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Veterans of the Reserve Force: Life After Service Studies 2013



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Veterans of the Reserve Force: Life After Service Studies 2013

Executive Summary

The Life After Service Studies (LASS) program of research is designed to further understand the transition from military to civilian life and ultimately improve the health of Veterans in Canada. LASS partners are Veterans Affairs Canada (VAC), the Department of National Defence/Canadian Armed Forces, and Statistics Canada. LASS 2013 builds on the earlier studies from 2010 by including Veterans of the Primary Reserves in two major studies: the survey of health and well-being, and the record linkage for pre- and post-release income trends.

Veterans of the Reserve Force had a spectrum of military service. This report examined the spectrum by describing five groups of Reserve Veterans released between 2003 and 2012. Some of these groups had similar characteristics, so that Reserve service can be described using two groups:

- Veterans with part-time Reserve service
(Class A service only; release at entry rank; or with periods of Class B service totalling less than 3.5 years);
- Veterans with full-time Reserve service
(periods of Class C service; or with more than 3.5 years of Class B service).

About 85% of Reserve Veterans had part-time service, predominantly in Class A. These Veterans released on average at age 25, and 10% had a difficult adjustment to civilian life. Veterans with part-time Reserve service had similar characteristics compared to the general Canadian population.

About 15% of Reserve Veterans had full-time service, predominantly in Class C. These Veterans released on average at age 37, and 27% had a difficult adjustment to civilian life. Veterans with full-time Reserve service had higher rates of chronic conditions compared to the general Canadian population, but lower rates than Regular Force Veterans.

Overall, the majority of Reserve Veterans had a post-secondary education. On average, Reserve Veterans had higher incomes than the general Canadian population. Reserve Veterans resided in communities across all provinces and territories in Canada. Over 90% of Reserve Veterans were satisfied with life.

Sommaire

Le programme de recherche Études sur la vie après le service militaire (EVASM) vise à nous aider à mieux comprendre la transition de la vie militaire à la vie civile et en bout de ligne à améliorer la santé des vétérans au Canada. Les partenaires du programme des EVASM sont Anciens Combattants Canada (ACC), le ministère de la Défense nationale/les Forces armées canadiennes et Statistique Canada. Les EVASM de 2013 élargissent les études antérieures réalisées en 2010 en incluant les vétérans de la Première réserve dans deux études importantes : l'enquête sur la santé et le bien-être et le couplage de données sur les tendances en matière de revenu avant et après la libération.

Le service militaire des vétérans de la Force de réserve était varié. Le rapport a examiné cette variété en décrivant cinq groupes de vétérans de la Force de réserve libérés entre 2003 et 2012. Certains de ces groupes possédaient des caractéristiques similaires, de sorte que le service de réserve peut être décrit en fonction de deux groupes :

- Vétérans ayant été réservistes à temps partiel (service de classe A seulement; libération au grade d'entrée; ou avec des périodes de service de classe B ne dépassant pas 3 à 5 ans en tout);
- Vétérans ayant été réservistes à temps plein (périodes de service de classe C; ou avec plus de 3 à 5 ans de service de classe B).

Environ 85 % des vétérans de la Force de réserve avaient servi à temps partiel, principalement dans la classe A. Ces vétérans avaient été libérés en moyenne à l'âge de 25 ans, et 10 % avaient eu de la difficulté à s'adapter à la vie civile. Les vétérans ayant été réservistes à temps partiel avaient des caractéristiques similaires à celles de la population canadienne en général.

Environ 15 % des vétérans de la Force de réserve avaient servi à temps plein, principalement dans la classe C, et leur âge moyen à la libération était de 37 ans. Plus d'un quart d'entre eux (27 %) avaient eu de la difficulté à s'adapter à la vie civile. Les vétérans qui avaient été réservistes à temps plein avaient des taux plus élevés de problèmes de santé chroniques comparativement à la population canadienne en général, mais ces taux étaient inférieurs à ceux des vétérans de la Force régulière.

Dans l'ensemble, la majorité des vétérans de la Force de réserve avaient fait des études postsecondaires. En moyenne, les revenus des vétérans de la Force de réserve étaient plus élevés que ceux de la population canadienne en général et les vétérans habitaient dans toutes les provinces et les territoires canadiens. Plus de 90 % des vétérans de la Force de réserve étaient satisfaits de la vie.

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1. Introduction

The Life After Service Studies (LASS) program of research is designed to enhance our understanding of the transition from military to civilian life and ultimately improve support and services to Canadian Veterans (VanTil 2011). LASS partners are Veterans Affairs Canada (VAC), the Department of National Defence (DND)/Canadian Armed Forces (CAF), and Statistics Canada.

LASS studies the well-being of former CAF personnel who released from service since 1998. Findings from LASS 2010 are described in more than 20 publications (VanTil 2014).

LASS 2013 builds on the earlier work of LASS 2010 with the second cycle of studies: 1) income study using data linkage to Statistics Canada's annual income file; and 2) survey data collected during March 2013. In this cycle, the study populations expanded to include former CAF personnel, both Regular Force and Primary Reserve Force Veterans. Reserve support to operations such as Afghanistan underscored the importance of including Reserve Force Veterans in LASS 2013.

Study protocol was approved by the Statistics Canada's Policy Committee, the organization's most senior committee that reviews projects to ensure adherence to professional statistical standards, and that the project is in the best interests of Canadians. Statistics Canada also provided respected independent methodological expertise.

This technical report describes in detail the findings from LASS 2013 for Veterans of the Reserve Force.

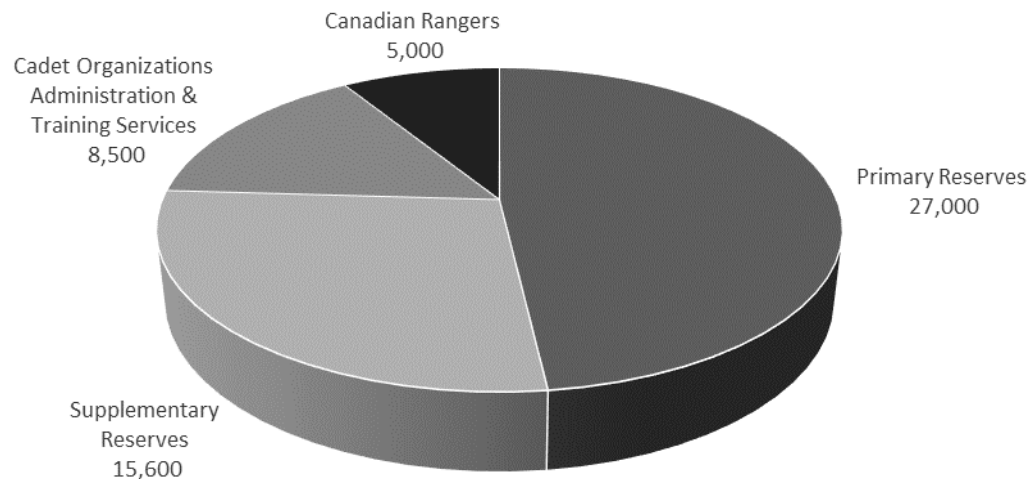
2. Reserve Force in Canada

The Reserve Force is comprised of professional members of the Canadian Armed Forces (CAF) whose service is voluntary and are not required to go on a deployment. The Reserve Force has three key roles:

- serve as an operational resource;
- provide a link between Canadian communities and CAF; and
- demonstrate citizenship, leadership and commitment to our country.

The Reserve Force has four sub-components as outlined in Figure 1.

Figure 1. CAF Reserve Force, Serving in 2013¹



The largest of these components, the Primary Reserve Force, is the focus of this report. The Primary Reserve Force augments, sustains and supports deployed forces in international operations. In domestic operations they conduct coastal operations, air operations, and provide the personnel for Territorial Battalions.

The six elements of the Primary Reserve are:

1. Army Reserve
2. Naval Reserve
3. Air Reserve
4. Canadian Special Operations Forces Command Reserve
5. Health Services Reserve
6. Judge Advocate General Reserve

¹ Chief of Reserves and Cadets, March 2013; rank distribution of sub-components described in *Appendix C*.

Primary Reserve elements are located across Canada including 24 Naval Reserve units, 131 Army Reserve units, 10 Army Brigade groups, 10 Territorial Battalion groups, 4 Arctic Response companies, Air Reserve units integrated into the Royal Canadian Air Force structure, Special Operations Forces members integrated into the Regular Force, 14 Reserve Field Ambulance units, and 60 Legal Reserve officers assigned to Regional JAG structure.¹

There are three classes of service within the Primary Reserve²:

- **Class A** Reserve Service is part-time duty in Canada when not in Class B or Class C Reserve Service. In practice, members serve for at least four evenings and one weekend each month.
- **Class B** Reserve Service is full-time service in Canada of a temporary nature. In practice, most Reservists spend some time in Class B while on the annual training requirement (at least 2 weeks).
- **Class C** Reserve Service is full-time service in a Regular Force position. In practice since 2002, Class C service was used primarily for those deployed on named operations, domestically or internationally.

Movement across these classes is common. While in service, most Primary Reserves are in Class A service, as demonstrated by the current distribution among Class (Table 1).

Table 1. Primary Reserve Force, Serving in 2014

Class	Frequency Count	Percentage
Class A	28,275	88%
Class B	3,488	11%
Class C	410	1%
unknown	102	
Total	32,275	100%

Source: DHRIM 31 March 2014

¹ www.forces.gc.ca/en/about-reports-pubs-report-plan-priorities/2013-other-reserve-force.page

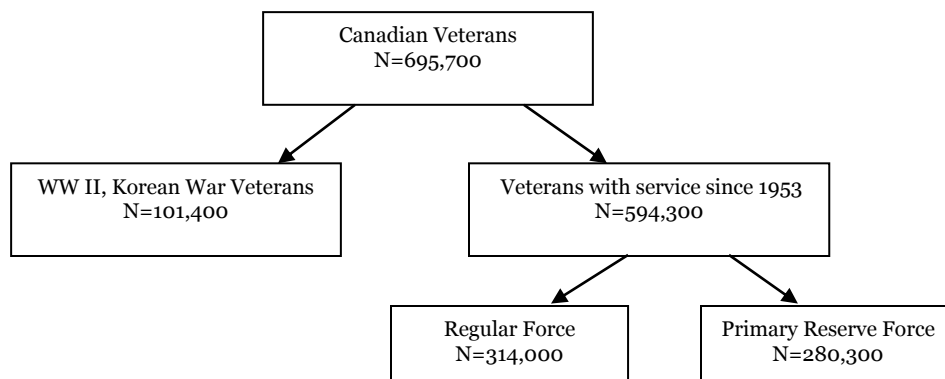
² Queen's Regulations and Orders for the Canadian Forces (QR&Os)
www.forces.gc.ca/en/about-policies-standards-queens-regulations-orders-vol-01/toc-09.page

3. Veteran Population in Canada

3.1 Veterans in Canada

Veterans in Canada are former officers or non-commissioned members of the Canadian Armed Forces (Regular or Reserve)¹. As of March 2013, there were about 700,000 Veterans living among the general population in Canada, including those with service in the Second World War (1939-45) or the Korean War (1950-53), and those who served since 1953 (see Figure 3). Of the Canadian Veterans who served since the Korean War, about half had Regular Force service, and half had service in the Primary Reserve Force (MacLean 2013).

