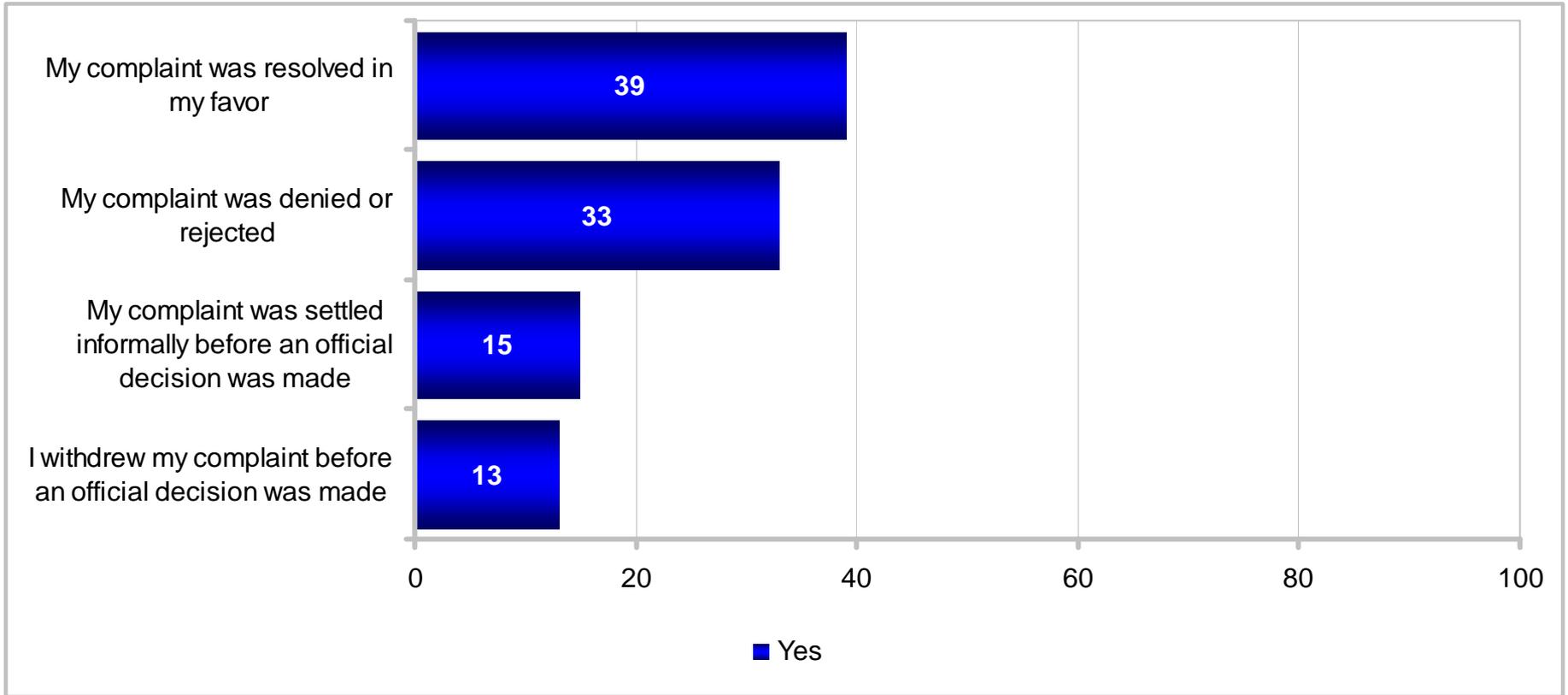
Missing data points are not shown because they are not reportable
Significant difference from previous administration

Margins of error range from ±7% to ±13%

ASSISTANCE WITH EMPLOYMENT PROBLEMS

Outcome of Formal USERRA Complaint

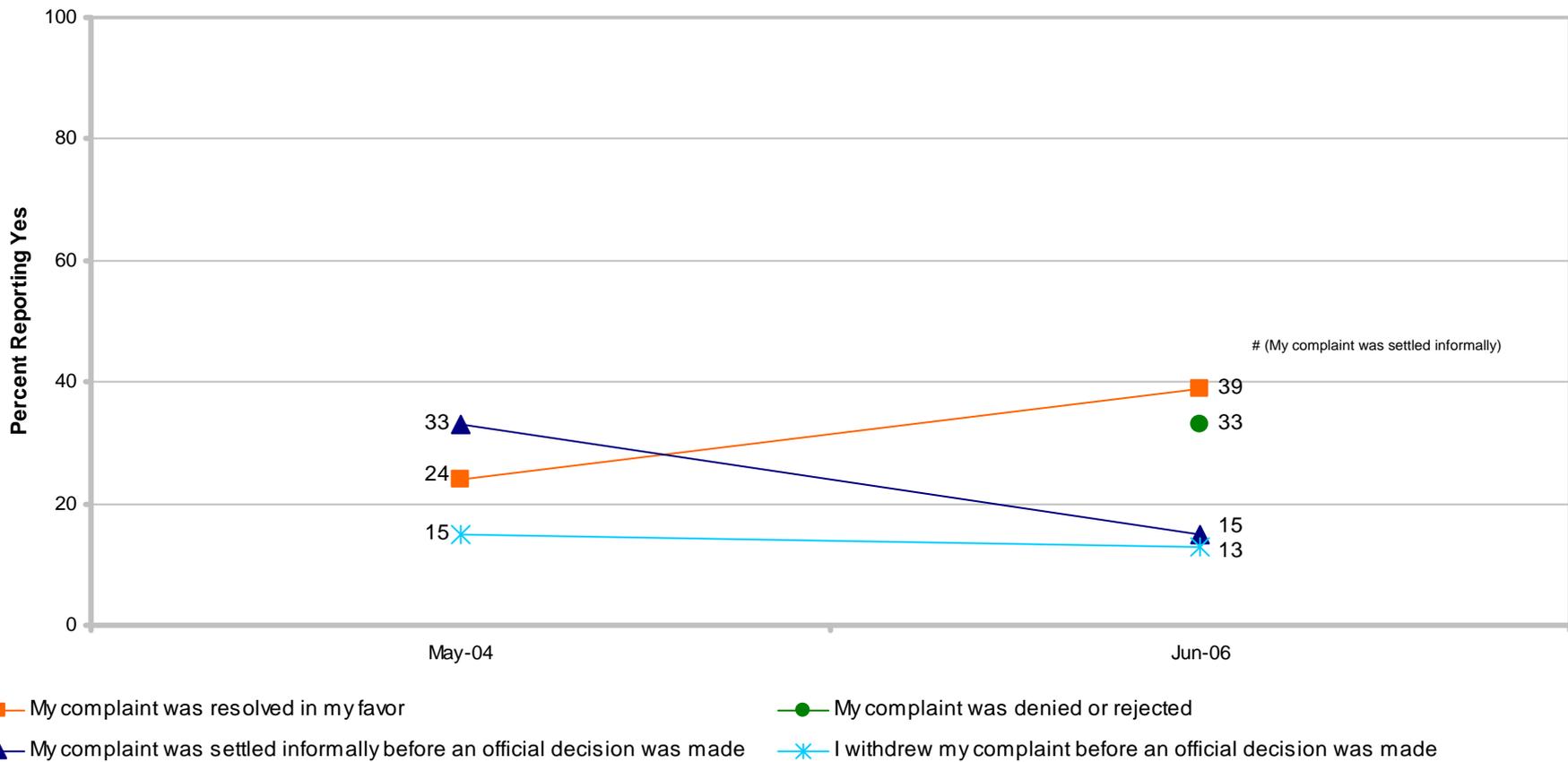
Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Outcome of Formal USERRA Complaint

Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed

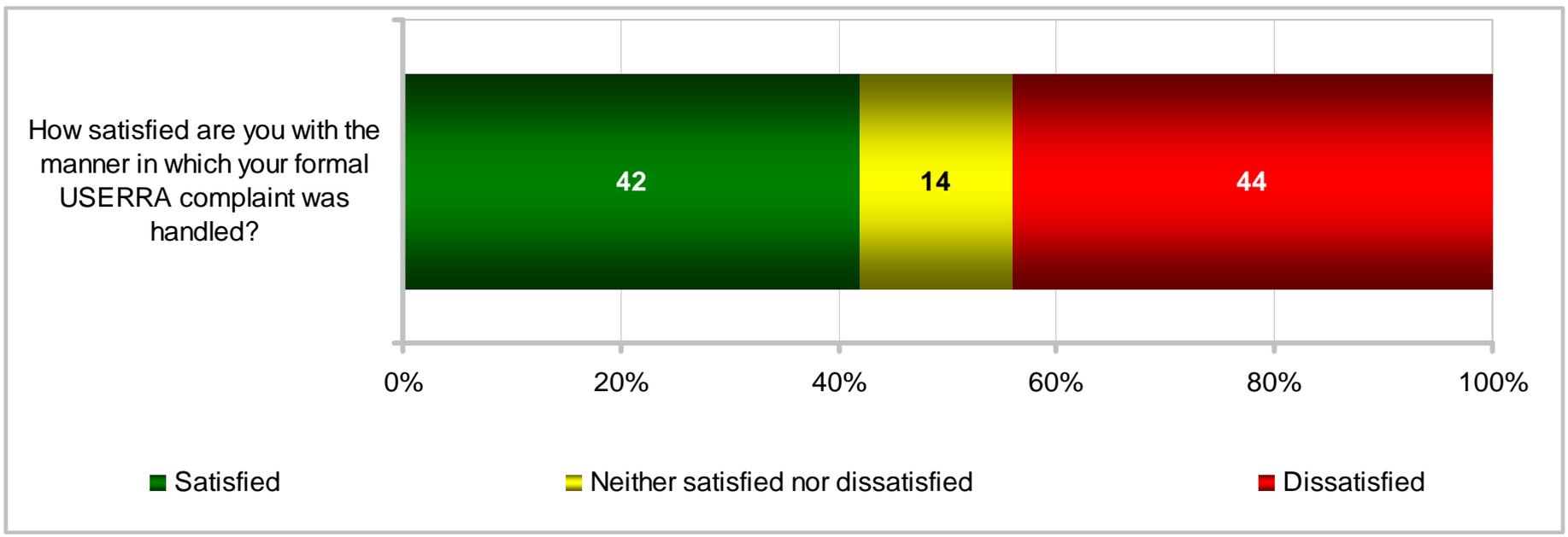


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ASSISTANCE WITH EMPLOYMENT PROBLEMS

