RAND EUROPE

Families Support to Transition

A Systematic Review of the Evidence

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Preface

RAND Europe was commissioned by the Forces in Mind Trust (FiMT) to conduct a study assessing the evidence base around families of UK military personnel during their transition to civilian life. While it is widely recognised that Service families influence successful transition, no systematic review has been undertaken in the UK on this subject prior to this study. To enhance understanding of the available literature in this area, RAND Europe was asked to conduct such a review.

The review focuses on four areas of interest to FiMT: engagement with families, family breakdown, family housing, and spousal employment. This report presents the methods used and findings from a systematic review of the literature across the four thematic areas. It identifies key areas where relevant evidence is lacking and provides a number of recommendations on research that could be conducted in the future in order to strengthen the evidence base.

This report will have relevance for policymakers responsible for policies relating to Service leavers and their families, as well as to researchers working within this field. It is also of relevance to support providers who are offering support to Service leavers and their families and who may need to be aware of which type of support is most effective. Finally, the report is relevant for funding providers, such as FiMT, in order to prioritise funding for research areas and support programmes in the future.

RAND Europe is a not-for-profit policy research organisation that aims to improve policy and decisionmaking in the public interest through research and analysis. RAND Europe's clients include European governments, institutions, non-governmental organisations and firms with a need for rigorous, independent, multidisciplinary analysis.

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Foreword by the Forces in Mind Trust

One of the earliest pieces of research commissioned by Forces in Mind Trust was our Transition Mapping Study, which clearly identified the need to consider not just the Service leaver, but his or her family as well. The Study concluded that a stable family could contribute to the success of the Service leaver's transition into civilian life, fulfilling the role as a 'civvy street host'. But it also highlighted that in many cases, the family itself also had to undergo a transition. At the time, we coined the phrase 'proxy transitioners'; but in reality there is nothing surrogate about it – in the areas of employment, housing, finance, relationships, health and wellbeing, the family undergoes a transition every bit as real and personally owned as that of the Service leaver.

Easy is it to say, far harder to rectify the shortcomings in this process; and so following the strategy developed by Forces in Mind Trust, last year we concluded an engagement programme that sought the views of families, and a wide range of representative and other interested organizations, which resulted in our report 'Better Understanding the Support Needs of Service Leaver Families'. It was as a direct result of this work that we commissioned the RAND Europe systematic review 'Families Support to Transition'.

By using our engagement programme to identify the priority areas, we have been able to target the key questions of: what relevant research already exists; and what methods would be most likely to be effective in filling any knowledge gaps? Thus we are confident that the strategic themes in Part 5 of our engagement programme report have been properly examined by RAND Europe here.

This systematic review has revealed the paucity of UK-relevant evidence available to those whose role it is to support families, and we will now take the recommendations forward as part of our strategy to generate evidence from which to influence policy makers and service deliverers. That evidence needs to be credible to be effective. Equally, though, it does not necessarily have to be gold-plated, and we will also be looking for innovative ways to identify and to prove how better to support families in their transition. Certainly academic research has a major part to play, but it is just one part of the whole spectrum approach Forces in Mind Trust has adopted in our quest to effect real, positive change.

Systematic reviews are inevitably out of date the minute they are printed and whilst thorough and comprehensive, this one will no doubt follow the same path, although the challenges to fund longitudinal and comparative studies will no doubt endure.

That is why it is essential that we at Forces in Mind Trust move quickly to develop our proactive funding programme, not just so that we can capitalize upon this excellent systematic review, but also because the families within the Armed Forces Community are as deserving of the nation's support as the Service men

and women themselves. And move quickly, with purpose, focus and commitment, is exactly what we intend to do.

Ray Lock, Chief Executive, Forces in Mind Trust

Air Vice- Marshal Ray Lock CBE is Chief Executive of Forces in Mind Trust, and a former Commandant of the Joint Services Command and Staff College at Shrivenham, and Station Commander of Royal Air Force Lyneham

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Executive Summary

This report is a systematic review of the evidence across four research themes associated with the transition[1] from military to civilian life: engagement with families, family breakdown, housing support, and spousal employment. Prior to this review, no systematic review has been undertaken in the UK on these topics. To address this gap, RAND Europe was commissioned by the Forces in Mind Trust (FiMT) to conduct such a review in order to develop a better understanding of the evidence base and potential gaps in the literature on families in transition. The review was conducted between January and July 2016.