Figure 2. Canadian Veteran Population² (March 2013)



Canadian Veterans with service in either the Regular Force or Primary Reserve Force may apply to Veterans Affairs Canada (VAC) for benefits. Eligibility is governed by 16 Acts and their regulations³ and generally requires the presence of a health condition related to service. As of March 2013, about 66,500² (11%) of the post-Korean War Veterans were in receipt of VAC benefits - almost all of whom were in receipt of a disability benefit.

¹ Canadian Forces Members and Veterans Re-establishment and Compensation Act, SC 2005, c21, s2(1).

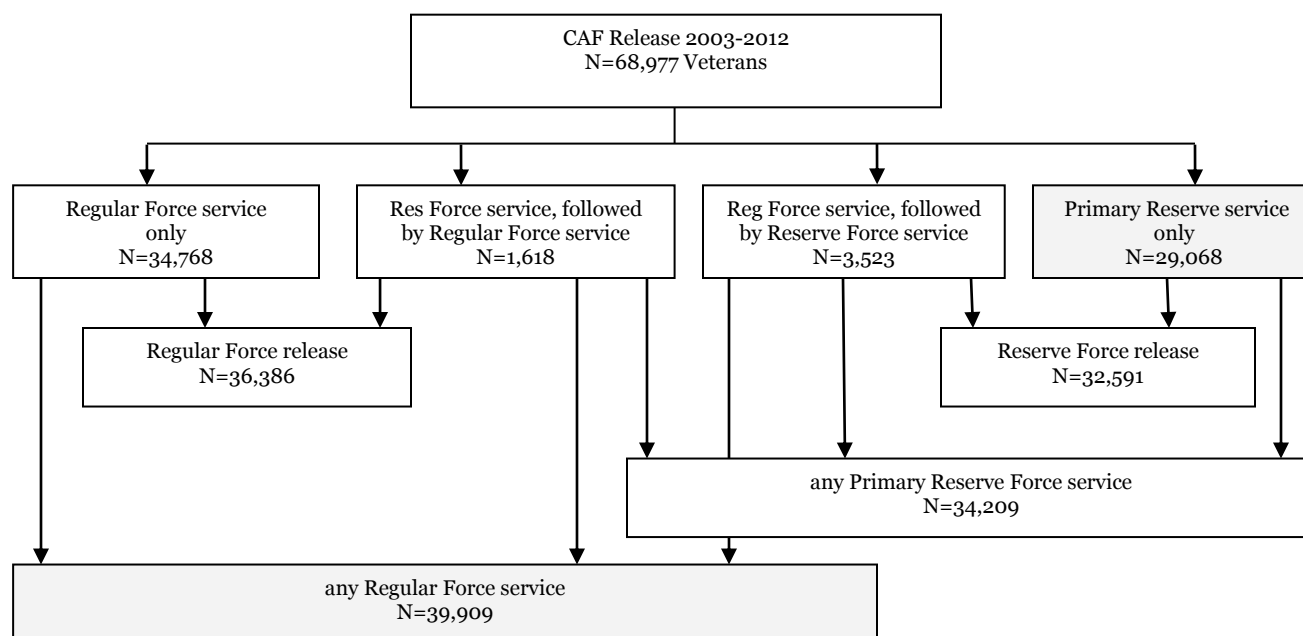
² VAC Statistics Directorate, March 2013; excludes still-serving; methods for estimates in MacLean 2008.

³ www.veterans.gc.ca/eng/departement/Legislation/actsVAC

3.2 Primary Reserve Veterans

From 2003-2012, almost 70,000 persons released from the Canadian Armed Forces. Released numbers were similar for both the Primary Reserve Force and the Regular Force (Figure 3), with 7.5% having service in both Forces.

Figure 3. CAF Releases by Component (2003-2012)



After release from the Primary Reserve Force, class of service was determined for their entire career (details in *Appendix A*). This distribution among class is described in Table 2 which varies from the single point-in-time distribution while in service depicted in Table 1. The mobility between classes creates increased exposure to full-time periods of Class B and C service during their military careers.

Table 2. Primary Reserve Force, Released 2003 to 2012

Class	Frequency Count	Percentage
Class A only	8,901	31%
Class B periods (& Class A)	16,698	57%
Class C periods (& Class A & B)	3,469	12%
Total	29,068	100%

Source: LASS 2013

4. Methods

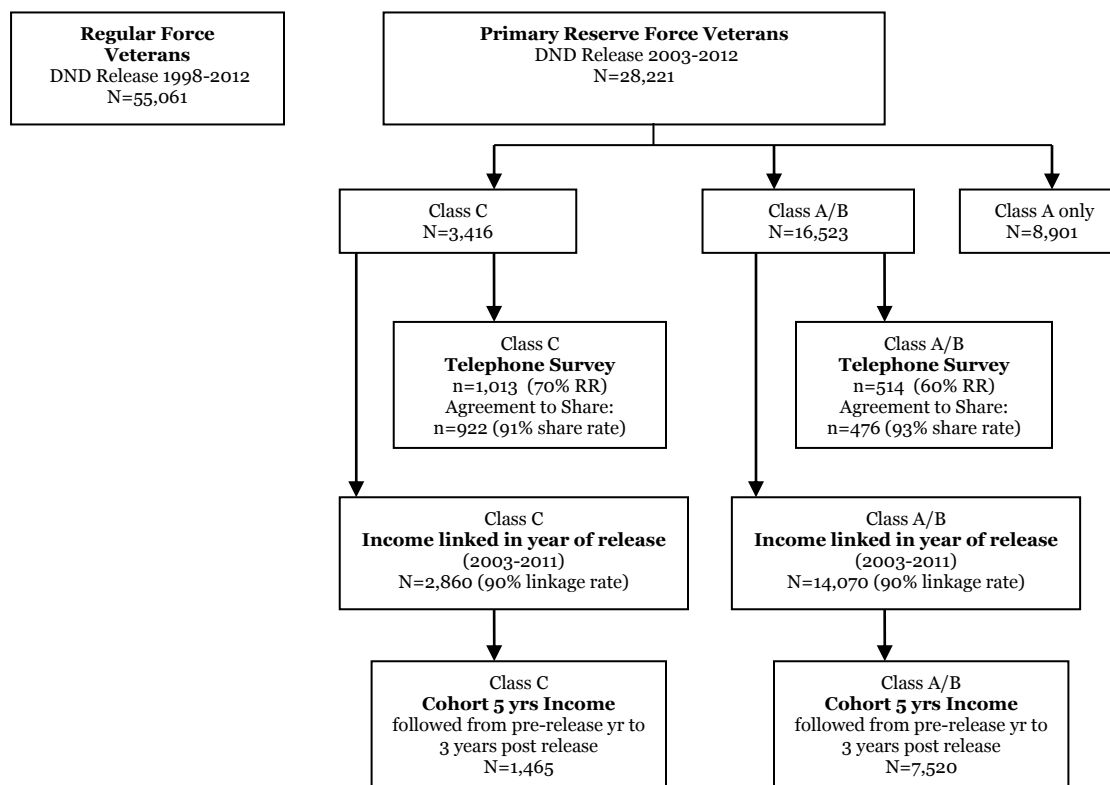
4.1 LASS 2013

LASS 2013 studied those with service in the Canadian military since 1998. The methods are described in detail (VanTil 2014b). This report uses three major sources of LASS 2013 data:

- **Population listing of 83,282 released personnel** (Figure 4)
Military service characteristics were defined using DND's administrative data (HRMS). Regular Force Veterans surveyed in LASS 2013 released between 1998 and 2012 and may have also had periods of Reserve Force service. Primary Reserve Force Veterans (with no Regular Force service) in LASS 2013 released between January 1, 2003 and August 31, 2012. Reserve Force Veterans were stratified into three groups: Class C; Class A/B; and Class A only (see Figure 4 for definitions).
- **LASS 2013 income study** (data linkage with tax files)
The Veteran population listing was linked with tax file data on before-tax income from taxable sources, 92% linkage rate. Tables were generated to compare pre- and post-release income, low income rates, receipt of employment insurance and social income supports (Social Assistance or Guaranteed Income Supplement). Results are available in a technical report (MacLean 2014).
- **LASS 2013 population health survey** (telephone survey)
This computer-assisted telephone survey of 4,149 Veterans (70% response rate) included questions on health status, chronic conditions, disability, labour force status, social support and health care utilization, as well as some military-specific questions. Results are available in a technical report (Thompson 2014).

The initial technical reports (MacLean 2014, Thompson 2014) provide results for Veterans of the Regular Force, Veterans with Class C Reserve Service, and Veterans with Class A/B Reserve Service. This report provides details for Veterans of the Reserve Force.

Figure 4. Life After Service Study Population, January 2013



Note for terminology used in Figure 1:

- **Class C:** Deployed domestically or internationally on a period of full-time Class C service in the Reserve Force between 2003 and 2012; also had periods of Class A and Class B service, no Regular Force service.
- **Class A/B:** any combination of periods of Class B (temporary full-time) service between 2003 and 2012 and Class A service; no periods of Class C or Regular Force service.
- **Class A only:** part-time service in Class A; no periods Class B or C service between 2003 and 2012; no Regular Force service. Limited information is available on this group since they were not part of the survey or the income linkage.
- Regular Force Veterans were released from the Canadian Armed Forces between 1998 and 2012; they may also have had periods of Reserve service.

4.2 Reserve Force Veterans

Five Primary Reserve groups with discriminating military characteristics were used in this report (Table 3). Reserve Force Veterans with Class A/B service (VanTil 2014b) were examined using the years of B service accumulated over their military career (see *Appendix A*). This resulted in several distinct A/B groups that were incorporated in the 5 groups described in Table 3.