Satisfaction With Handling of Formal USERRA Complaint

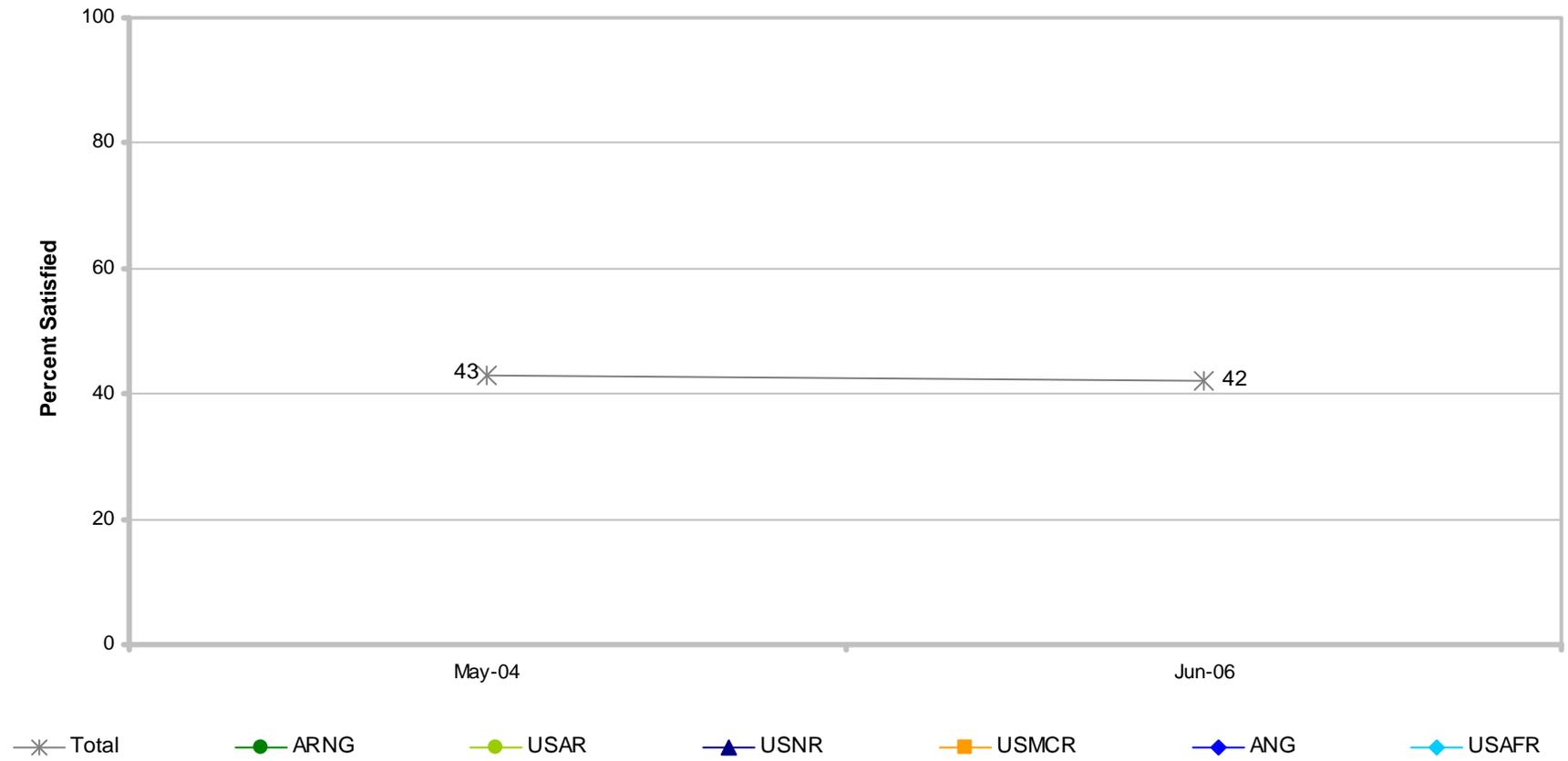
Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed



ASSISTANCE WITH EMPLOYMENT PROBLEMS

Satisfaction with Handling of Formal USERRA Complaint

Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed, by Component

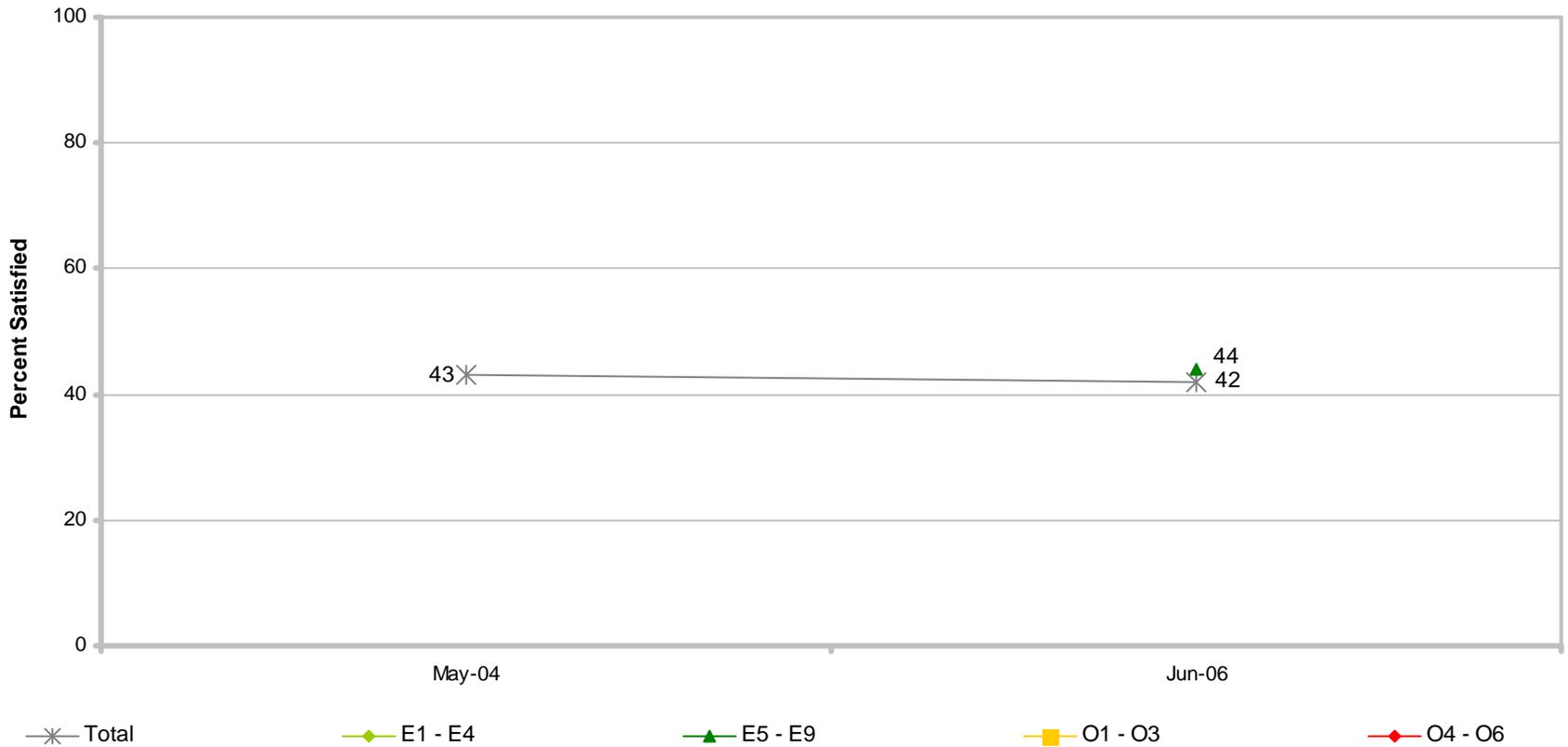


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ASSISTANCE WITH EMPLOYMENT PROBLEMS

Satisfaction with Handling of Formal USERRA Complaint

Percent of Reserve Component Members Whose USERRA Complaint Was Already Processed, by Paygrade



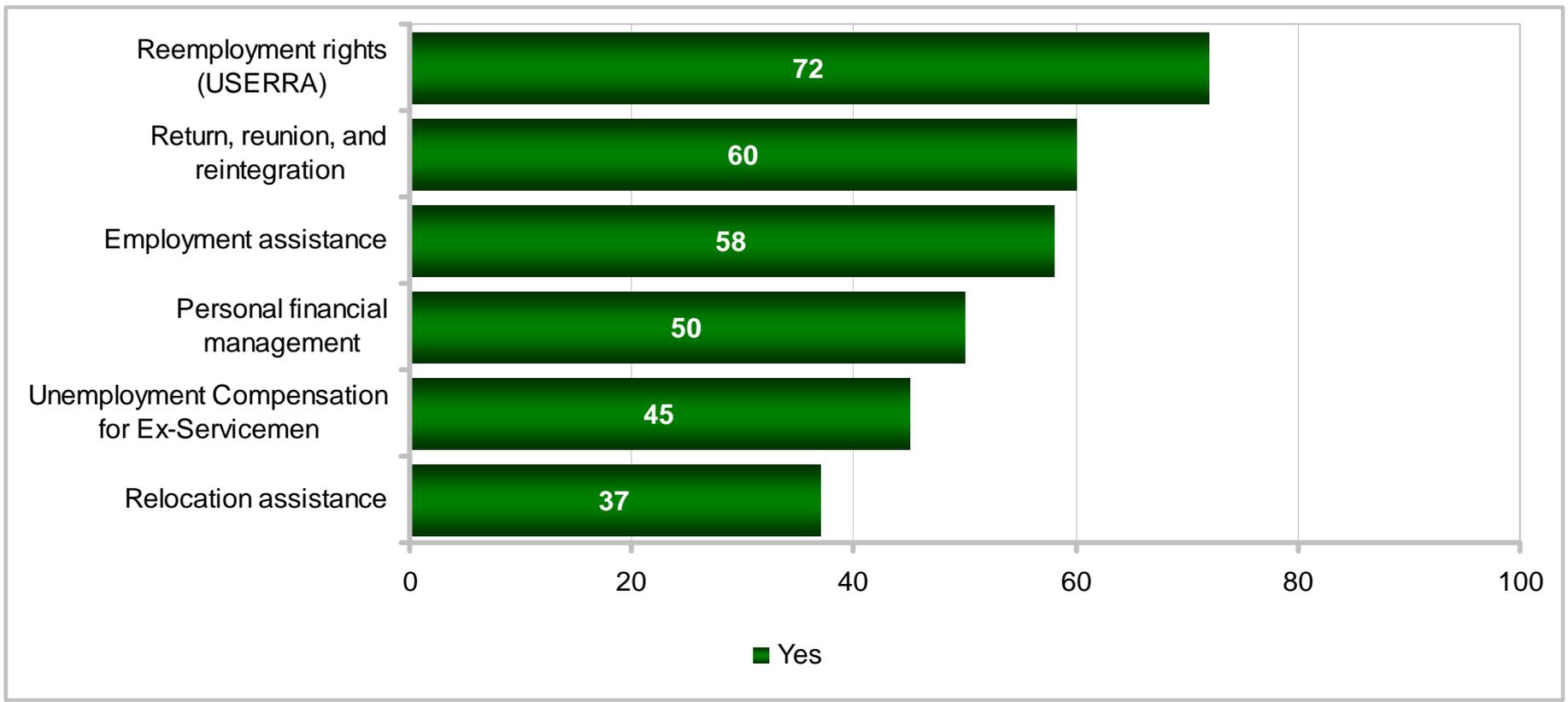
Missing data points are not shown because they are not reportable
Significant difference from previous administration