Each year, approximately 17,000 personnel leave the UK Armed Forces and return to civilian life. Many of the Service leavers have families. Although it is widely recognised that families play an important role in achieving a successful transition, research to date has predominantly focused on support provided to families when their family member is still serving, is on deployment, or has recently returned from deployment. This review is instead focused on the support provided to families in transition from military to civilian life.

In 2015, FiMT published a report on better understanding the support needs of Service leavers' families.[2] The FiMT report highlights a number of areas identified by stakeholders who took part in FiMT's engagement programme. Four of these are included below to provide context for the present review:

- 'Disappointing response from Service families to **engage** and **participate** with the events and services provided by the MOD and voluntary organisations, many of which are designed to inform and advise families on the different issues they need to consider when "*transiting back into civvy street*"' (p. 5).
- 'The scale and nature of **relationship breakdown** in the Services, including the anecdotal evidence of family break up two years after transition, the impact of active Service and long overseas postings on relationship breakdown, any differences in relationship success/failure between couples where both are Service personnel and couples where only one individual is in the military' (p. 12)

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[1] Transition from military to civilian life is seen as the preparation for leaving the Armed Forces and the return into civilian life (Forces in Mind & Mental Health Foundation, 2013). In the UK, a resettlement process can be commenced up to two years prior to leaving the Armed Forces and two years following departure. The resettlement programme includes, for instance, career support, housing advice and access to training.

[2] The Forces in Mind Trust (FiMT), 2015.

- '**Housing** is the greatest financial management issue facing many families moving back into civilian life, particularly if they have been in Service accommodation' (p. 4).
- 'Low **employment** rate reported among **spouses** of Service leavers, in comparison with the civilian population.' (p. 4)

This systematic review is specifically aimed at understanding the evidence surrounding service providers' engagement with the families of Service leavers, family breakdown, family housing, and spousal employment. The primary aim of the review is to assess the current evidence base across the four review areas and to recommend areas for future research.

The review was conducted through a combination of a systematic review of the academic literature published between 2000 and 2015, and a thematic review of grey literature[3] published between 2005 and 2015. The latter review focused on literature published by the stakeholder organisations who participated in the 2015 Stakeholder Engagement Programme reported above.

The comprehensive scope of the review – which included any study design and applied a broad search strategy – means that it is unlikely that relevant research has been missed. This report has implications for future research directions, research funding prioritisation, and for practical support and policymaking in the area of Service family support.

Key evidence gaps

Evidence was found to be limited across the four review areas in the UK context. The challenges facing the families of UK military personnel leaving Service life are inadequately reflected in the literature and require further attention in order to better develop support and services that best meet their needs. The literature focused primarily on the US context; the extent to which US findings are applicable to the UK setting is not clear.

Very little source material focused specifically on transition; most sources appeared to look at deployments and Service life more broadly. Moreover, while the review aimed to discern whether sources were focused on 'Service life only', 'post-Service life only' or on 'both Service and post-Service life', ambiguous definitions of 'reintegration', 'transition' and 'veteran' meant that it was difficult to categorise this definitively.

The review identified additional evidence gaps across the four review areas:

- Very little research examines the transition from military to civilian life.
- Very little research has examined the impact of military Service on family stability.
- Very little research has been conducted on 'non-traditional families,' such as remarried personnel and personnel living in stepfamilies and binuclear families where two households are connected by a common biological child.

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[3] 'Grey literature' is produced by organisations outside of academic or commercial publishing channels. Examples of grey literature include government documents, technical reports, working papers, doctoral theses and conference proceedings.

- Very little UK-focused research appears to have been conducted on spousal employment.
- No literature was identified that is specifically aimed at understanding the needs of Service leavers in the UK in relation to housing.
- Research on how military life affects spousal employment prospects – and quality of life more broadly – is nearly universally focused on the wives of male personnel.
- Data on military families and Service leaver families are not well integrated, making it difficult to follow families through their Service career to their civilian life once they have left military Service.