Table 3. Reserve Force Veteran Groups

Reserve Veteran Group	Service
Reserve, A service	Only Class A service, no periods of Class B or C service
Reserve, release at entry rank	Released as Pte(R), OCdt, 2Lt ¹ ; Class A service with periods of Class B service
Reserve, less than 3.5 years of B service	Class A service with periods of Class B service that accumulated to less than 3.5 years, no periods of Class C service; released at post-entry officer or NCM ranks
Reserve, full time	Periods of Class C service, or more than 3.5 years of B service ² ; released at post-entry officer or NCM ranks
Reserve & Regular Force	Periods of Class B or C service before or after a period of Regular Force service; released at post-entry officer or NCM ranks

Reserve units were incorporated in the electronic databases over time and were consistently included since 2003 (Perrie 2011). This report uses the LASS data for Reserve Force Veterans released from **1 Jan 2003 to 31 August 2012**.

4.3 Confirmation of Reserve Force Service

Two different sources of information were used to determine service in the Reserve Force (Van Til 2014b): Human Resources Management System Class assignment file (HRMS), and Revised Pay System for Reserves (RPSR).

Of the 33,695 Veterans with HRMS indication of Reserve service, there was a 93% linkage rate with RPSR (Van Til 2014b). Of the 27,051 Veterans with no HRMS indication of Reserve service, only 3% had some pay in RPSR.

¹ Army & Air Force rank titles, also includes Navy equivalents; see definition of Entry Rank in Section 6.2

² B service ≥ 3.5 yr are 15% of "Reserve full-time" and have similar characteristics as Class C (see *Appendix A*).

The two sources are compared in Table 4, with the Reserve groups defined by HRMS, and the amount of pay for Reserve service accumulated over the period 2003 to 2012 defined by RPSR. The amount of Reserve pay is lowest for Veterans with A service, and highest for Reserve full time. This confirms that HRMS appropriately described the Reserve groups.

Table 4. Reserve Pay by Reserve Groups

Reserve Pay (Accumulated 2003 to 2012)	Reserve, A service	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, full time	Reserve & Reg F
Count released 2003 to 2012	8,901	5,596	10,503	4,067	4,628
<\$1000	37%	4%	1%	0%	21%
\$1000 to \$9,999	56%	64%	23%	3%	14%
≥\$10,000	6%	32%	76%	97%	65%

4.4 Analysis

Findings in this report describe their adjustment status 5.5 years after release (average time from Reserve Force release to LASS 2013). Their characteristics are organized by the following adjustment outcomes (Stretch 1995):

- income
- occupation, employment
- community, family, social support
- health, disability
- mental health, distress

These characteristics are described in following chapters, by the 5 Reserve Force groups of Veterans. Overall adjustment was summarized using the general self-defined measure of Adjustment to Civilian Life¹, adapted from a study of retired US Navy officers (Spiegel 2003). Review of the literature found that successful post-military adjustment involves multiple dimensions, including employment, income, health, social support, and stress (MacLean 2014b). Analysis of this measure using LASS 2010 found that statistically significant differences in prevalence of difficult adjustment were found across indicators of health, disability, and determinants of health. Of the characteristics available at the time of release, difficult adjustment was associated with mid-career release (2 to 9 years of service; medical or involuntary release), but not with sex, marital status, or number of deployments (MacLean 2014b). Difficult adjustment was also associated with mental health problems (Thompson 2016).

¹ In general, how has the adjustment to civilian life been since you were released from the Canadian Forces?
(answer options: very difficult, moderately difficult, neither, moderately easy, very easy)

Some comparisons are made with Regular Force Veterans, released 2003 to 2012. The release period was restricted from the full period available in LASS 2013, to match the release period used for the Reserve Force. These comparisons are found in Chapter 14.

Some comparisons are made with the general Canadian population, using the Canadian Community Health Survey 2011-12. Canadian population prevalences were age-sex standardized to Veteran groups' age-sex distribution. These comparisons are found in Chapter 15.

5. Movement Between Regular and Reserve Force

5.1 Movement over Time

Of the 68,977 released personnel (Regular or Reserve Force), 7.5% had service in both the Regular and the Primary Reserve components of CAF. The pattern of movement is described in Table 5.

Table 5. Released Personnel by Component Movements

Year of Release	Reserve, followed by Regular Force		Regular, followed by Reserve Force		service in Both Reserve and Regular F	
	#	% of service in Both	#	% of service in Both	#	% of all released
2003	71	17%	337	83%	408	7.8%
2004	89	18%	412	82%	501	8.0%
2005	109	23%	363	77%	472	7.3%
2006	131	20%	520	80%	651	9.0%
2007	160	26%	465	74%	625	8.6%
2008	227	34%	448	66%	675	7.6%
2009	203	32%	435	68%	638	8.0%
2010	199	45%	240	55%	439	5.9%
2011	233	56%	182	44%	415	5.6%
2012 (8 mo)	196	62%	121	38%	317	6.7%
Total	1,618		3,523		5,141	7.5%

The movement between Regular and Reserve Force peaked at 9% in 2006. The earlier pattern from 2003 to 2009 was most often a Regular Force career, followed by a period in the Reserve Force. By 2010, the rate of movement stabilized at about 6% of military releases, with about half moving from Regular to Reserve Force and half from Reserve to Regular Force.

5.2 Movement between Components

The majority (81%) of Veterans who started in the Regular Force and then had Reserve service, had a full career of 20 years or more; they released from the Regular Force at an average age of 46. Few (2%) of Veterans who started in the Reserve Force and then had Regular service, had a full career of 20 years or more; they released from the Regular Force at an average age of 30. Additional characteristics are found in *Appendix B*.

Veterans with both Reserve Force service and Regular Force service had similar characteristics compared to Regular Force Veterans (details in Chapter 14).

6. Military Characteristics

6.1 Year of Release

Each year, 5,000 to 9,000 personnel release from the Canadian Armed Forces (Regular or Reserve), with the counts fluctuating over time (Table 6). Over this period, the releases were from a fairly stable serving military of 60,000 Regular Force and 27,000 Primary Reserve Force.

Table 6. Count of released personnel over time, by component

Year of Release	Reserve Force ¹	Regular Force ²	Total Released
2003	2004	3229	5233
2004	2546	3693	6239
2005	2843	3622	6465
2006	3021	4243	7264
2007	2542	4724	7266
2008	3641	5263	8904
2009	3447	4537	7984
2010	3461	4025	7486
2011	3558	3845	7403
2012 ³	3000	4100	7100
Total	30,063	41,281	71,344

1 service only in the Primary Reserve Force

2 service in the Regular Force, includes 5,141 with movement between Reg and Res Forces

3 full year estimated from the 8 month period included in LASS 2013

Releases peaked at almost 9,000 personnel in 2008. The average count of released personnel is about 7,000 per year (3,000 with Reserve Force service and 4,000 with Regular Force service). The release counts are more evenly divided between the components at the time of release (see Section 3.2). When compared to the size of the serving military components, release numbers indicate a higher annual turn-over rate for the Reserve component than the Regular component.

This report examines the Reserve Force over 10 years of releases (2003 to 2012), with about 3,000 new Reserve Force Veterans released each year. They were surveyed in 2013, an average of 5.5 years post-release.

6.2 Rank

Rank is the military equivalent of socio-economic status. Ranks are within the hierarchical command structure of non-commissioned members (NCMs) and officers (Duty with Honour 2009). The CAF has 20 rank levels; Army and Air Force use the same rank titles, and the Navy uses different rank titles. See *Appendix C* for rank titles and frequency counts.

Career progression corresponds to advancement to higher ranks. Table 7 describes five developmental periods (DP) with their corresponding ranks.

Table 7. Career Development Periods

DP ¹	Officer Rank	Officer Training	NCM Rank	NCM Training
DP 1	OCdt/NCdt 2Lt/A/SLt	Basic Military Officer Qualification; achieve OFP ² .	Pte(R)/OS(R) Pte(B)/OS(B)	Basic Military Qualification; achieve OFP.
DP 2	Lt/SLt Capt/Lt(N)	junior officer QL1 ³ junior officer QL2	Pte(T)/AB Cpl/LS	primary leadership qualification.
DP 3	Maj/LCdr LCol/Cdr	intermediate officer qualification; experience at formation; Joint Command and Staff Programme.	MCpl/MS Sgt/PO 2	intermediate leadership qualification; resource management.
DP 4	Col/Capt(N)	advanced officer qualification; conducting joint and combined national and international operations; National Security Programme.	WO/PO 1 MWO/CPO 2	advanced leadership qualification; conducting unit level missions at tactical and operational levels.
DP 5	General Flag-officer	senior officer qualification; skills in strategic leadership; develop national security policy; management of resources at the national level.	CWO/CPO 1	Senior Appointment Programme Training.

1. DP = Developmental Period
2. OFP = Operationally Functional Point
3. QL = levels of skill and knowledge specified for individual military occupations

Source: DAOD 5031-8, Canadian Forces Professional Development

Progression through DP1 and DP2 is based on successful completion of qualification for their military occupation, environment and second language training, combined with relevant experience and time-in-rank. These requirements support selection for and appointment to the next rank. Progression through the remaining periods is based on successful completion of more senior qualifications that provide the potential for advancement that may result in promotion to the next rank.

The first DP is the entry level that begins with the basic military training course of 14 to 16 weeks, or may be condensed to two months for Reservists. Basic training is common to all military occupations, to develop a military state of mind and behaviour, and to establish the mental and physical endurance as well as the combat skills necessary for the profession of arms. The training is considered demanding and founded on the fundamental values of the Canadian Armed Forces: Duty, Loyalty, Integrity and Courage (Duty with Honour 2009). After completing DP1, recruits are deemed occupationally employable at an introductory level, and achieve the Operationally Functional Point (OFP). Progression to DP2 occurs when the recruit leaves the Basic Training List, joins a unit and becomes part of Trained Effective Strength (TES).

Although occupational authorities sometimes disagree on the actual point at which members reach OFP, the human resources DHRIM database attempts to capture this with the Manning Indicator for TES (see Table 8).

Table 8. Trained Effective Strength, by Rank

Rank at Release	Count Released 1998 - 2012	Count TES at Release	% of Released at TES
Gen	180	180	100%
Col	479	479	100%
Lcol	1378	1377	100%
Maj	3108	3105	99.9%
Capt	4348	4341	99.9%
Lt	283	277	97.9%
2Lt	927	12	1.3%
OCdt	2724	58	2.1%
CWO	1244	1241	99.8%
MWO	3181	3176	99.9%
WO	5142	5139	100%
Sgt	7781	7763	99.8%
MCpl	7042	7032	99.9%
Cpl	13139	13067	99.5%
Pte(T)	3463	3428	99.0%
Pte(B)	5686	5454	96.0%
Pte (R)	8814	243	2.8%
Total	68919	56372	81.8%

The three ranks of Private-Recruit, Officer Cadet, 2nd Lieutenant (and their Navy equivalents) had less than 3% at TES at their time of release, and were considered the entry rank group. The rank groups used in this report are further described in *Appendix C*.