Margins of error range from ±7% to ±16%

TRANSITION ASSISTANCE PROGRAMS

Information Provided During Activation/Deactivation

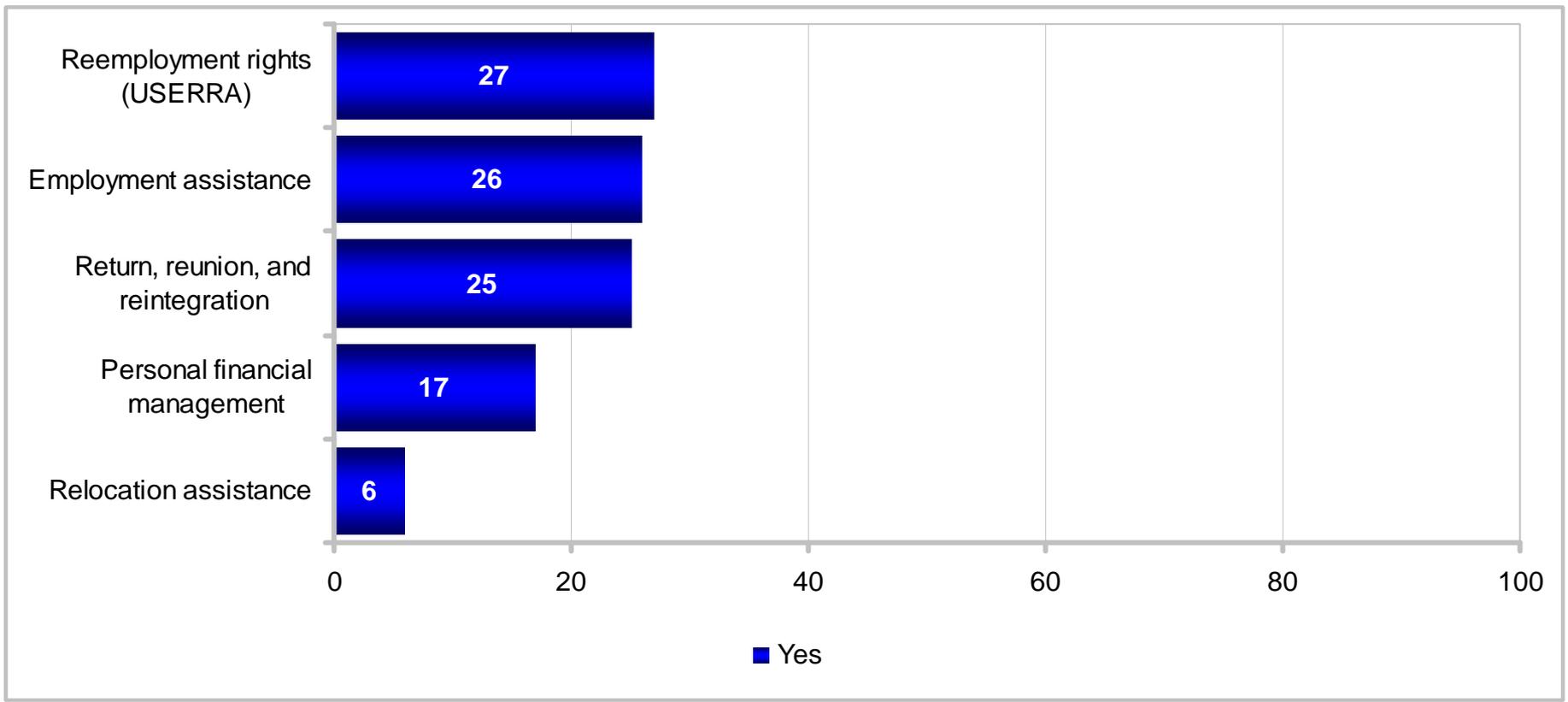
Percent of Activated Reserve Component Members



TRANSITION ASSISTANCE PROGRAMS

Transition Assistance Topics of Most Interest

Percent of All Reserve Component Members

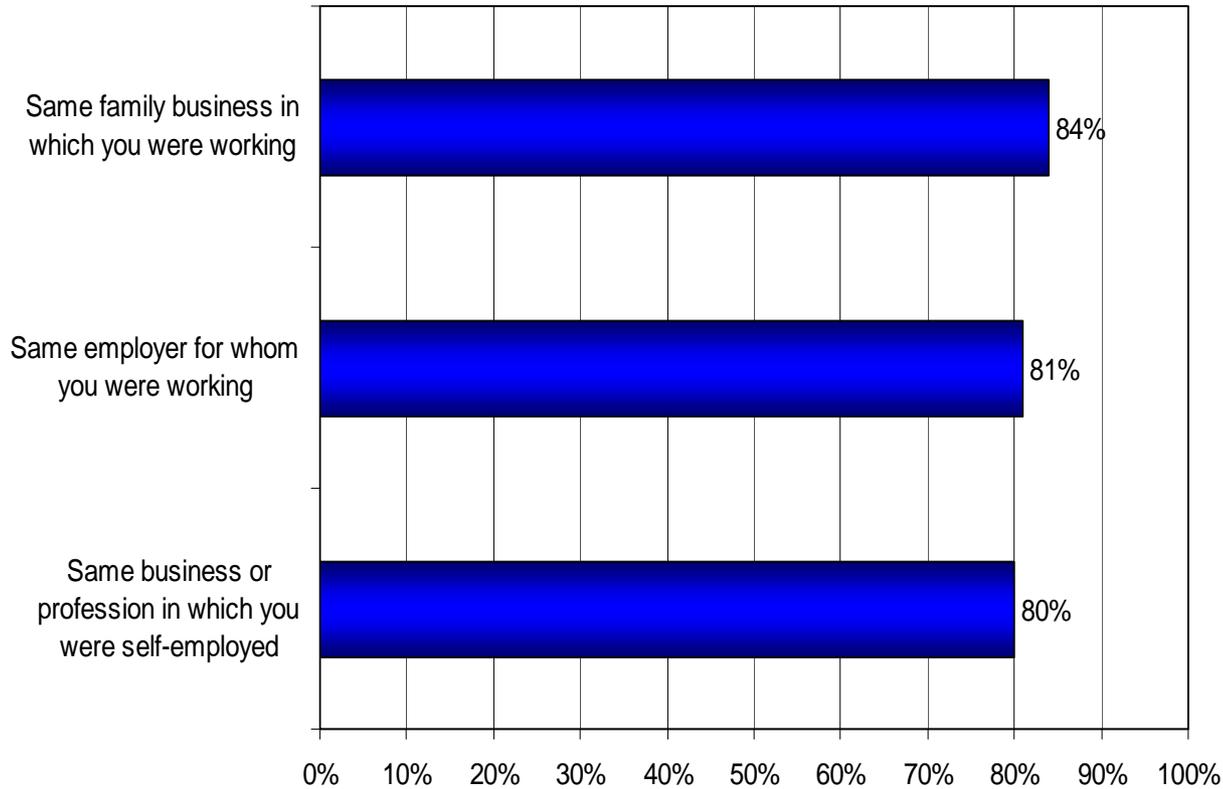


May 2004 Status of Forces Survey of Reserve Component Members

Reemployment

Return to Principal Civilian Employment

Demobilized (Past 24 Months) Reserve Component Members Employed Prior to Activation



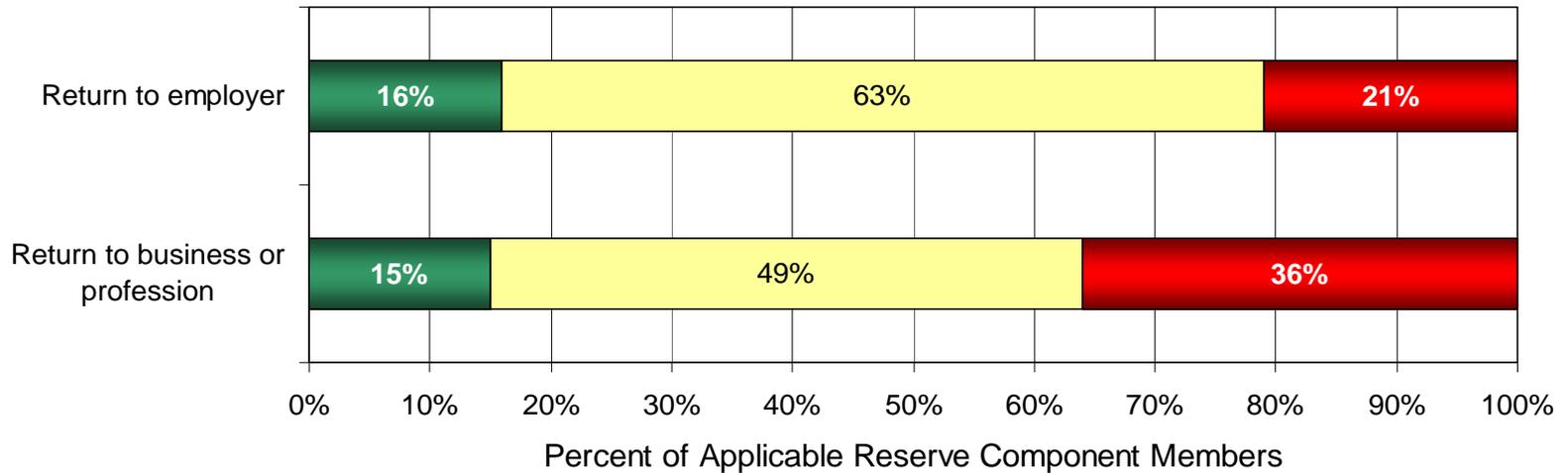
Margins of error within +/- 10%

Percent of Applicable Reserve Component Members Reporting "Yes"

Reemployment

Return to Same Civilian Employment Compared to Expectations

Demobilized (Past 24 Months) Reserve Component Members Who Returned to Same Employment



Margins of error:

Return to employer within +/- 4%

Return to business or profession within +/- 16%

■ Better

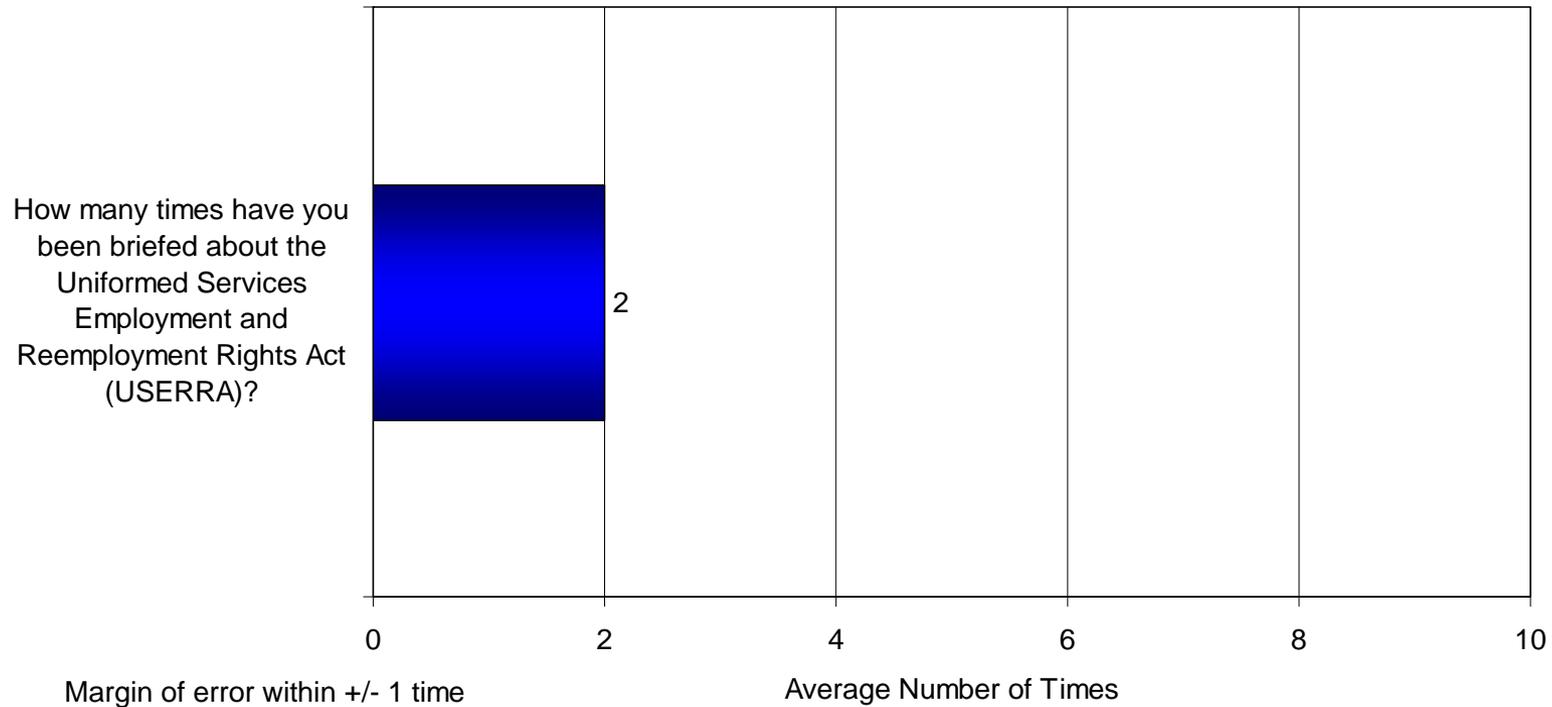
■ About what you expected

■ Worse

Reemployment

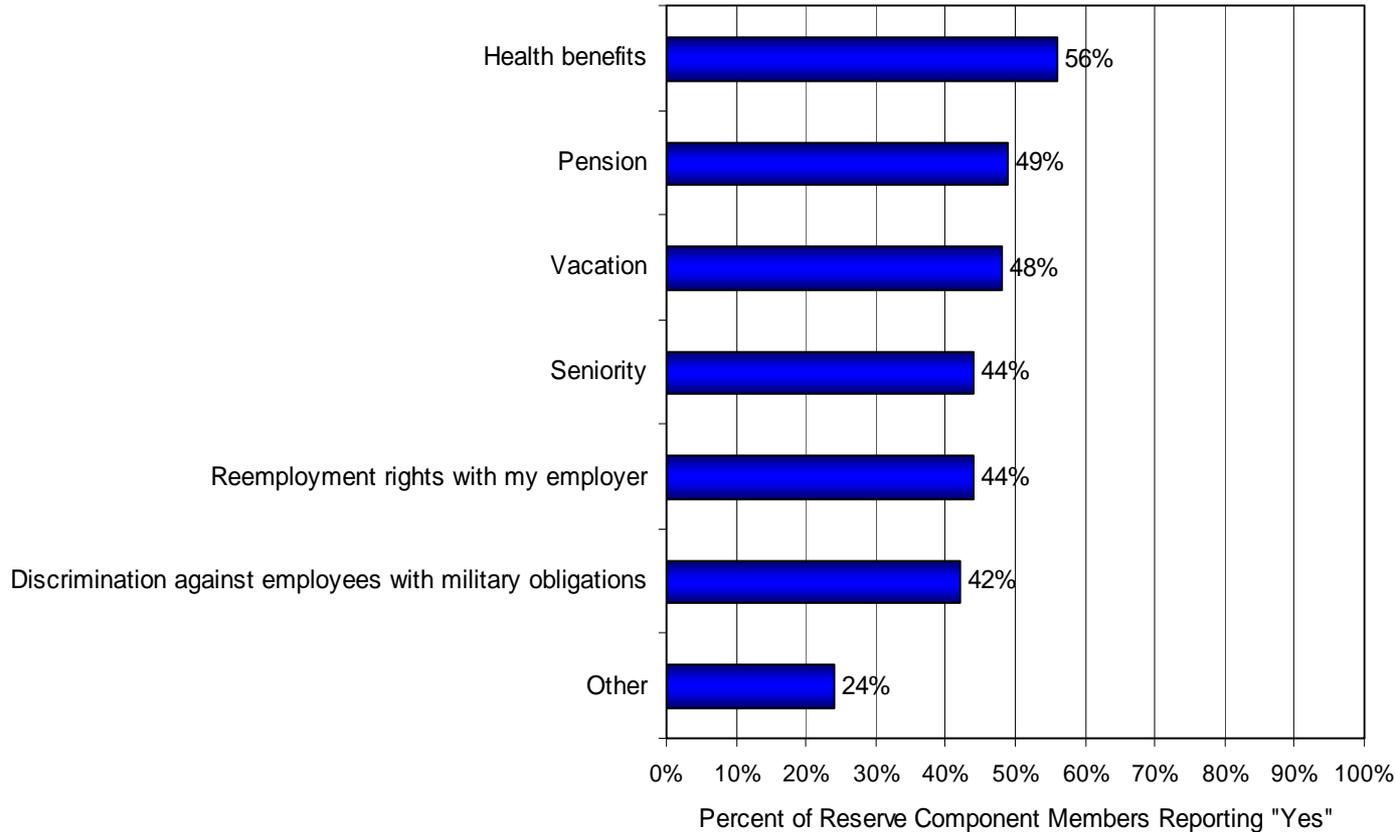
Number of Times Briefed About USERRA

All Reserve Component Members



Reemployment

Additional Information Wanted Concerning USERRA Topics All Reserve Component Members

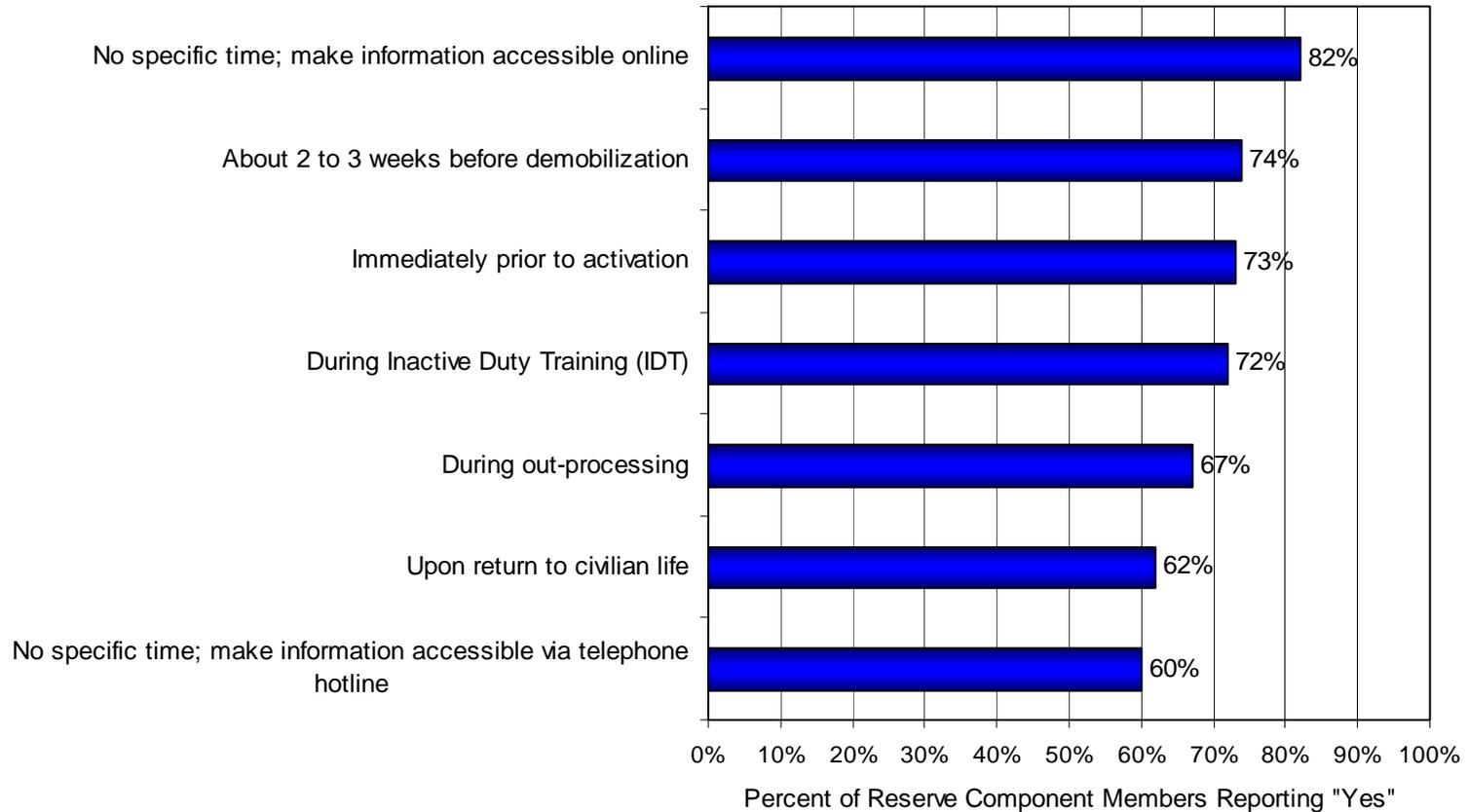


Margins of error within +/- 2%

Reemployment

Good Times To Receive Information Concerning USERRA

All Reserve Component Members

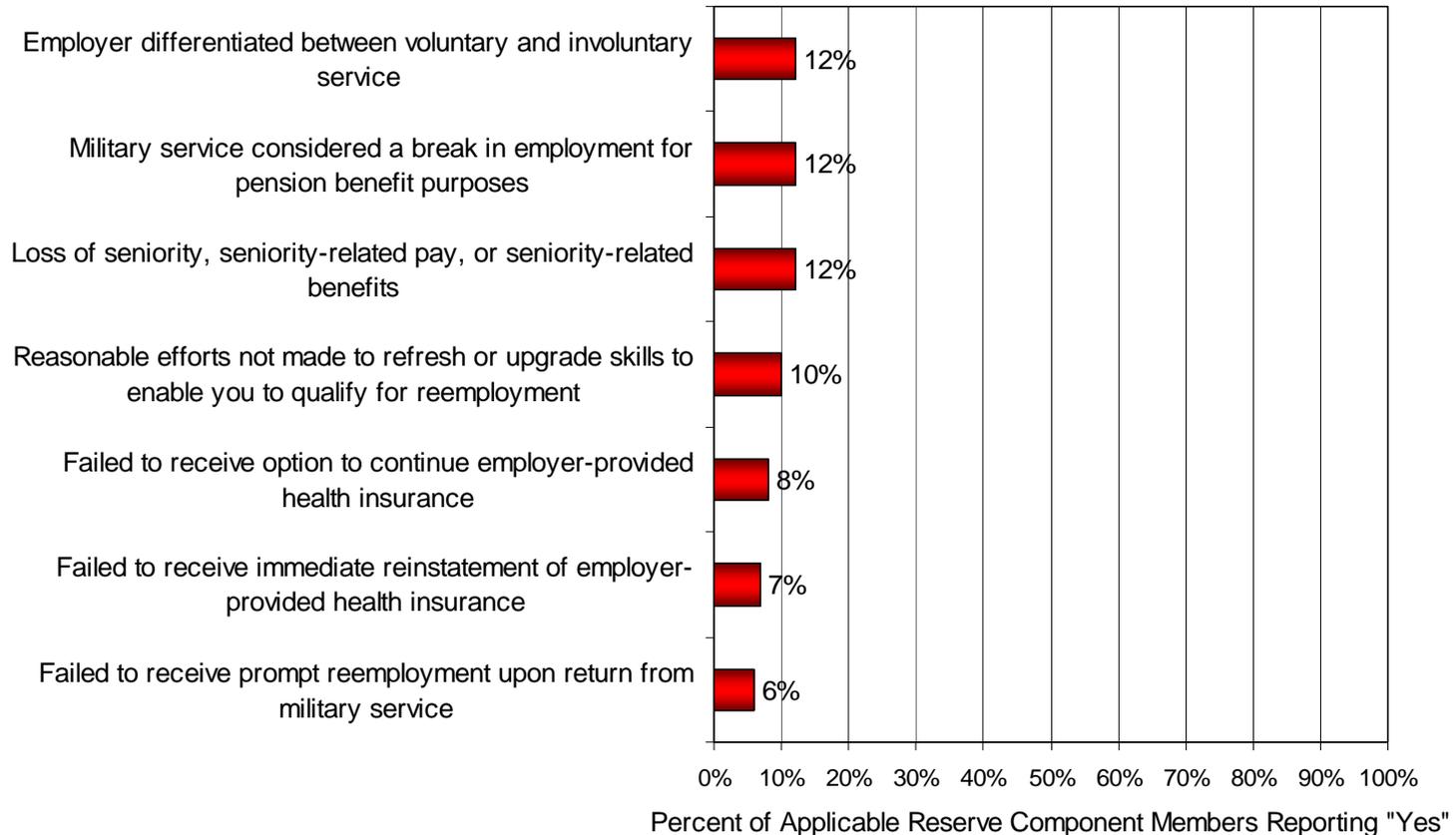


Margins of error within +/- 2%

Reemployment

Problems Experienced in Past 24 Months Despite USERRA

Demobilized (Past 24 Months) Reserve Component Members Who Worked for an Employer Prior to Activation