Recommended research directions

In order to better engage with families in transition and provide appropriate support, there is therefore a need for a stronger evidence base that systematically investigates the issues faced by different types of Service leavers and their families in the transition process across these four review areas. Based on the evidence gaps reported above, recommendations were developed for research funders and researchers, as well as for the MOD, public bodies and other relevant service providers. These recommendations are described in Table 0.1.

Table 0.1: Recommendations for future research directions

Target stakeholder group	Recommendation
Research funders and researchers	**Recommendation 1**: More comparative studies should be commissioned by research funders
	Recommendation 2: More funding for longitudinal research should be allocated
	Recommendation 3: Evaluations should be allocated more research funding
	Recommendation 4: Funding for a 'mapping study' of existing support for UK Service leavers should be made available
	Recommendation 5: Funded studies should clearly differentiate between different types of Service leavers and between different family structures
MOD, public bodies and other relevant service providers	**Recommendation 6**: The applicability of international research and programming to UK Service leaver families should be considered when designing policy and support programmes
	Recommendation 7: The MOD should evaluate and monitor its transition support for UK Service leavers and their families

Acknowledgements

Abbreviations

AFF	Army Families Federation
BFG	British Forces Germany
CHALENG	Community Homelessness Assessment, Local Education, and Networking Groups programme for veterans
DMDC	Defense Manpower Data Center
DoD	Department of Defense
FiMT	Forces in Mind Trust
FOCUS	Families OverComing Under Stress
IPV	Intimate Partner Violence
MFFM	Military Family Fitness Model
MFG	Multifamily group
MLB	Major League Baseball
MOD	Ministry of Defence
NHS	National Health Service
NLSY	National Longitudinal Survey of Youth
PTSD	Post-Traumatic Stress Disorder
RA	Regimental Associations
RAF	Royal Air Force
RCTs	Randomised control trials

REACH	Reaching out to Educate and Assist Caring, Healthy, Families
REBT	Rational Emotive Behaviour Therapy
RQ	Research Question
SAFE	Support and Family Education programme
SAT	Structured Approach Therapy
SSAFA	Soldiers', Sailors' & Airmen's Families Association
TLC	Talk, Listen, Connect: Changes
UK	United Kingdom
US	United States
VA	Veterans' Administration
VVCS	Veterans and Veterans Families Counselling Service
WBV	Welcome Back Veterans
WFRT	Warrior Family Resilience and Thriving programme
WRT	Warrior Resilience and Thriving
YR	Yellow Ribbon Reintegration Program

1. Introduction

The UK has made a commitment to support the families of their Service personnel. Approximately 47 per cent of UK Regular Forces personnel are married or in a registered civil partnership.[4] Service families are widely considered to influence military readiness, as well as successful transition,[5] from military to civilian life.[6] In 2003, the UK MOD's Strategy for Veterans emphasised that '*veterans should feel confident that the value of their Service is recognised by the Government and community and that the needs that they have as a result of their Service will be effectively met. They <u>and their families</u> should also have a greater understanding of what assistance is available to them from the Government and voluntary sector, should they require it.*'[7]

The MOD also recognises that it has a duty of care for individuals who have committed themselves to serve the country. For the purposes of transition, the MOD acknowledges that this duty of care requires closer cooperation with civilian organisations.[8] As described in Lord Ashcroft's 2014 Veteran Review: '*ensuring a good transition is more than a matter of meeting our obligations to a series of individuals. It can help to promote the core functions of our Armed Forces, and consequently should not be thought of as a fringe activity.*'[9] In May 2011, the Armed Forces Covenant was published – setting out the moral obligation of the nation to the members of its Armed Forces and their families. However, the processes of prioritising support needs and providing support services are ongoing and many areas remain for further development.