Most Reserve Class A only (80%) released at entry rank, as demonstrated in Table 9. Reserve Class A/B is predominantly Junior NCM rank. The distribution across the post-entry rank groups is similar for Reserve Class C and the Regular Force.

Table 9. Rank groups by Component and Class, Releases 2003 to 2012

Rank at Release	Reserve Class A only	Reserve Class A/B	Reserve Class C	Regular Force
Count Released	8,901	16,698	3,469	39,909
Officers	1%	5%	16%	13%
Senior NCM	1%	4%	20%	24%
Junior NCM	18%	58%	62%	42%
Entry Rank ¹	80%	33%	2%	21%

¹ Pte(R), OCdt, 2Lt (and Navy equivalents)

Examination of the entry ranks demonstrated that release at entry rank can involve more than 2 calendar years of service (see Table 10). The majority of Regular Force entry rank (87%) released within two years, but half of Reserve A/B entry rank had over two years of service at release. This demonstrates the difficulty in comparing years of service for those with part-time Reserve Force service to those with full-time Regular Force service.

Table 10. Years of Service for Released at Entry Rank 2003 to 2012

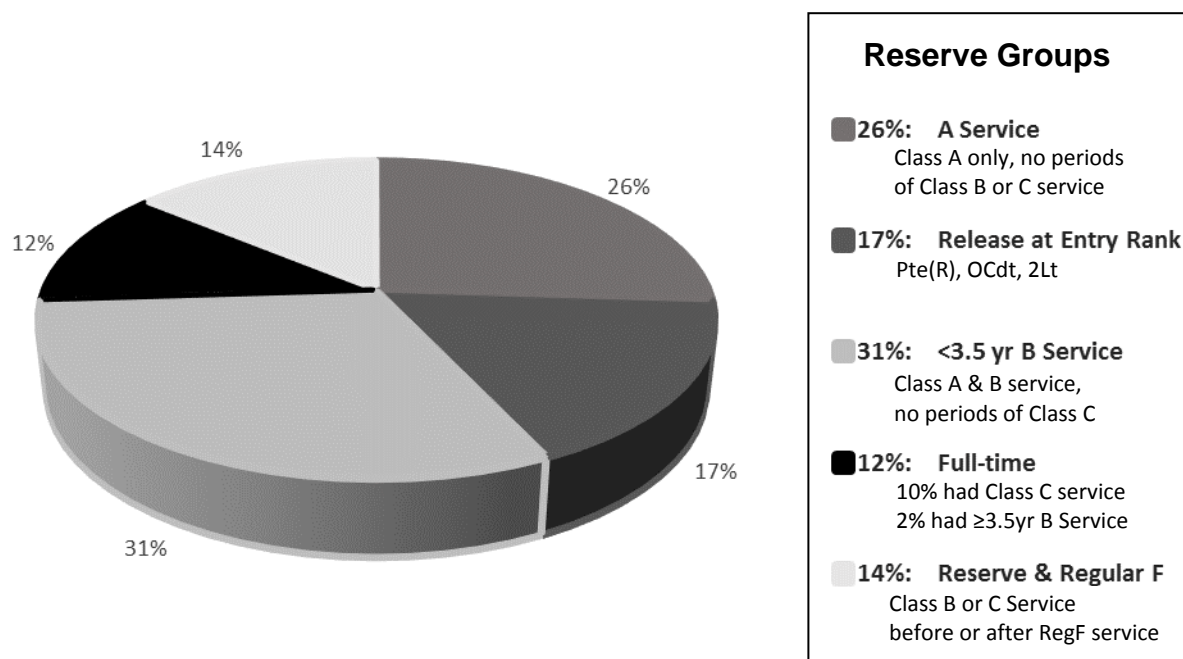
Length of Service ¹	Reserve Class A only	Reserve Class A/B	Reserve Class C	Regular Force
Count released	7,137	5,519	78	8,230
< 2 years	77%	47%	10%	87%
2 to 9	23%	51%	73%	12%
10 to 19 y	0%	1%	17%	1%
>= 20 years	0%	0%	0%	0%

¹ LOS from earliest hire date to latest release date, not adjusted for part-time service.

6.3 Military Service Description

Veterans of the Reserve Force have a spectrum of military service. In this report that spectrum is described by the five groups defined in Section 4.2. Of the Veterans with Reserve Force service, their distribution across the five groups is demonstrated in Figure 5. The largest group (31%) accumulated less than 3.5 years of B service over their career. The smallest group (12%) had full time Reserve service (see Figure 5).

Figure 5. Reserve Force Veterans, released 2003 to 2012



The spectrum of military service for the 5 groups is described in Table 11. Most Reserve Veterans do not complete a full military career of 20 years or more: this was less than 5% of Reserve Veterans with A service, release at entry rank, or with less than 3.5 years of B service; this increased to 22% of those with full-time Reserve service, and 58% of those with both Reserve and Regular Force service (see Table 10). This pattern corresponds with the younger age at release for the first 3 Reserve groups, their enrollment since 2001, and most released at the Junior NCM ranks.

Military experience of the Reserve Force is predominately in the Canadian Army (Land environment), and over half were in Combat Arms occupations. The majority of Reserve Force Veterans had a voluntary release (see Table 11).

Table 11. Military Service Characteristics, by Reserve groups

Military Characteristic	Reserve, A service	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve & Reg F
Count released 2003 to 2012	8,901	5,596	10,503	4,067	4,628
Average age at release	23	23	26	37	42
Length of Service ¹ :					
< 2 years	71%	47%	13%	0%	6%
2 to 9 years	27%	51%	70%	35%	28%
10 to 19 years	1%	2%	12%	42%	8%
>= 20 years	1%	0%	4%	22%	58%
Years B service (mean # years)	0	0.2	0.6	4.0	2.1
Years C service (mean # years)	0	0	0	0.9	1.3
Enrollment Era:					
1953 to 1975	0%	0%	1%	5%	26%
1976 to 1990	1%	0%	5%	25%	35%
1991 to 2000	4%	8%	25%	50%	11%
2001 to 2012	95%	92%	69%	20%	28%
Rank at release:					
Officers	6%	19%	7%	17%	22%
Senior NCM	1%	0%	4%	23%	28%
Junior NCM	93%	81%	89%	60%	50%
Environment at release:					
Air	1%	1%	2%	9%	34%
Land	93%	79%	87%	76%	55%
Sea	7%	20%	11%	16%	11%
Occupation at Release:					
Combat Arms	71%	58%	62%	41%	26%
Communications	3%	5%	6%	9%	7%
Maritime	3%	15%	7%	9%	6%
Aviation	0%	0%	1%	3%	12%
Admin/Logistics/Security/Emergency	14%	16%	12%	30%	33%
Engineering/Technical	3%	2%	3%	3%	8%
Medical	4%	3%	5%	4%	6%
Reason for Release ² :					
Involuntary Release	19%	22%	18%	10%	7%
Medical Release	0%	1%	2%	14%	11%
Voluntary Release	80%	76%	77%	69%	72%
Retirement Age	0%	0%	2%	6%	10%

1. LOS from earliest hire date to latest release date, not adjusted for part-time service
2. Release codes available: www.admfincs.forces.gc.ca/qro-orf/vol-01/doc/chapter-chapitre-015.pdf; category codes in *Appendix D*, full description of categories avail (VanTil 2014b).

7. Demographic Characteristics and VAC clients

The demographics for the 5 groups is described in Table 12. The average age at release was about 25 years for Reserve Veterans with A service, release at entry rank, or with less than 3.5 years of B service; those with full-time Reserve service were about a decade older at 37 years, and those with both Reserve and Regular Force service were older yet at 42 years. About 80% of Reserve Veterans with A service, or release at entry rank finished their military service by the time they reached 25 years of age; this rate decreased to 64% of those with less than 3.5 years of B service, 18% of those with full-time Reserve service, and 14% of those with both Reserve and Regular Force service (see Table 12).

Veterans of the Reserve Force are predominately male; those with full time service are most likely to be female (24%). The majority of Veterans of the Reserve Force have a post-secondary diploma or university degree. The majority of Veterans of the Reserve Force have a married or common-law partner (see Table 11).

Few Veterans of the Reserve Force were VAC clients; those with both Reserve and Regular Force service are most likely to be clients (33%).

Table 12. Demographic Characteristics, by Reserve groups

Characteristic	Reserve, A service	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve & Reg F
Count released 2003 to 2012	8,901	5,596	10,503	4,067	4,628
Average age at release	23	23	26	37	42
Age group at release:					
<=25	79%	78%	64%	18%	14%
26-29	7%	9%	15%	17%	9%
30-39	9%	8%	12%	30%	17%
40-49	4%	3%	5%	16%	28%
50-59	2%	1%	3%	14%	22%
60+	0%	0%	1%	5%	9%
Sex:					
F	15%	16%	17%	24%	14%
M	85%	84%	83%	76%	86%
Education level in 2013: ¹					
High school	x	24%	28%	31%	49%
Post-secondary diploma	x	40%	38%	40%	30%
University degree	x	37%	34%	29%	20%
Marital status in 2013: ¹					
Married/Common-law	x	51%	58%	73%	79%
Widowed/Separated/Divorced	x	5%	3%	7%	9%
Single, never married	x	44%	39%	20%	12%
VAC client as of 2013	0.6%	1%	2%	17%	33%

1. from LASS 2013 survey, since poor completion rate in administrative data (VanTil 2014b);

x = not surveyed

8. Income Characteristics

Incomes are difficult to compare, since individuals have income mobility. Age is strongly associated with personal income, as career trajectories change from early establishment to peak earning years to retirement years. Marital status has a huge influence on household income.

The influence of age explains the increases in income across the 4 groups (no survey data is available for Reserve A service), see Table 13. Overall, the majority of Veterans of the Reserve Force were satisfied with their finances, with the highest rate for Veterans who had both Reserve and Regular Force service (74%).

The majority (about 60%) of Veterans of the Reserve Force had personal incomes of less than \$60,000 per year; those with both Reserve and Regular Force service had higher incomes (43% with personal income less than \$60,000). The rates of household incomes under \$60,000 per year were lower, from 33% of Reserve Veterans who released at entry rank to 24% of those who had both Reserve and Regular Force service (see Table 13).

