



Thomas Jefferson University
Jefferson Digital Commons

Phase 1

Class of 2022

1-2020

Veteran Employment: A Study into Barriers in Healthcare Industry Positions

Javier Saldana

Thomas Jefferson University, javier.saldana@jefferson.edu

Debby Derricks

Follow this and additional works at: https://jdc.jefferson.edu/si_phr_2022_phase1

 Part of the [Public Health Commons](#)

[Let us know how access to this document benefits you](#)

Recommended Citation

Saldana, Javier and Derricks, Debby, "Veteran Employment: A Study into Barriers in Healthcare Industry Positions" (2020). *Phase 1*. Paper 12.

https://jdc.jefferson.edu/si_phr_2022_phase1/12

This Article is brought to you for free and open access by the Jefferson Digital Commons. The Jefferson Digital Commons is a service of Thomas Jefferson University's [Center for Teaching and Learning \(CTL\)](#). The Commons is a showcase for Jefferson books and journals, peer-reviewed scholarly publications, unique historical collections from the University archives, and teaching tools. The Jefferson Digital Commons allows researchers and interested readers anywhere in the world to learn about and keep up to date with Jefferson scholarship. This article has been accepted for inclusion in Phase 1 by an authorized administrator of the Jefferson Digital Commons. For more information, please contact: JeffersonDigitalCommons@jefferson.edu.

SKCM Class of 2022

Word Count: 250

Veteran Employment: A Study into Barriers in Healthcare Industry Positions

Javier Saldana, Debby Derricks*

Introduction: While there are many challenges veterans face while making the transition to the civilian lifestyle, undoubtedly one of the more frustrating factors is finding employment. While the veteran unemployment rate has dropped in recent years, it currently sits at ~3.4%. Therefore, an estimated 323, 000 veterans are currently unemployed. Given these statistics, what are the common barriers veterans face when seeking employment, specifically in healthcare industry positions?

Methods: Two (30 minute) interviews will be conducted with individuals heavily involved in veteran employment at Jefferson Hospitals. The questions asked the interviewee's opinions on factors that make veterans successful in gaining employment and conversely what they might be missing. The responses of these interviews will be analyzed for reoccurring themes regarding hiring veterans.

Results: While the interviews have not yet been conducted, based on the existing literature, it is thought that the common hurdles highlighted in the interviews will include unpreparedness for civilian jobs, translation of military skills, unaddressed mental illness, stigma around hiring veterans, and cultural differences between the two work forces.

Conclusion: Once the interviews are conducted, the data from them will elucidate the next steps. Should the factors listed above truly be the most common hurdles veterans face, the next step

would be piloting a program that focuses on navigating employment and providing specific trainings as outlined by Jefferson hospital hiring managers.