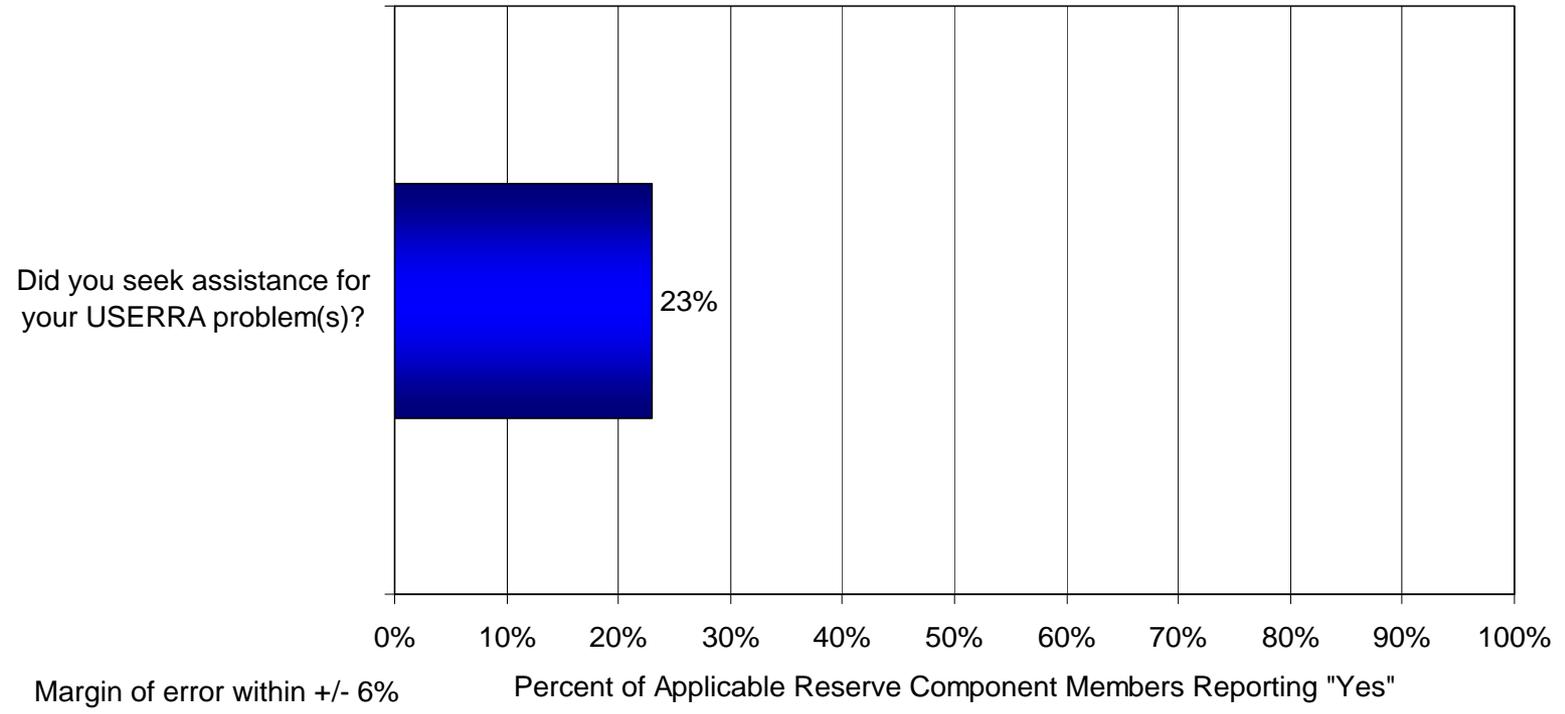


Margins of error within +/- 3%

Reemployment

Sought Assistance for USERRA Problem(s)

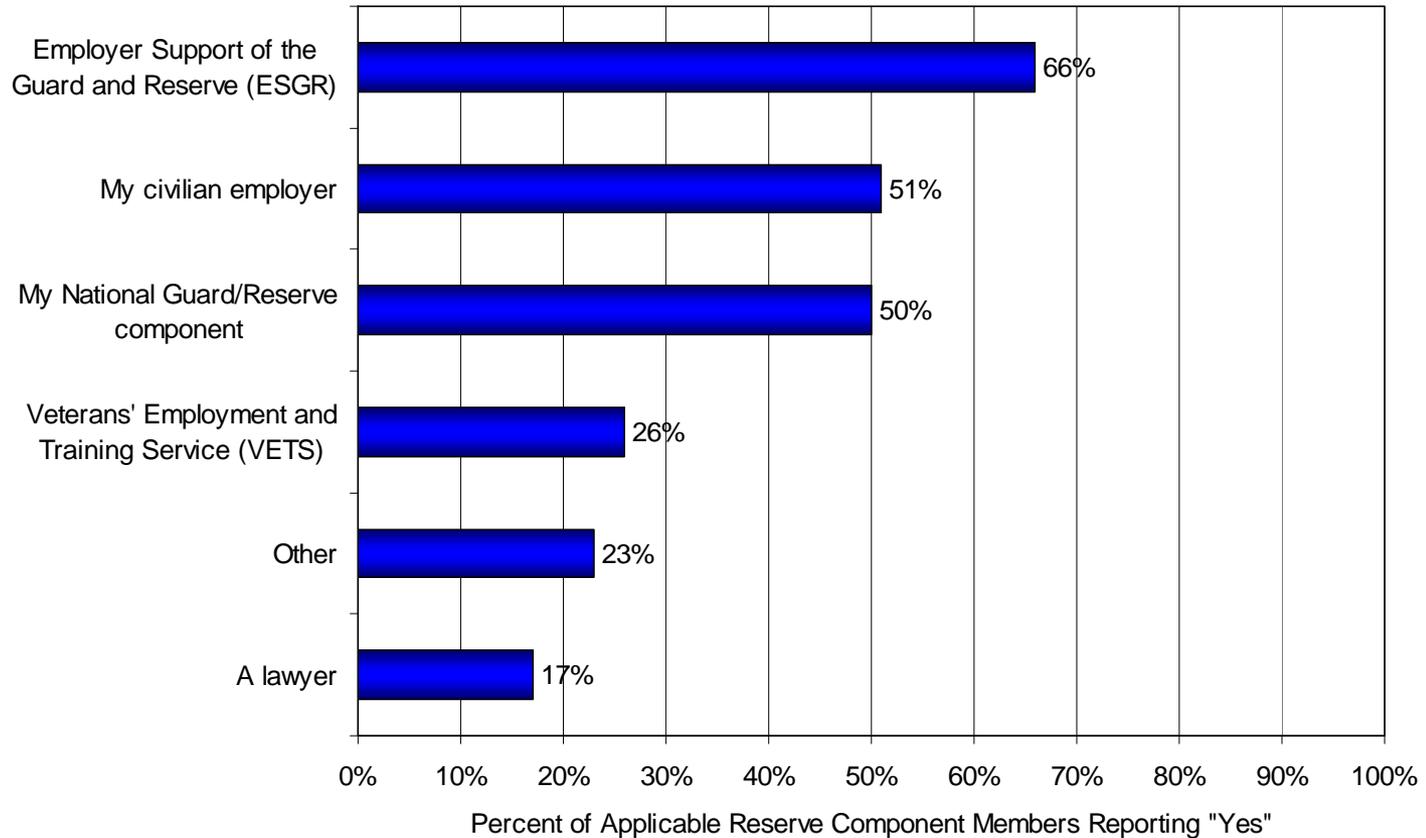
Demobilized (Past 24 Months) Reserve Component Members Who Worked for an Employer Prior to Activation and Experienced Problems



Reemployment

Sources Used for Information/Assistance With USERRA Problems

Demobilized (Past 24 Months) Reserve Component Members Who Worked for an Employer Prior to Activation, Experienced Problems, and Sought Assistance

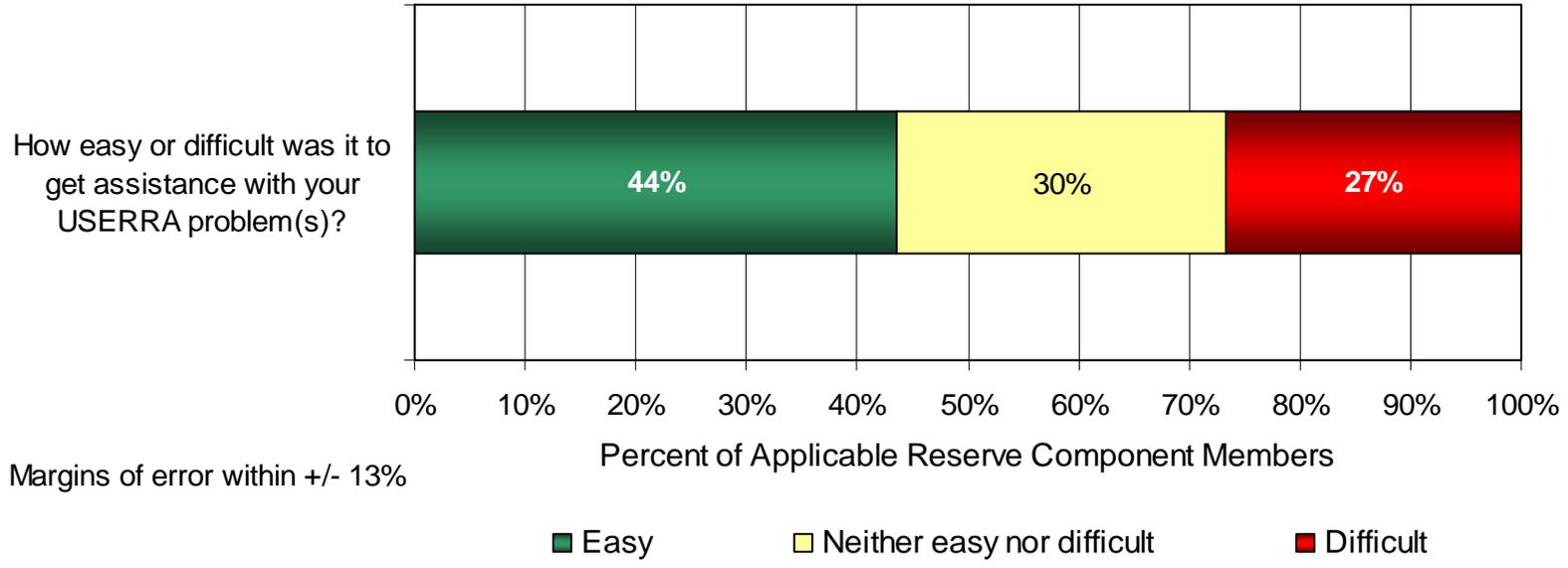


Margins of error within +/- 13%

Reemployment

Assistance With USERRA Problem(s)