Despite the recognition that families are important for Service members, a systematic review of literature on support to UK military families had not previously been undertaken. To enhance understanding of the available literature, RAND Europe was commissioned by the Forces in Mind Trust (FiMT) to conduct such a systematic review in order to map out the existing evidence base on support to the families of Service personnel and Service leavers and its effectiveness. This chapter sets out the context for this project and explains its purpose, before outlining the structure of the report.

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[4] UK Ministry of Defence (MOD) (2015).

[5] In this report, 'transition' refers to the process of leaving military Service and reintegrating into civilian life. 'Transition' and 'reintegration' are used interchangeably throughout the report.

[6] Booth, Segal, & Bell (2007); Rosen & Durand (1995); Schumm, Bell, & Resnick (2001); Clark et al. (2013); Castaneda & Harrell (2007); Clever & Segal (2013).

[7] Emphasis added; MOD (2003), p. 3.

[8] Future Horizons Programme Report (2013: 4).

[9] Ashcroft (2014).

1.1. Background

Each year, approximately 17,000 personnel leave the UK Armed Forces and return to civilian life.[10] Reintegration into civilian life affects not only Service leavers but also their families – that is, their spouses, children, partners of either sex, siblings, carers, elderly parents and extended family.[11] There is growing recognition that family is integral to a successful transition process. In 2014, Lord Ashcroft published *The Veterans' Transition Review,* which examined many aspects of the transition process including training, employment, health, housing, welfare and finance. Although the Ashcroft review was primarily focused on Service leavers, some of the recommendations also applied to their families. For example, one such recommendation stated that the MOD should '*make families a greater part of the process of preparing for transition, by giving access to education modules, the resettlement consultancy service and the job-finding service, and offering the veterans' app*[12] *and a version of the Veteran's Card*[13].'[14] The *2014–2016 Forces in Mind Trust Grants and Commissions Strategy* also called for better transition support in order to assist Service leavers and their families in leading successful civilian lives.

For many Service personnel and their families, leaving the military not only involves forming new social networks and identities, but also having to face the practical realities of life outside the military. While the military subsidises or covers many costs, Service leavers have to face potentially higher housing and other costs. They also have a greater need of financial planning, and of finding new forms of employment and education.[15] The MOD has recognised the importance of supporting ex-Service families before, during and after the transition process. In October 2014, UK Defence Secretary the Rt Hon Michael Fallon MP noted that: '*Our Armed Forces and their families make a tremendous contribution and sacrifice through their Service and deserve the very best support.*'[16]

In late 2014 and early 2015, FiMT conducted a stakeholder engagement programme to identify areas where the families of Service leavers could be more effectively supported in the transition process.[17] This programme highlighted barriers to successful engagement and pointed, in particular, to challenges faced

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[10] Defence Statistics (2016). As of 27 June 2016: https://www.gov.uk/government/collections/uk-armed-forces-monthly-service-personnel-statistics-index

[11] In this report, the conceptualisation of 'family' goes beyond the MOD's more traditional definition (see MOD, 2015).

[12] Lord Ashcroft recommends introducing a 'veterans' app' to enable Service leavers to access information on housing, health entitlements and other matters through a single portal, as well as linking to a single 24/7 contact centre. See Ashcroft (2014), p. 137.

[13] Lord Ashcroft recommends introducing a 'Veteran's Card' for all Service leavers, featuring the telephone number and web address of a single 24/7 contact centre and providing access to specific services and discounts. This idea has been discussed by the MOD and the Forces for some time and has fallen in and out of favour. See Ashcroft (2014), p. 136.

[14] Ashcroft (2014), p.23.

[15] The Centre for Social Justice (CSJ). 2014.

[16] MOD (2014).

[17] FiMT (2015).

by families in finding civilian accommodation. Overall, participants recommended that further research be conducted on a number of areas affecting families during and after transition into civilian life, including family breakdown. Building on this research, FiMT commissioned RAND Europe to conduct systematic and thematic reviews to lay the foundation for FiMT's three-year Support to Transition programme. Through this programme, FiMT intends to commission research projects that will provide evidence to support change across key aspects of transition to civilian life.