Table 13. Income Characteristics, by Reserve groups

Income Characteristic	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve, & Reg F
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
HH income in 2013:				
mean	\$87,200	\$93,400	\$97,400	\$108,100
\$0 to <\$50,000	26%	21%	20%	13%*
\$50,000 to <\$100,000	40%	39%	37%	40%
\$100,000 to <\$150,000	20%	24%	25%	21%
\$150,000+	14%*	16%	18%	26%
Low income rate in 2013	21%	12%	10%	6%*
Satisfaction with finances:				
satisfied	63%	68%	66%	76%
dissatisfied	24%	20%	22%	15%*
Personal income 0 to <\$60,000	67%	61%	55%	43%
Household income 0 to <\$60,000	33%	29%	25%	24%

* Caution, small sample size.

Additional information on income is available from the LASS 2013 Income Study (MacLean 2014); see Table 14. Similar to the survey results in Table 13, low income was experienced by more Reserve Veterans with A/B service (25%) than Class C service (13%). Few Veterans of the Reserve Force (5%) used social income support programs after release.

The changes in income after release were most dramatic for Reserve Veterans with A/B service: 43% increase in income. This is also the youngest group with a career trajectory from early establishment to more work experience. Reserve Veterans with Class C service had an increase in income of 14% after release (see Table 14).

Table 14. Income Characteristics, LASS 2013 Income Study

Income Characteristic	Reserve Class A/B	Reserve Class C	Regular Force
Income Study Population size	15,596	3,185	51,990
Mean age in 2012	25	34	36
Low income at least one year post-release	25%	13%	14%
Social Support any year post-release	5%	5%	4%
Ave taxable income pre-release*	\$ 32,700	\$ 60,500	\$ 73,700
Ave taxable income 3 yr post-release*	\$ 46,600	\$ 69,100	\$ 71,400
Change in income (from pre-release year to 3 yr post release)*	+43%	+14%	- 3%
Taxable Income distribution: (3 yr post-release)			
25%ile	\$ 17,900	\$ 35,800	\$ 34,100
50%ile	\$ 34,800	\$ 62,600	\$ 56,400
75%ile	\$ 61,300	\$ 90,100	\$ 90,000
Veteran share of family income (3 yr post release)	53%	53%	64%

* in constant 2011 dollars for 5-yr cohort.

9. Occupational Characteristics

Most Reserve Force Veterans work after release, as described by the employment characteristics across the 4 groups (no survey data is available for Reserve A service), see Table 15.

Veterans of the Reserve Force had similar unemployment rates of about 5% in all groups. About 85% of Reserve Veterans who released at entry rank, or those with less than 3.5 years of B service were employed; this was lower for those with full-time Reserve service (77%), and for those with both Reserve and Regular Force service (68%). This pattern was the result of more Veterans not in the workforce if they had full-time Reserve service, or both Reserve and Regular Force service. The primary reason for this was the main activity of retirement; for the younger Veterans with release at entry rank, or those with less than 3.5 years of B service, the primary reason for not working was the main activity of school (see Table 15).

The majority of Reserve Veterans were satisfied with their main activity (75 to 80%). Satisfaction was highest among those who reported working (MacLean 2016). Less than half agreed that their military skills transferred to civilian work; this is in spite of much higher rates of comparability between military and civilian occupations (MacLean 2016b).

Table 15. Employment Characteristics in 2013, by Reserve groups

Employment Characteristic	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve, & Reg F
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
Labour force participation in 2013:				
Unemployment Rate	5%	6%	4%	5%
Employed	86%	84%	78%	68%
Not in the workforce	9%	10%	18%	27%
Main Activity in 2013:				
Worked at a job or ran a business	78%	77%	75%	66%
Retired and not looking for work	F	F	8%	21%
Attended school or training	16%*	13%	6%	F
Other	F	8%*	10%*	8%*
Satisfaction with main activity:				
Satisfied or very satisfied	81%	80%	75%	75%
Neither satisfied nor dissatisfied	11%*	8%*	13%	15%*
Dissatisfied or very dissatisfied	8%*	12%	12%	10%*
Skills transfer from military to civilian work:				
Agree/strongly agree	25%	35%	47%	52%
Disagree/strongly disagree	55%	51%	37%	31%

* Caution, small sample size

F = small numbers, too unreliable to be published.

10. Community Life Characteristics

Community life for Reserve Veterans after release was described by the characteristics across the 4 groups (no survey data is available for Reserve A service only), see Table 16.

All groups of Reserve Force Veterans reported high rates of satisfaction with life (90%+) and social support (85%+). About half had children under the age of 18 and the majority expressed a strong sense of community belonging. Veterans with full-time Reserve service were more likely than those with less than 3 years of B service to require support for activities of daily living (13% vs 5%) or home care (11% vs 8%), see Table 16.

Table 16. Community Characteristics, by Reserve groups

	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve, & Reg
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
Satisfied with life	94%	94%	90%	88%
High social support ¹	89%	92%	87%	86%
Household with children ≤18 yrs:				
no children	52%	50%	41%	51%
1 child	20%	16%	16%	19%
2 children	8%	16%	19%	15%
3+ children	19%	18%	24%	14%
Strong sense of community belonging	63%	55%	59%	64%
Life is not very stressful	41%	29%	29%	40%
High Mastery ²	37%	39%	33%	33%
Need help with activities of daily living	4%*	5%*	13%	16%
Used Home Care	8%	8%	11%	11%

1. Social Support Scale ≥30

2. Mastery score ≥23

* Caution, small sample size.

Reserve Force Veterans reside in communities across all provinces and territories in Canada. The distribution of those who released between 2003 and 2012 is described in Table 17.

Reserve Force Veterans with any Class (A/B or C) service, had similar counts by province both at release and in 2011, an average of five years post-release. Ontario had the most Reserve Veterans; this is expected since their distribution by province is similar to the Canadian population distribution. The exception is Nova Scotia, where almost 10% of Reserve Veterans reside, compared to 3% of Canadians (see Table 17). This pattern is consistent with the distribution of Regular Force Veterans by province.

Table 17. Provincial distribution, by Veteran groups

Province	Canada 2011	Reserve Class A/B		Reserve Class C		Regular Force	
		At release	2011	At release	2011	At release	2011
#	34,343,000	14,060		2,860		33,475	
NL	2%	3%	3%	2%	2%	3%	3%
PE	<1%	1%	1%	1%	1%	1%	1%
NS	3%	7%	6%	8%	7%	11%	10%
NB	2%	4%	4%	3%	3%	5%	5%
QC	23%	28%	27%	27%	26%	22%	21%
ON	39%	32%	29%	26%	24%	31%	28%
MB	4%	4%	3%	3%	3%	4%	3%
SK	3%	2%	3%	3%	3%	2%	2%
AB	11%	10%	10%	14%	14%	13%	12%
BC	13%	9%	8%	11%	10%	10%	9%
Territories	<1%	<1%	<1%	<1%	<1%	<1%	<1%
Outside Canada		<1%	7%	<1%	6%	<1%	7%

Source: LASS 2013 Income Study (MacLean 2014)

11. Chronic Health Characteristics

Chronic health conditions can influence adjustment after release for some Reserve Veterans. Health status was described by the characteristics across the 4 groups (no survey data is available for Reserve A service), see Table 18.

The majority of Reserve Veterans report very good or excellent health, this is consistent with the 65% to 90% of Reserve Veterans with above average quality of life for physical health. In spite of this, about 40 to 75% of Reserve Veterans have a diagnosis of a chronic condition. The most common of these conditions are the musculoskeletal conditions of back problems and arthritis (see Table 18).

Hearing problems, obesity, and smoking rates are higher in the older Reserve groups (full-time and both Reserve and Regular Force); see Table 18.

Table 18. Prevalence of Health Indicators, by Reserve groups

Health Indicator	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve & Reg F
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
Self-rated:				
Very good or excellent	72%	70%	57%	56%
Good	21%	24%	28%	30%
Fair or poor	7%*	6%*	15%	14%*
Above average quality of life ¹	89%	85%	65%	63%
Chronic condition diagnosis ²	45%	40%	60%	72%
Back problems	11%*	19%	33%	34%
Arthritis	<5%*	5%*	20%	25%
High blood pressure	<5%*	5%*	18%	19%
Respiratory (asthma, COPD)	<5%*	6%*	8%	8%*
Diabetes	F	F	7%	5%*
Cancer	F	F	F	F
Hearing problem	F	F	5%	11%*
Obese	19%	16%	25%	22%
Daily smoking	10%*	10%	15%	15%

1. SF-12 Physical Component Score ≥ 50

2. List of 17 conditions including back prob, arthritis, depression and anxiety, see *Appendix D*.

* Caution, small sample size

F = small numbers, too unreliable to be published.

12. Mental Health Characteristics

Mental health can influence adjustment after release for some Reserve Veterans. Mental health status was described by the characteristics across the 4 groups (no survey data is available for Reserve A service), see Table 19.

The majority of Reserve Veterans report very good or excellent mental health, and 75% of Reserve Veterans reported above average quality of life for mental health. About 10 to 20% of Reserve Veterans had a mental health diagnosis of depression, anxiety, or posttraumatic stress disorder (PTSD). Very few Reserve Veterans had severe mental health symptoms (see Table 19).

Comorbidity of health conditions is common among Veterans. Almost all Veterans with a mental health diagnosis also had a chronic physical condition (Thompson 2014).

Table 19. Prevalence of Mental Health Indicators, by Reserve groups

Mental Health Indicator	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve, & Reg F
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
Self-rated mental health (MH):				
Very good or excellent	78%	73%	63%	59%
Good	17%*	20%	26%	28%
Fair or poor	<10%*	7%*	11%	14%*
Above average quality of life ¹	73%	71%	66%	74%
Any MH diagnosis: ²	11%*	7%*	19%	22%
Depression/mood disorder	<10%*	<5%*	12%	15%
Anxiety disorder	<10%*	<5%*	7%	13%*
PTSD	F	F	9%	14%*
PTSD symptoms ³	<10%*	6%*	10%	15%*
TBI Effects (yes and maybe)	F	F	F	F
Suicide Ideation (in past year)	F	<5%*	4%	F
Heavy drinking	35%	30%	27%	21%
Distress Score K10:				
Few MH symptoms (0-9 K10)	90%	90%	84%	83%
Mild MH symptoms (10-14 K10)	<10%*	7%*	9%	<10%*
Moderate MH symptoms (15-19 K10)	F	F	F	<10%*
Severe MH symptoms (20-40 K10)	F	F	5%	F

1. SF-12 Mental Component Score ≥ 50

2. Dx of depression, anxiety, or PTSD

3. Primary Care PTSD screen score ≥ 3

* Caution, small sample size

F = small numbers, too unreliable to be published.