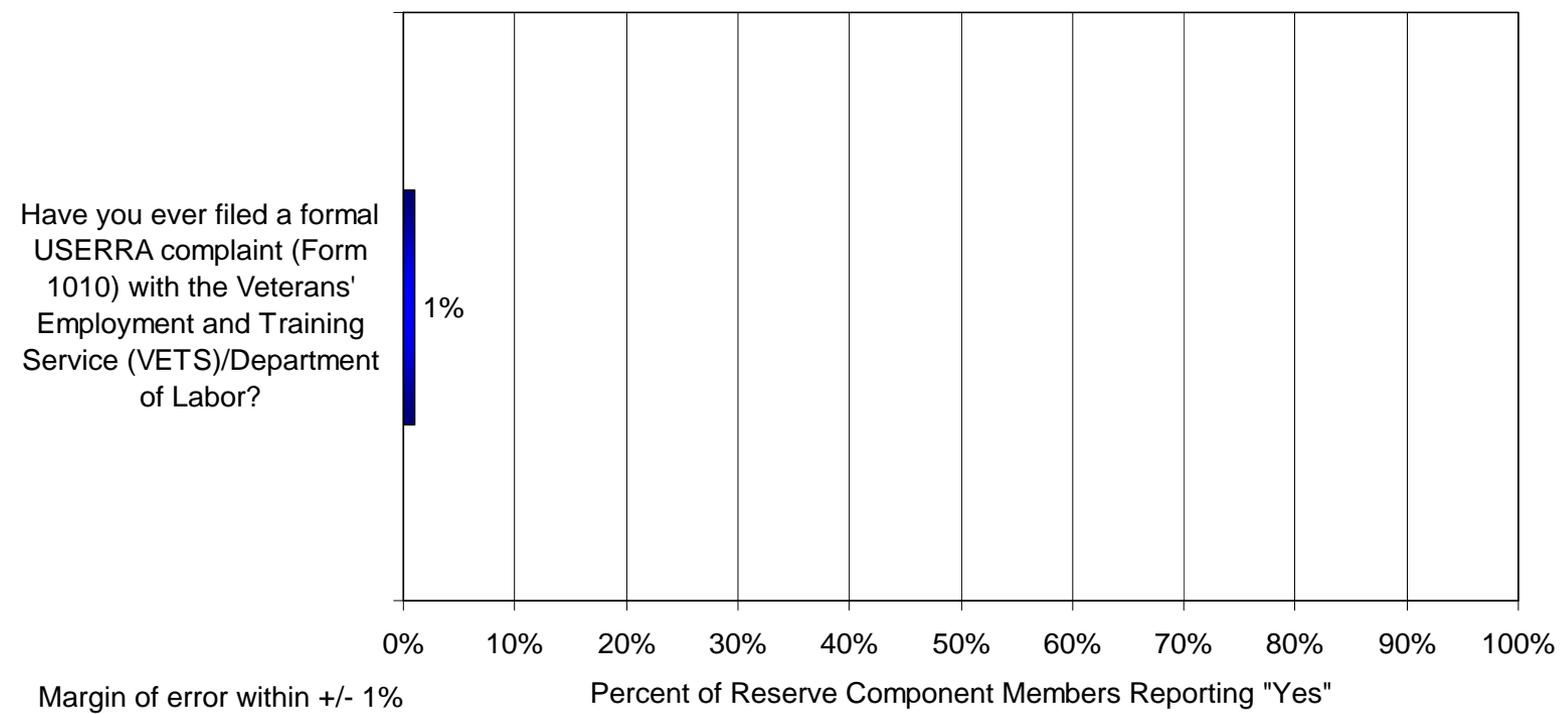
Demobilized (Past 24 Months) Reserve Component Members Who Worked for an Employer Prior to Activation, Experienced Problems, and Sought Assistance



Reemployment

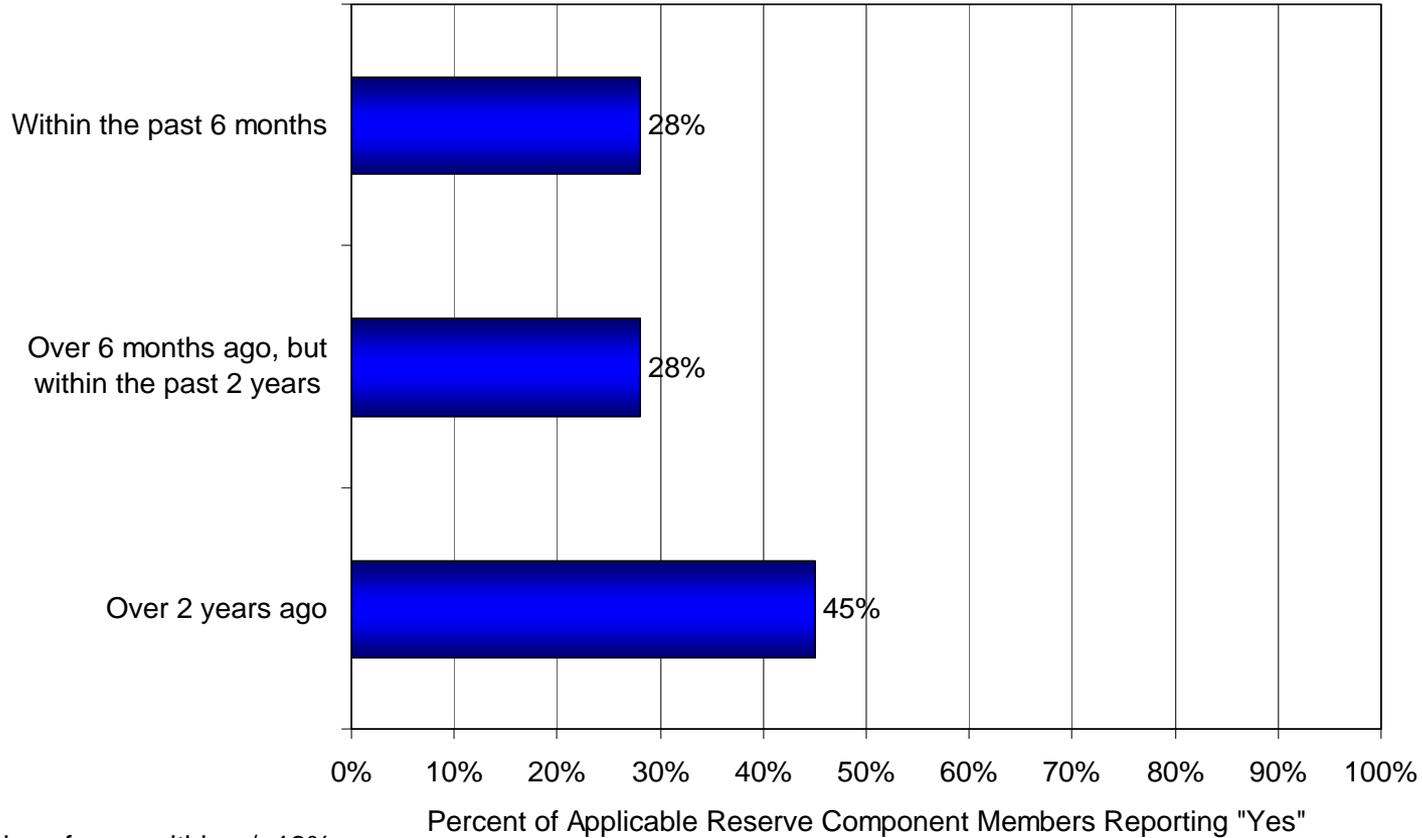
Filed Formal USERRA Complaint

All Reserve Component Members



Reemployment

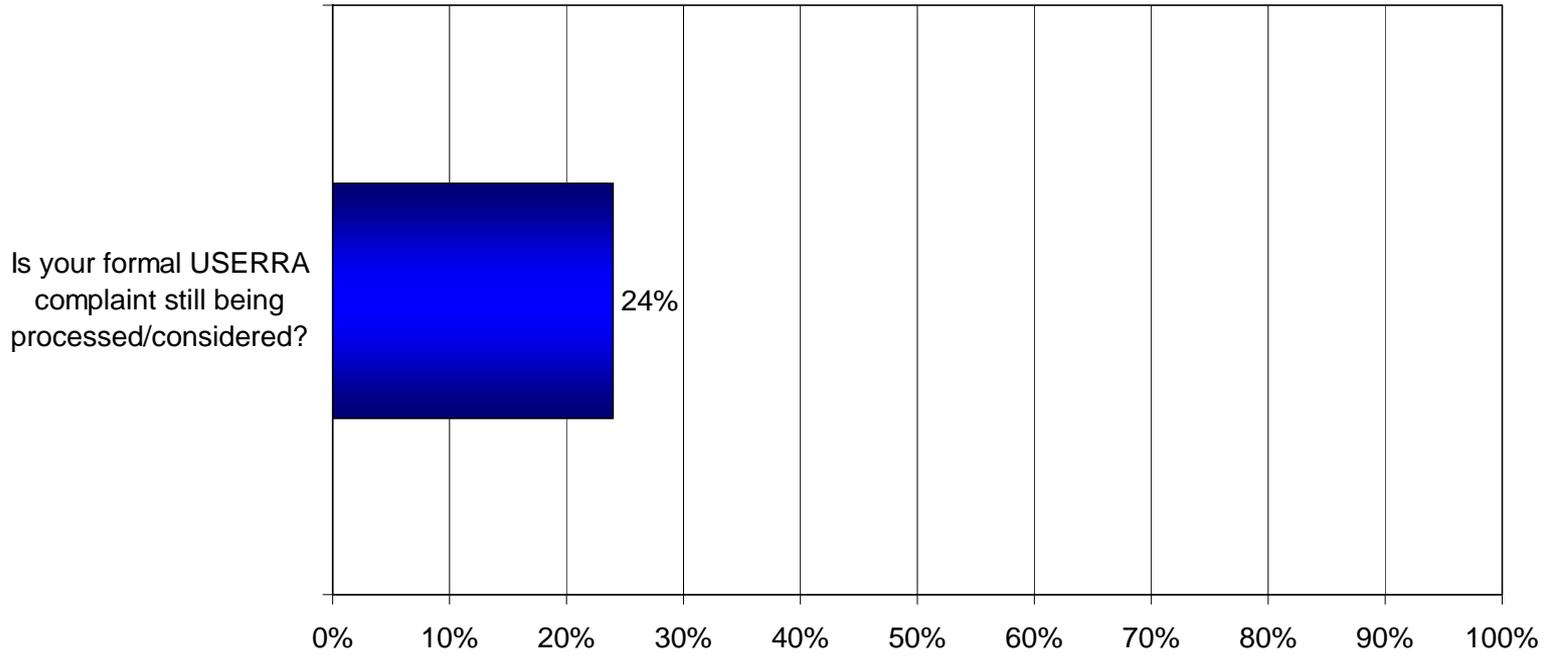
Time Since Filing Formal USERRA Complaint Reserve Component Members Who Filed Formal USERRA Complaint



