



Top Ten Recommendations to Support Women Veterans

For Employers/ Service Organizations:

1. Develop collaboration between social and business organizations that supports government efforts to educate women veterans about veteran benefits and services.
2. Proactively work with potential employers to increase their understanding and appreciation for what women veterans have to offer, and how to take advantage of their valuable skill sets and leadership abilities.
3. Urge employers to create women- and veteran-friendly workplaces and to ensure that the structure and workplace culture supports this assertion.
4. Encourage women service members to begin their transition before they separate from the military including accessing the Transition Assistance Program.
5. Encourage and expand upon the leadership abilities of women veterans by integrating them into existing leadership training within employers and through organizations.
6. Stress the importance of networking and mentoring; strongly encourage them to join veterans' service organizations and professional organizations.

For Researchers:

7. Create public/private partnerships to conduct research on the career transition, adjustment experiences and needs of all veterans.
8. Collect and publish success stories and lessons learned on how to successfully support transitioning veterans.

For Decision Makers:

9. Extend the time frame during which transition support is offered to women veterans to enable successful re-integration with families and civilian life.
10. Understand that many workplace challenges experiences by women veterans are shared by all workingwomen including balancing work and care giving roles, convincing employers of the value of their skills and shouldering a substantial share of the financial responsibility for their families.

To access Women Veterans in Transition research, go to www.bpwfoundation.org



Women Veterans in Transition Research: An Overview

On October 19, 2007, BPW Foundation disseminated its initial findings from its *Women Veterans in Transition* research project. Respondents to BPW Foundation's 2007 survey of women veterans stated that when they left the military they sought workplaces that offered fair compensation, opportunities for advancement, training and professional development opportunities, family leave options, health/dental insurance, flexible work schedules, retirement plans and paid vacations. To download the full report, visit www.bpwfoundation.org.

More than 2,150 women veterans accessed the survey; 1,629 completed it and 50 percent of those opted in to participate in continued research.

Initial results from the pilot study of women veterans' career transition experiences indicate that the transition from the military into the civilian workforce is a multi-dimensional process that lasts over an extended period including after a civilian job has been secured. As women veterans enter the civilian workforce, their workplace requirements mirror that of other workingwomen and they experience many of the same challenges.

Based on both the results of its own survey of women veterans and conversations with other organizations that support women veterans, BPW Foundation offers practical recommendations to provide greater support to women veterans on Veterans Day and beyond. Upcoming research from this project includes focus groups, fact sheets and programming content.

This survey was completed with the generous support of the Harley-Davidson Foundation, Inc. and Disabled American Veterans Charitable Service Trust.

Demographics of respondents

- Represent all branches of the military (Army (46 percent), Navy (24 percent), Air Force (22 percent), Marine Corps (10 percent));
- 75 percent are between the ages of 30-40;
- Racial breakdown: White/Non-Hispanic (50 percent), Black/NH (30 percent), Hispanic (10 percent);
- Average time of service is 12 years;
- 86 percent are enlisted (1,398) and 14 percent officers (220);
- Average age of military separation is 33 years;
- Average time out of service is seven years;
- Almost 50 percent reported having a disability;
- 80 percent had some college at time of separation which increased to 90 percent at time of survey