13. Overall Adjustment

Overall adjustment was summarized using the general self-defined measure of adjustment to civilian life. Summary characteristics are described across the 4 groups (no survey data is available for Reserve A service only), see Table 18.

The majority of Reserve Veterans report an easy adjustment to civilian life. Reserve Veterans released with full-time Reserve service or both Reserve and Regular service were more likely than those released at entry rank or with less than 3 years of B service to report a difficult adjustment (about 30% vs. 10%). About 10 to 20% of Reserve Veterans had their activity often limited by a health condition. About 12% of Reserve Veterans who released at entry rank or with less than 3 years of service had a chronic condition they attributed to their military service; this was higher for Reserve Veterans with full-time (38%) or with both Reserve and Regular service (49%); see Table 20.

Table 20. Prevalence of Indicators, by Reserve groups

Indicator	Reserve, release at entry rank	Reserve, <3.5 yr B service	Reserve, Full-time	Reserve & & Reg F
Survey sample size	166	311	921	229
Mean age in 2013	29	31	42	49
Adjustment to Civilian Life:				
Very or moderately easy	72%	76%	59%	54%
Neither difficult nor easy	20%	13%	14%	14%
Very or moderately difficult	8%*	11%	27%	32%
Activity often limited at work/home	6%	8%	18%	20%
Chronic condition attributed to military service	12%*	11%	38%	49%

* Caution, small sample size

Difficult adjustment to civilian life is associated with mid-career releases, release at lower ranks, and release for involuntary or medical reasons (MacLean 2014), and mental health problems (Thompson 2016). Work is ongoing to examine the contribution of other characteristics.

14. Comparisons with Regular Force

For these comparisons, Table 21 uses the following groups:

- Reserve Veterans with part-time service – combined grouping of Veterans of the Reserve Force with A service only, released at entry rank, and with less than 3.5 years of B service. These Veterans had similar characteristics in the prior comparisons in Tables 11 to 20.
- Reserve Veterans with full-time service – as described in Table 3.
- Reserve & Regular Force service – as described in Table 3.
- Veterans of the Regular Force (no Reserve service), released at an entry rank.
- Veterans of the Regular Force (no Reserve service), released at non-entry rank.

Veterans who had service in both the Regular and Reserve Forces had similar characteristics as Veterans of the Regular Force only. The few areas of difference were these Reserve Veterans were older, more likely to be retired, and less likely to have activity restrictions from their chronic condition (see Table 21, columns 4 & 5). Their similarity with Veterans of the Regular Force only is consistent with interviews that suggested they identify with their Regular Force service (Perrie 2011).

Veterans who had part-time Reserve service had similar characteristics as Veterans of the Regular Force who released at entry rank. The few areas of difference were Veterans with part-time Reserve service were more likely to have a university degree, and less likely to experience low income or a mental health diagnosis (see Table 21, columns 1 & 2).

Veterans who had full-time Reserve service (see Table 21, column 3) had more females than the other groups, and were most likely to have households with children. These Reserve Veterans were more like those with only Regular Force service than those with part-time Reserve service for several characteristics: few released by age 25 or had low income, and half agreed their military skills transferred to civilian work. Veterans with full-time Reserve service had education levels, employment rates, retirement rates, sense of community belonging, chronic conditions, and mental health diagnosis rates that were between Veterans with part-time Reserve service and Regular Force Veterans. Difficult adjustment rates were similar for Veterans with full-time Reserve service and those with Regular Force service (about 30%); these rates were higher than for Veterans who released at entry rank (17%) from the Regular Force.

Table 21. Reserve Force comparison with Regular Force

	Regular F release at entry rank	Reserve, Part-time	Reserve, Full-time	Reserve & Reg F	Regular F only
Military Characteristics					
Count released 2003 to 2012	7717	25000	4067	4628	27051
Average age at release	24	25	37	42	40
< 2 years of military service	88%	41%	<1%	6%	6%
>= 20 years of military service	<1%	2%	22%	58%	58%
Enrolled between 2001 to 2012	97%	83%	20%	28%	26%
Junior NCM rank at release	75%	89%	60%	50%	54%
Land environment at release	65%	87%	76%	55%	52%
Combat Arms occupation at release	40%	64%	41%	26%	27%
Administrative occupation at release	19%	14%	30%	33%	23%
Reason for release: involuntary	20%	20%	10%	7%	5%
Reason for release: medical	5%	1%	14%	11%	29%
Demographic Characteristics					
<=25 age at release	68%	72%	18%	14%	15%
Male	83%	84%	76%	86%	89%
Post-secondary diploma in 2013	41%	39%	40%	30%	36%
University degree in 2013	20%	35%	29%	20%	14%
Married/Common-law in 2013	52%	56%	73%	79%	76%
VAC client as of 2013	5%	1%	17%	33%	44%
Income Characteristics					
Survey sample size	255	477	921	229	1198
Average age in 2013	32	31	42	49	45
Personal income under \$60,000	81%	63%	55%	43%	54%
Household income under \$60,000	45%	30%	25%	24%	25%
Low income rate in 2013	25%	15%	10%	6%*	6%
Satisfied with finances	51%	66%	66%	76%	72%
Employment Characteristics					
Employment rate	82%	85%	77%	68%	68%
Retired and not looking for work	0%	1%*	8%	21%	14%
Agree their military skills transferred to civilian work	21%	32%	47%	51%	49%
Community Characteristics					
Satisfied with life	88%	94%	90%	88%	84%
High social support (SPS ≥30)	89%	91%	87%	86%	79%
Household with children ≤18 yrs	46%	50%	59%	49%	52%
Strong sense of community belonging	55%	57%	59%	64%	56%
Chronic Conditions					
Self rated health very good/excellent	68%	70%	57%	56%	47%
Chronic condition diagnosis ¹	43%	42%	60%	72%	68%
Chronic condition often limits activity	9%	7%	18%	20%	29%
Chronic condition attributed to military service	8%	11%	38%	49%	50%
MH diagnosis (depression, anxiety, PTSD)	17%	8%	19%	22%	28%
Few MH symptoms (0-9 score on K10)	85%	90%	84%	83%	75%
Difficult Adjustment to Civilian Life	17%	10%	27%	32%	31%

1. List of 17 conditions including back prob, arthritis, depression and anxiety, see *Appendix D*.

* Caution, small sample size

15. Comparisons with Canadians

Veterans who had part time Reserve service had similar characteristics as the Canadian general population. The few areas of difference were that part time Reserve Veterans were more likely to have post-secondary education, had higher income, and less likely to smoke (see Table 22, columns 1 & 2).

Veterans who had service in both the Regular and Reserve Forces were less likely than Canadians to have a post-secondary education, be satisfied with life, have high social support, rate their health as very good, smoke, or drink. They were more likely than Canadians to have back problems, depression, anxiety, their activity limited by a chronic condition, or hearing problems (see Table 22, columns 1 & 4).

Veterans who had full-time Reserve service were more like those with both Regular and Reserve service than the Canadian general population (see Table 22, columns 1& 3).

Table 22. Comparisons with Canadians

Indicator	Canadian ¹ population	Reserve, Part-time	Reserve, Full-time	Reserve & Reg F
Mean age in 2013	46 yr	31 yr	42 yr	42 yr
Post-secondary education	67%	74%	69%	50%
Personal Income under \$60,000	74%	63%	55%	43%
HH Income under \$60,000	43%	30%	25%	42%
Low income	16%	15%	10%	6%*
Mean HH Income	\$79,530	\$91,300	\$97,400	\$108,100
Unemployment rate	6%	6%	4%	5%
Satisfied with life	93%	94%	90%	88%
High social support (SPS≥30)	93% ²	90%	87%	86%
Strong sense of community belonging	60%	57%	59%	64%
Self rated health very good/excellent	65%	70%	57%	56%
Back problems	17%	17%	33%	34%
Depression	6%	5%*	12%	15%
Anxiety	6%	5%*	7%	13%*
Activity often limited by chronic condition	8%	7%	18%	20%
Hearing problem	2%	2%*	5%	11%*
Daily smoking	20%	10%	15%	15%
Heavy drinking	27% ³	32%	27%	21%

1. CCHS 2011-12 respondents age 20 to 79, adjusted for Veteran age and sex distribution

2. Canadian respondents living in QC, BC, YK, NWT, NT

3. Canadian rate adjusted for age and sex of Reserve, part-time is 35%

* Caution, small sample size.

16. Discussion

Veterans of the Reserve Force had a spectrum of military service. This report examined the spectrum by describing five groups of Reserve Veterans with discriminating military characteristics, who released between 2003 and 2012. Some of these groups had similar characteristics, so that Reserve service can be described using 2 groups:

- Veterans with part-time Reserve service (in Class A service only; release at entry rank of recruit or cadet; or with periods of Class B service totalling less than 3.5 years).
- Veterans with full-time Reserve service (periods of Class C service; or with more than 3.5 years of Class B service);

About 85% of Reserve Veterans had part-time service, predominantly in Class A (detailed characteristics are found in *Appendix D*). These Veterans released on average at age 25, and 10% had a difficult adjustment to civilian life. Veterans of the part-time Reserve Force had similar characteristics compared to the Canadian population.

About 15% of Reserve Veterans had full-time service, predominantly in Class C (detailed characteristics are found in *Appendix D*). These Veterans released on average at age 37, and 27% had a difficult adjustment to civilian life. Veterans with full-time Reserve Force service had higher rates of chronic conditions compared to the Canadian population, and lower rates than Regular Force Veterans.

Overall, most (about 90%) Reserve Veterans do not complete a full military career of 20 years or more, and their military experience is predominately in the Canadian Army. The majority (over 70%) of Reserve Veterans have a post-secondary education. On average, Reserve Veterans have higher incomes than the Canadian population, and 66% were satisfied with their finances. The majority (over 85%) of Reserve Veterans had high social support. Reserve Veterans reside in communities across all provinces and territories in Canada, and about 60% expressed a strong sense of community belonging. Over 90% of Reserve Veterans were satisfied with life.

Another small group of Veterans had service in both Regular and Reserve Forces, predominantly in the Regular Force. The majority of these Veterans released with a full military career (58%). These Veterans had similar characteristics compared to Veterans of the Regular Force. This is consistent with the LASS 2013 sampling strategy that included them in the group of Veterans with Regular Force service.