Reemployment

Status of Formal USERRA Complaint

Reserve Component Members Who Filed Formal USERRA Complaint

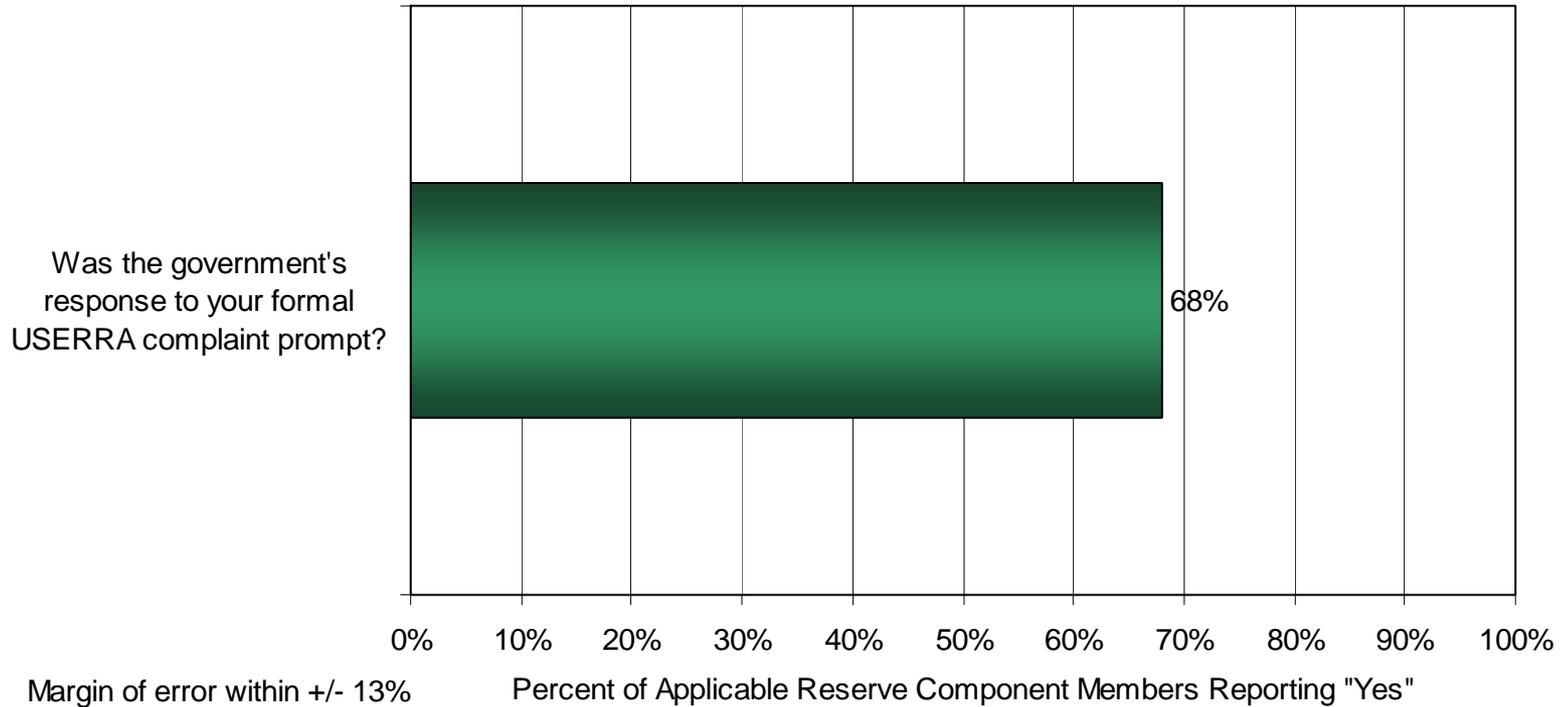


Margin of error within +/- 12%

Percent of Applicable Reserve Component Members Reporting "Yes"

Reemployment

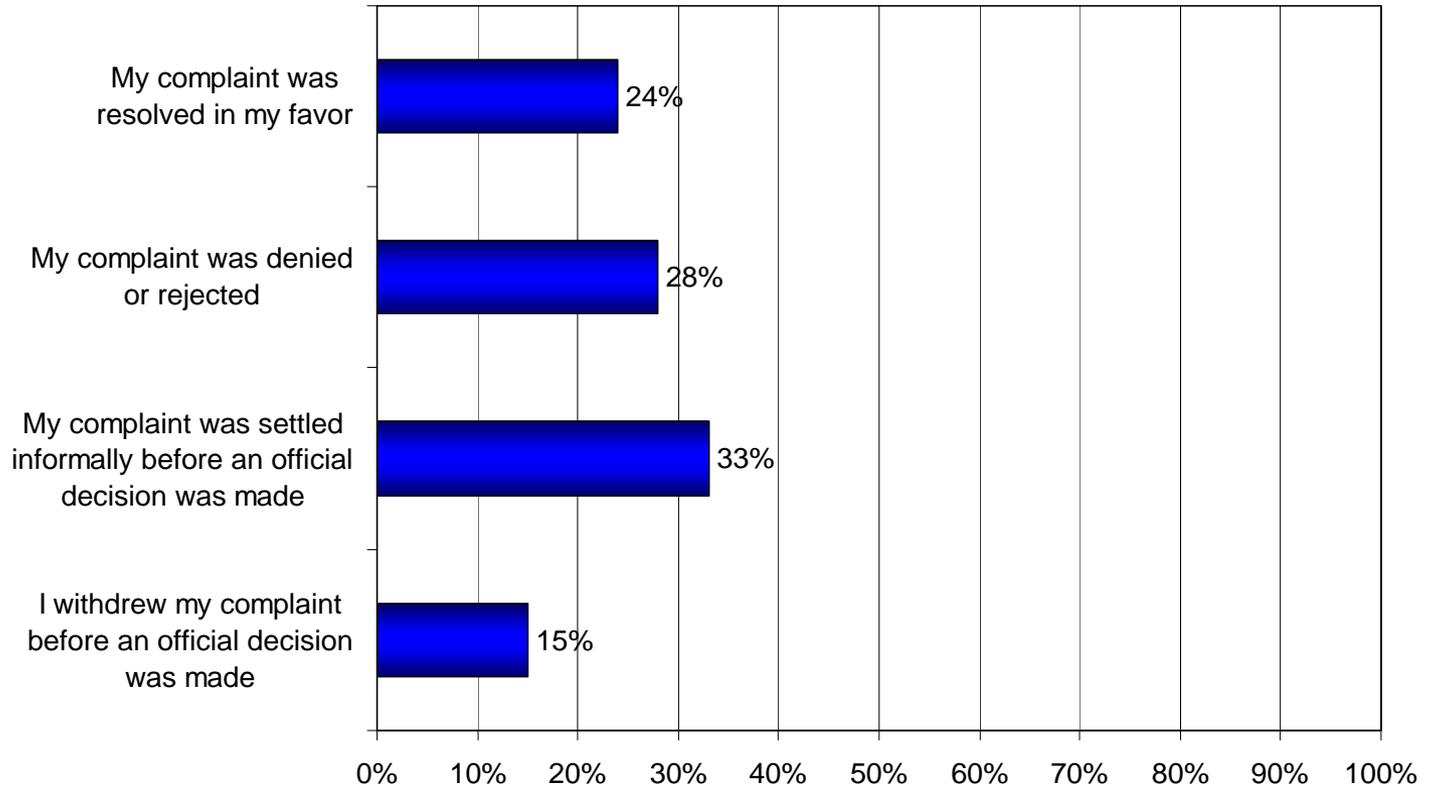
Promptness of Government's Response to Formal USERRA Complaint Reserve Component Members Whose USERRA Complaint Was Already Processed