The primary strength of this study is the high quality population frame and representative sampling design provided characteristics of Reserve Veterans that can be generalized to Reserve Veterans released since 2003.

Findings in this report describe the adjustment status of Reserve Veterans five years after their release from the military. The organization of these characteristics can be arranged in many ways, since the concepts are inter-related. Additional work is ongoing to examine the contribution of all these characteristics for adjustment to civilian life.

This report provides evidence for improvements to programs, benefits, communication and outreach, that will ultimately improve the well-being of Canadian Veterans with Reserve service.

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Appendix A. Veterans with Reserve A/B service

LASS 2013 identified about 16,000 Veterans with Class A Reserve Service and periods of Class B (temporary full-time) Reserve Service between 2003 and 2012; they had no periods of Class C or Regular Force service (VanTil 2014b).

This group was examined using their Class B Reserve Service, since periods of Class A Reserve Service were not captured. HRMS data on Class assignments provided up to 107 periods of Class B service per person; this was summarized as the years of B service accumulated over their military career (see Table A1). Over 65% of these Veterans had accumulated less than 1/2 year of B service, and could not have attained 180 continuous days of B service. This group had accumulated an average 1/2 year of B service over 5.4 years of calendar time in service, so that less than 3% spent half or more of their LOS as Class B service (see Table A1).

Table A1. Military Service of Reserve A/B Veterans

Amount of Service	A/B
Count released 2003 to 2012	16,099
Average age at release	25
Years of B service:	
< 0.5 yr	65.1 %
0.5 to 1.49 yr	19.8 %
1.5 to 2.49 yr	5.5 %
2.5 to 3.49 yr	3.0 %
3.5 to 4.49 yr	1.8 %
4.5 to 5.49 yr	1.4 %
5.5 to 6.49 yr	0.7 %
6.5 to 7.49 yr	0.6 %
7.5 to 8.49 yr	0.4 %
8.5 to 9.49 yr	0.3 %
9.5 or more years	1.4 %
Average years B service	0.5 years
Length of Service (LOS)¹:	
< 2 years	24 %
2 to 9 years	62 %
10 to 19 years	10 %
>= 20 years	4 %
Average length of service	5.4 years
% of LOS in Class B:	
< 5 %	27.5 %
5 % to 9.9%	31.0 %
10 % to 14.9%	19.8 %
15 % to 19.9%	7.0 %
20 % to 24.9%	5.3 %
25 % to 49.9%	6.6 %
50 % to 74.9%	1.8 %
75 % to 100%	1.0 %

1 LOS from earliest hire date to latest release date, not adjusted for part-time service.

Veterans with Reserve A/B service were further examined by years of B service accumulated over their military career, by the characteristics of age at release, VAC client status, and adjusted to civilian life (see Table A2). The change in adjustment to civilian life once 3.5 years of service accumulated led to this report's examination of A/B service using the categories of <3.5 years of B service, and ≥3.5 years of B service.

Table A2. Characteristics of Reserve A/B by years of B service

Years of B service	Released at age ≤ 25	VAC client	Adjusted to civilian life ¹
Count released 2003 to 2012	11,054	482	
Count surveyed 2013			423
< 0.5 yr	77%	1%	89%
0.5 to 1.49 yr	54%	3%	96%
1.5 to 2.49 yr	23%	8%	85%
2.5 to 3.49 yr	16%	9%	89%
3.5 to 4.49 yr	8%	13%	58%
4.5 or more years	1%	29%	60%
Average	66%	3%	89%

1 Reported adjustment to civilian life as very easy, moderately easy, neither difficult nor easy.

An additional group within Reserve A/B service was created using released at entry rank, to better allow comparison with Reserve A service who were predominately released at entry rank (see Table A3). Veterans with Reserve A/B service were now divided into 3 groups: release at entry rank (N=5596), <3.5 yr B service (N=10503), and ≥3.5 years of B service (N=676).

Table A3. Release at Entry Rank¹

	Reserve, A service	Reserve, A/B
Count released 2003 to 2012	8,901	16,698
Count released at Entry Rank	7,137	5,519
% released at Entry Rank	80%	33%

1 Rank of Pte(R), OCdt, 2Lt (and Navy equivalents); see Section 6.2.

The group that had accumulated ≥3.5 years of B service was small (4% of the Reserve A/B); their characteristics were compared with Veterans of the Reserve Force with Class C service (see Table A4). Reserve Veterans with C service, compared to those with ≥3.5 years of B service, were younger, and had related characteristics of more releases from Jr NCM from the Army in combat roles, fewer VAC clients, and fewer chronic conditions. The two groups had similar distribution across enrollment eras, having post-secondary education, married or common-law, had children, agree their military skills transferred to civilian work, satisfied with life, high social support, strong sense of community belonging, had a chronic condition that often limits activity, had a chronic condition they

considered related to service, had few mental health symptoms, and reported an easy adjustment to civilian life (see Table A4). The two groups of Reserve Veterans with ≥ 3.5 years of B service and with C service were combined into a single group “Reserve Veterans with full-time service” for this report.

Table A4. Characteristics¹ of Full-Time Reserve Veterans

	Reserve, ≥ 3.5 yr B service	Reserve, Any C service
Military Characteristics		
Count released 2003 to 2012	676	3391
Average age at release	43	35
< 2 years of military service	0%	0%
≥ 20 years of military service	32%	20%
Enrolled 1953 to 1975	6%	4%
Enrolled 1976 to 1990	35%	23%
Enrolled 1991 to 2000	49%	51%
Enrolled 2001 to 2012	10%	22%
Rank at release: Officer	21%	16%
Rank at release: Senior NCM	37%	20%
Rank at release: Junior NCM	42%	63%
Environment at release: Air	18%	7%
Environment at release: Land	52%	80%
Environment at release: Sea	30%	13%
Occupation at release: Combat Arms	19%	45%
Occupation at release: Administrative	53%	25%
Demographic Characteristics		
Male	61%	79%
Post-secondary education in 2013	58%	71%
Married/Common-law in 2013	77%	72%
VAC client as of 2013	25%	15%
Survey Characteristics		
Survey sample size	18*	903
Average age in 2013	51	40
Mean household income	\$ 71,600	\$ 101,600
Satisfied with finances	58%	68%
Employment rate	65%	80%
Agree their military skills transferred to civilian work	43%*	47%
Satisfied with life	96%	89%
High social support (SPS ≥ 30)	84%	87%
Household with children ≤ 18 yrs	59%	59%
Strong sense of community belonging	54%	60%
Self-rated health very good/excellent	37%*	61%
Chronic condition diagnosis ²	84%	56%
Chronic condition often limits activity	62%	57%
If chronic condition, related to service	14%*	19%
Few MH symptoms (0-9 score on K10)	86%	83%
Easy Adjustment to Civilian Life	49%*	61%

1. Numbers not adjusted for age and sex differences; excludes entry rank

2. List of 17 conditions including back prob, arthritis, depression and anxiety, see *Appendix D*

* Caution, small sample size.

Appendix B. Veterans of Both Reserve and Regular Forces

Characteristics¹ of Veterans with Reserve and Regular Service

	Reserve, After Reg F	Reserve, Then Reg F
Military Characteristics		
Count released 2003 to 2012	3302	1326
Average age at release	46	30
Regular F service < 2 years	3%	14%
Regular F service 2 to 9 years	10%	73%
Regular F service 10 to 19 years	6%	11%
Regular F service ≥ 20 years	81%	2%
Reserve Class B service (ave)	2.4 yr	1.3 yr
Reserve Class C service (ave)	1.3 yr	1.2 yr
Enrolled 1953 to 1975	36%	0%
Enrolled 1976 to 1990	48%	1%
Enrolled 1991 to 2000	6%	25%
Enrolled 2001 to 2012	10%	73%
Rank at release: Officer	28%	7%
Rank at release: Senior NCM	38%	5%
Rank at release: Junior NCM	34%	88%
Environment at release: Air	41%	16%
Environment at release: Land	48%	71%
Environment at release: Sea	11%	13%
Occupation at release: Combat Arms	21%	38%
Occupation at release: Administrative	36%	26%
Demographic Characteristics		
Male	86%	85%
Post-secondary education in 2013	50%	52%
Married/Common-law in 2013	85%	62%
VAC client as of 2013	33%	32%
Survey Characteristics		
Survey sample size	198	31 *
Average age in 2013	53	35
Mean household income	\$ 115,600	\$ 83,600
Satisfied with finances	83%	54%
Employment rate	69%	63%
Agree their military skills transferred to civilian work	58%	33%*
Satisfied with life	94%	73%
High social support (SPS ≥30)	87%	83%
Household with children ≤18 yrs	43%	62%
Strong sense of community belonging	68%	53%
Self-rated health very good/excellent	61%	43%*
Chronic condition diagnosis ²	73%	66%
Chronic condition often limits activity	19%	22%*
If chronic condition, related to service	59%	84%
Few MH symptoms (0-9 score on K10)	87%	72%
Easy Adjustment to Civilian Life	60%	32%*

1. Numbers not adjusted for age differences; excludes entry rank

2. List of 17 conditions including back prob, arthritis, depression and anxiety, see *Appendix D*

* Caution, small sample size.

Appendix C. Military Rank

Military Rank Frequencies

	Veterans, released 2003 to 2012			CAF members, serving on Dec 10, 2013				
Rank (Army&Air title / Navy title)	PRes ¹ A/B	PRes C	RegF ²	RegF	SuppR ³	COAT ⁴	CR ⁵	PRes
Total Count	16698	3469	56129	66998	15007	10438	4990	28371
General ranks ⁶	5	12	172	98	65	0	0	13
Colonel / Captain (N)	16	20	438	338	167	1	0	57
Lieut Col / Commander	89	96	1212	1288	508	44	0	382
Major / Lieut Commander	106	126	2513	3743	903	378	0	921
Captain / Lieutenant (N)	396	231	3395	6836	1246	4515	1	1853
Lieutenant / Sub-Lieut	231	70	270	1193	162	2353	3	566
Officers	5%	16%	14%	20%	20%	70%	0%	13%
Chief WO / Chief PO1	46	50	1085	573	329	32	0	194
Master WO / Chief PO2	80	53	2605	2115	807	64	0	551
Warrant Off / Petty Officer 1 st	124	132	3717	4151	1117	79	5	1078
Sergeant / Petty Officer 2 nd	402	450	6648	7329	1990	88	170	2603
Senior NCM	4%	20%	25%	21%	28%	3%	4%	16%
Master Corp / Master Seaman	544	456	5633	9162	1591	52	502	2899
Corporal / Leading Seaman	4959	1569	10830	19106	4525	53	444	9533
Private(Trained) / Able Seaman	2136	91	2969	2378	1415	4	3782	1845
Private(Basic) / Ordinary Sea	2045	35	4354	4737	0	0	5	1172
Junior NCM	58%	62%	42%	53%	50%	1%	95%	54%
2nd Lieut / A Sub-Lieut	612	29	778	1201	180	1754	0	583
Officer Cadet / N Cadet	402	3	2241	1758	1	1021	0	330
Private(R) / O Seaman(Recruit)	4505	46	7269	992	1	0	78	3791
Entry Ranks	33%	2%	18%	6%	1%	27%	2%	17%

1. Primary Reserve (PRes), may have service in Class A, B, C.
2. Regular Force, released 1998 to 2012.
3. Supplementary Reserves (SuppRes) are a holding list of unpaid former RegF or PRes members, willing to respond on request. They can be called to active service by an order in council, such as a national emergency or mobilization.
4. The Cadet Organizations Administration and Training Service (COATS) are commissioned officers that supervise and train military cadets aged 12 to 18 years. They cannot be called to active service. Table includes 2,271 inactive members for total 8,167 paid strength.
5. Canadian Rangers (CR) provide a military presence in sparsely settled northern, coastal and isolated areas of Canada. They conduct sovereignty patrols, and inspect North Warning System sites. They can be called to active service by an order in council.
6. Includes General/Admiral, Lt General/VAdm, Mj General/Rear Adm, Brig Gen/Commodore.

Sources: LASS 2013; Chief of Reserves and Cadets; DND Departmental Performance Report 2012-13.

Appendix D. Characteristics of Reserve Veterans

Comparison of Characteristics of Reserve Veterans, released 2003 to 2012.

	Reserve, Part-time ¹⁰	Reserve, Full-time ¹¹
Military Characteristics		
Count released 2003 to 2012	25000	4067
Average age at release	25	37
Released at entry rank ¹²	51%	0%
Deployed	0%	85%
B service (total accumulated)	0.3 yr	4.0 yr
C service (total accumulated)	0.0 yr	0.9 yr
Total Reserve pay <\$1000	15%	0%
Total Reserve pay \$1000 to \$9,999	44%	3%
Total Reserve pay ≥ \$10,000	41%	97%
LOS ¹³ < 2 yr	41%	0%
LOS 2 to 9 years	51%	35%
LOS 10 to 19 years	6%	42%
LOS ≥ 20 yr	2%	22%
Enrolled 1975 or earlier	1%	5%
Enrolled 1976 to 1990	2%	25%
Enrolled 1991 to 2000	14%	50%
Enrolled 2001 to 2012	83%	20%
Rank at release: Officers	9%	17%
Rank at release: Senior NCM	2%	23%
Rank at release: Junior NCM	89%	60%
Environment at release: Air	1%	9%
Environment at release: Land	87%	76%
Environment at release: Sea	11%	16%
Occupation at release: Combat Arms 0% civilian comp ¹⁴	64%	41%
Occupation at release: Administrative 94% civilian comp	14%	30%
Occupation at release: Communications 40% civilian comp	5%	9%
Occupation at release: Maritime 79% civilian comp	7%	9%
Occupation at release: Aviation 98% civilian comp	0%	3%
Occupation at release: Engineer/Tech 95% civilian comp	3%	3%
Occupation at release: Medical 100% civilian comp	4%	4%
Occupation at release: Other Specialist 100% civilian comp	2%	2%
Reason for release: involuntary (1a,1b,1c,1d, 2a,2b, 5b,5d,5e,5f)	20%	10%
Reason for release: medical (3a, 3b)	1%	14%
Reason for release: voluntary (4a, 4b, 4c, 5c)	78%	69%
Reason for release: voluntary retirement age (5a)	1%	6%

10 Service in Class A only, or Class A with Class B service total < 3.5 yr

11 Service in Class C, or Class B service total ≥ 3.5 yr

12 Rank of Pte(R), OCdt, 2Lt (and Navy equivalents); see Section 6.2

13 Length of service (LOS) from earliest hire date to latest release date, not adjusted for part-time service

14 Rate of military occupation codes with comparable civilian occupations, see MacLean 2016b.

	Reserve, Part-time ¹⁰	Reserve, Full-time ¹¹
Demographic Characteristics		
Age at release: ≤25	72%	18%
Age at release: 26-29	11%	17%
Age at release: 30-39	10%	30%
Age at release: 40-49	4%	16%
Age at release: 50-59	2%	14%
Age at release: 60+	1%	5%
Female	16%	24%
Male	84%	76%
Education in 2013: Less than high school diploma	F	5%
Education in 2013: High school	25%	26%
Education in 2013: Trade certificate	10%	9%
Education in 2013: Other certificate or diploma	28%	31%
Education in 2013: University degree	35%	29%
Married/Common-law in 2013	56%	73%
Widowed/Separated/Divorced in 2013	4%	7%
Single never married in 2013	40%	20%
VAC client as of 2013	1%	17%
Income Characteristics		
Survey sample size	477	921
Average age in 2013	31	42
Mean household income	\$ 91,300	\$ 97,400
HH income: \$0 to <\$50,000	22%	20%
HH income: \$50,000 to <\$100,000	39%	37%
HH income: \$100,000 to <\$150,000	23%	25%
HH income: \$150,000+	16%	18%
Low income rate in 2013	15%	10%
Household income under \$60,000	30%	25%
Personal income under \$60,000	63%	55%
Satisfaction with finances: very, satisfied	66%	66%
Satisfaction with finances: neither	12%	11%
Satisfaction with finances: very, dissatisfied	21%	22%
Employment Characteristics		
Unemployment Rate	6%	4%
Employment rate	85%	77%
Not in the workforce	9%	16%
Unable to work	4%*	3%*
Any work in past year	93%	82%
Main Activity: worked at a job or ran a business	78%	75%
Main Activity: retired and not looking for work	F ¹⁵	8%
Main Activity: attended school or training	14%	6%
Main Activity: looked for work	F	F
Main Activity: caregiving	F	2%*
Main Activity: disabled	F	6%
Satisfaction with main activity: very, satisfied	81%	75%
Satisfaction with main activity: neither	9%	13%
Satisfaction with main activity: very, dissatisfied	11%	12%
Skills Transfer: Agree/strongly agree	32%	47%
Skills Transfer: Disagree/strongly disagree	52%	37%

15 F= small numbers, too unreliable to be published

* Caution, small sample size.

	Reserve, Part-time ¹⁰	Reserve, Full-time ¹¹
Community Life Characteristics		
Satisfaction with life: very, satisfied	94%	90%
Satisfaction with life: neither	3%*	4%
Satisfaction with life: very, dissatisfied	3%*	6%
Social support high (SPS ≥30)	91%	87%
Social support middle (SPS =24-29)	6%	7%
Social support low (SPS <24)	F	F
HouseHold without children	50%	41%
HouseHold with 1 child ≤18 yr	18%	16%
HouseHold with 2 children ≤18 yr	13%	19%
HouseHold with 3+ children ≤18 yr	19%	24%
Community belonging: very or somewhat strong sense	57%	59%
Community belonging: very or somewhat weak sense	43%	41%
Life stress: not at all or not very	33%	29%
Life stress: a bit stressful	50%	46%
Life stress: extremely or quite a bit	17%	25%
Mastery low (scale ≤ 7)	F	F
Mastery middle (scale = 8-22)	60%	66%
Mastery high (scale ≥ 23)	39%	33%
Needs help with at least one ADL task	5%*	13%
Home care used in 2013	8%	13%
Chronic Conditions		
Self rated health: very good/excellent	70%	57%
Self rated health: good	23%	28%
Self rated health: fair or poor	6%	15%
Quality of life: poor (SF-12 PCS = 30-39)	F	9%
Quality of life: low (SF-12 PCS = 40-49)	9%	17%
Quality of life: good (SF-12 PCS = 50+)	86%	65%
Back problems	16%	33%
Arthritis	5%*	20%
High blood pressure	5%*	18%
Respiratory (asthma, COPD/emphysema)	5%*	8%
Diabetes	F	7%
Cancer	F	F
Hearing problem	F	5%
Obese	17%	25%
Physical condition ¹⁶	54%	71%
Daily smoker	10%	15%
Self rated mental health: very good/excellent	75%	63%
Self rated mental health: good	19%	26%
Self rated mental health: fair or poor	6%	11%
Quality of mental life: poor (SF-12 MCS = 30-39)	7%	9%
Quality of mental life: low (SF-12 MCS = 40-49)	19%	20%
Quality of mental life: good (SF-12 MCS = 50+)	72%	66%
Mental health diagnosis (depression, anxiety, PTSD)	8%	19%
Depression (Mood disorder)	5%*	12%
Anxiety	5%*	7%
PTSD	F	9%
PTSD symptoms (PC-PTSD score ≥3)	6%	10%

16 List of 14 physical conditions, plus obesity, hearing, any chronic pain (excludes 3 MH conditions); see Thompson 2014.

	Reserve, Part-time ¹⁰	Reserve, Full-time ¹¹
TBI Effects (yes, maybe)	F	3%
Suicide ideation, past year	4%*	4%
Heavy drinking ¹⁷	32%	27%
Mental health symptoms: few (K10 < 10)	90%	84%
Mental health symptoms: mild (K10 = 10 to 14)	7%	9%
Mental health symptoms: moderate (K10 = 15 to 19)	F	2%*
Mental health symptoms: severe (K10 = 20 to 40)	F	5%
Chronic condition diagnosis ¹⁸	42%	60%
Chronic condition self-attributed to military service	11%	38%
If have chronic condition, related to military service	22%	58%
Activity restricted by chronic condition: often	7%	18%
Activity restricted by chronic condition: sometimes	14%	27%
Activity restricted by chronic condition: never	79%	55%
Adjustment to Civilian Life		
Adjustment to civilian life: very or moderately easy	75%	59%
Adjustment to civilian life: neither	15%	14%
Adjustment to civilian life: very or moderately difficult	10%	27%

¹⁷ Five or more drinks on one occasion, 12 or more times a year

¹⁸ List of 17 chronic condition diagnoses: includes 14 physical conditions (back problem, arthritis, high blood pressure, migraine, bowel, ulcer, incontinence, asthma, COPD, diabetes, effects of Traumatic Brain Injury, heart disease, stroke, cancer) and 3 MH conditions (depression, anxiety, PTSD).