Reemployment

Outcome of Formal USERRA Complaint

Reserve Component Members Whose USERRA Complaint Was Already Processed

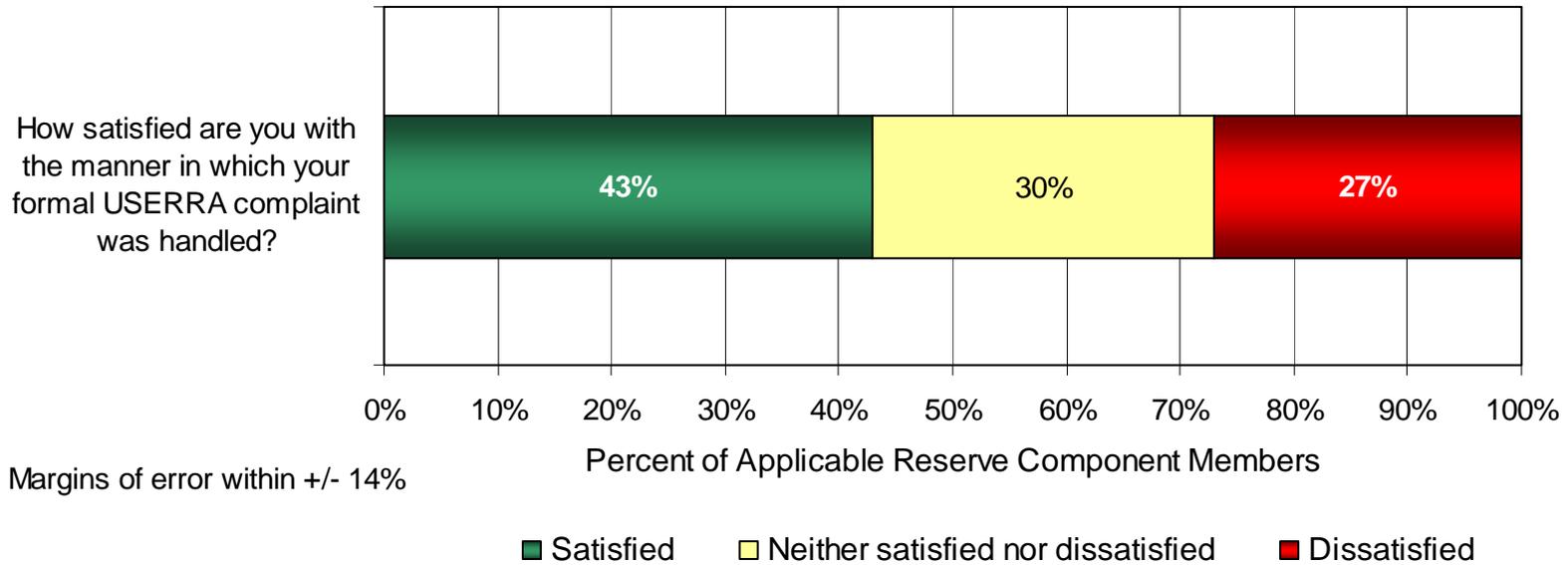


Margins of error within +/- 14%

Reemployment

Satisfaction With Handling of Formal USERRA Complaint

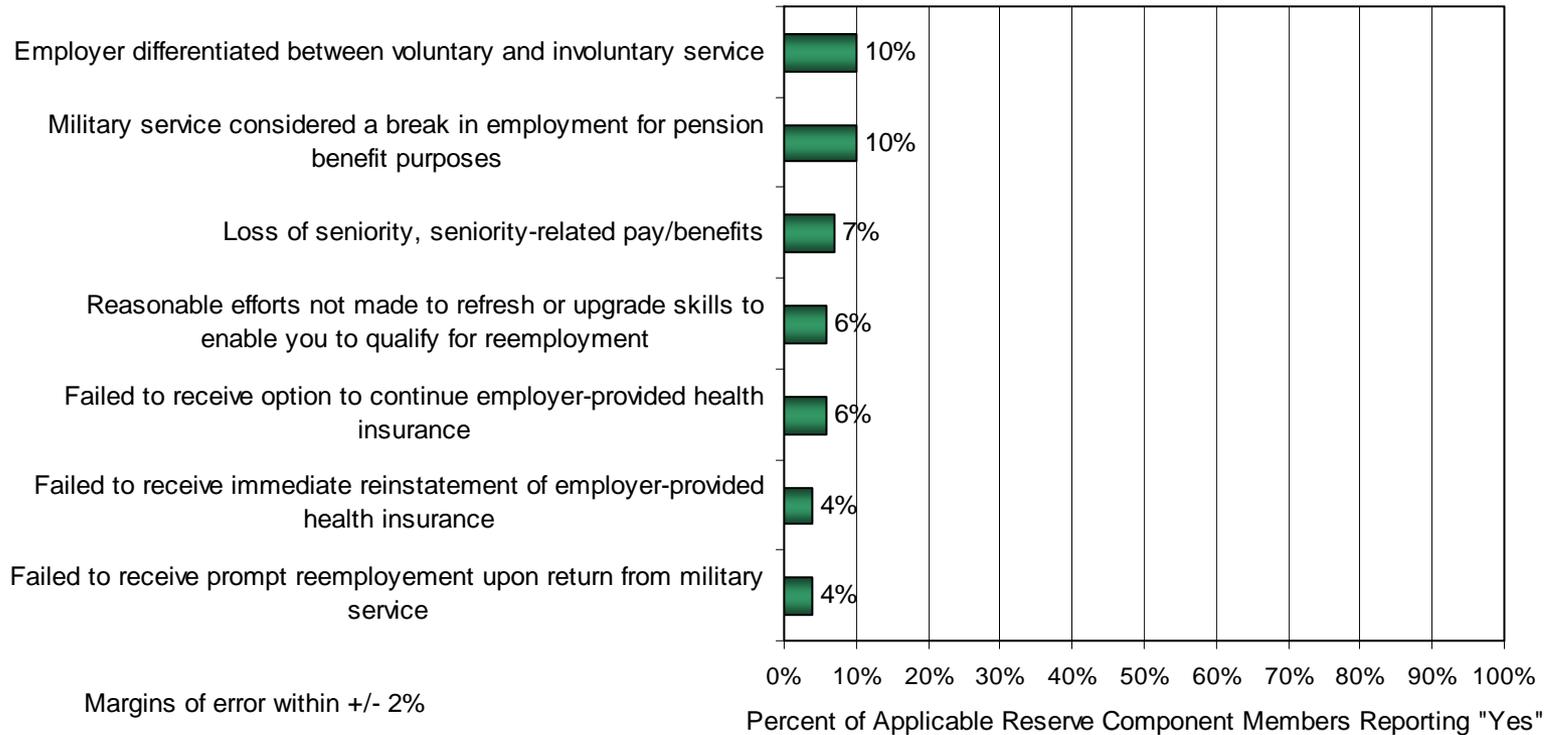
Reserve Component Members Whose USERRA Complaint Was Already Processed



September 2003 Status of Forces Survey of Reserve Component Members

Employer Support

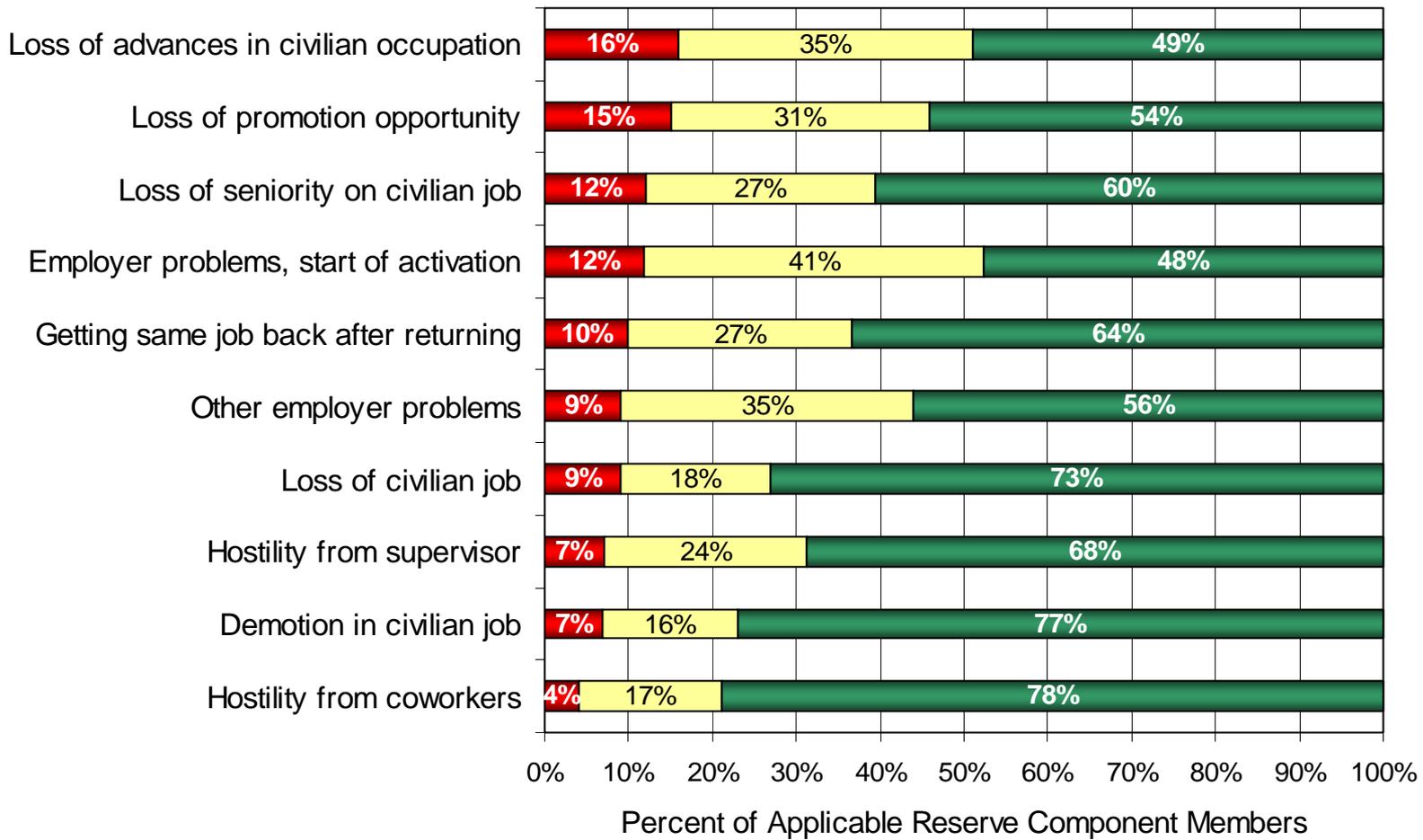
Employer Support Problems Experienced in Past 24 Months Activated Reserve Component Members Working for an Employer



May 2003 Status of Forces Survey of Reserve Component Members

Activation Problems

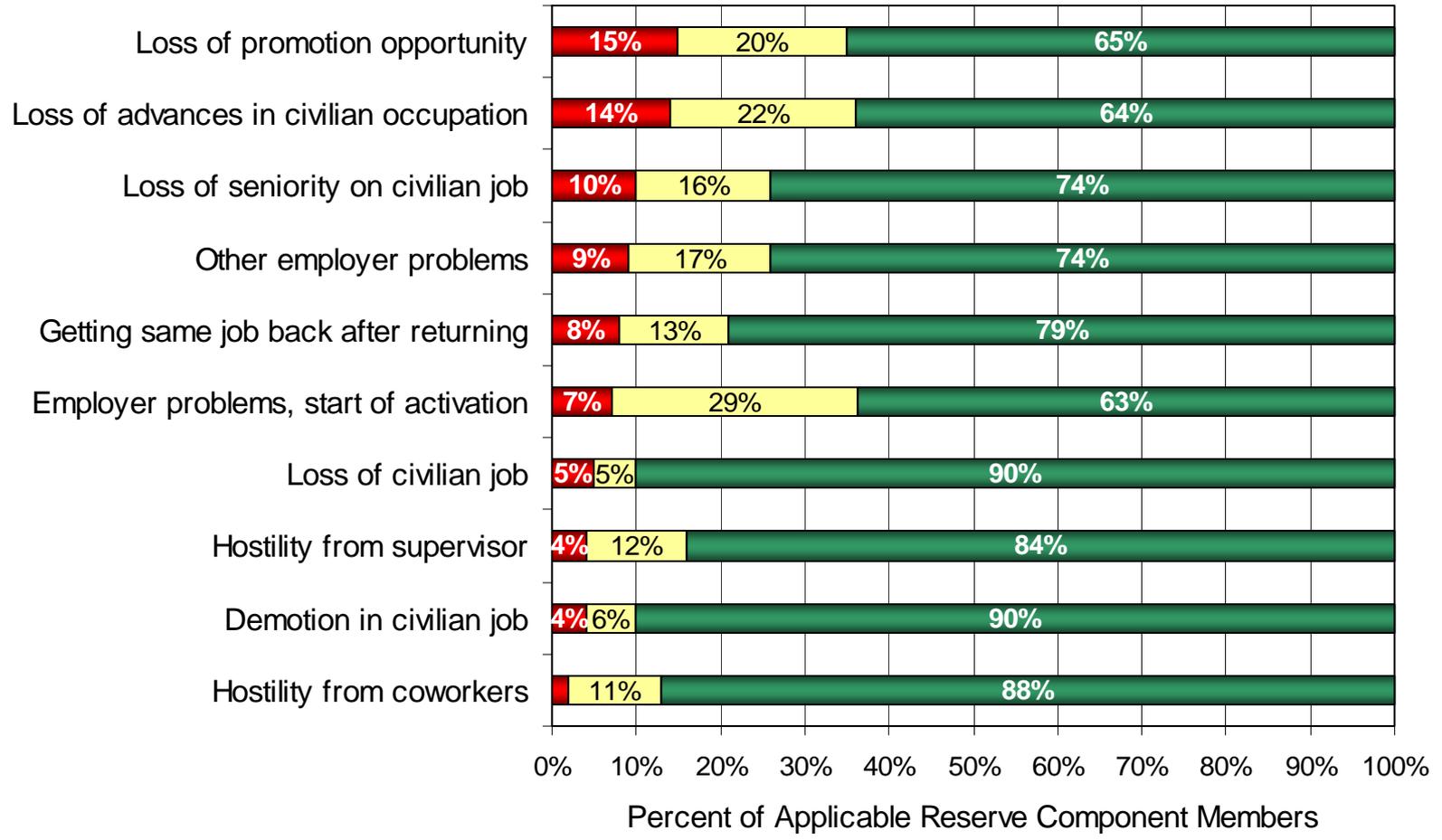
Perceived Problems if Activated/Deployed for 3 Months Not Activated Reserve Component Members Working for an Employer



Margins of error within +/- 3% ■ Serious problem ■ Slight/Somewhat of a problem ■ Not a problem

Activation Problems

Problems Experienced During Most Recent Activation Activated Reserve Component Members Working for an Employer



Margins of error within +/- 3%

■ Serious problem ■ Slight/Somewhat of a problem ■ Not a problem