1.2. Purpose and scope

This report aims to help FiMT develop a better understanding of the available evidence and research gaps regarding support to military families as they move into civilian life. Through a systematic review of published academic research and a thematic review of grey literature, this report presents the evidence base relating to the following four review areas: (1) service providers' engagement with families; (2) family breakdown; (3) family housing and support needs; and (4) spousal employment. These areas were selected as they had been highlighted as high priority issues facing families of Service leavers by FiMT's engagement programme report.[18] Figure 1.1 presents the four review areas in a Venn diagram below. As the diagram illustrates, there is thematic overlap between the four review areas.

Figure 1.1: Review areas

Review 1: Engagement with families

Review 2: Family breakdown

Review 3: Family housing & support needs

Review 4: Spousal employment

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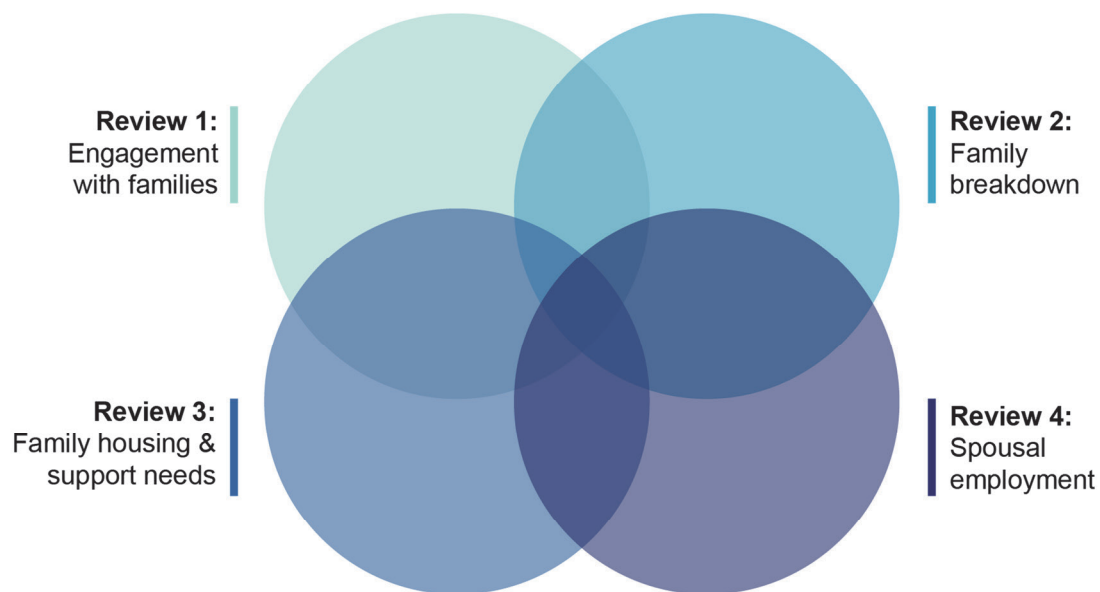
[18] The Forces in Mind Trust (2015).

For each review area, this report addresses the following research questions (RQ):

- RQ1: What is the available UK evidence base on transition from military to civilian life in this review area and what are the main findings? What lessons can be applied to the UK context from research relating to other countries?[19]
- RQ2: What is the extent of the literature on transition from military to civilian life in this review area and what are the main findings? What lessons can be applied from research on Service life to transition from military to civilian life?
- RQ3: What (if any) research gaps exist in this review area and what areas for future research can be identified?

The sections below outline the thematic scope for each of the four review areas as agreed with FiMT at the study outset. Where applicable, these sections also discuss how and why this scope has been modified.

1.2.1. Engagement with families

This first review area focuses on the literature on engagement between service providers and the families of Service members and Service leavers. The study aimed to identify literature with a focus on understanding families' access to information, service providers' methods of communicating with families, barriers to successful engagement, and ways to overcome these obstacles.

1.2.2. Family breakdown

The second review area examines research relating to relationship breakdown between a serving person and their spouse or partner. This element of the review aimed to explore research on comparisons between military and civilian populations, and to identify evidence to support or challenge the assumption that transition from military to civilian life acts as a trigger for relationship breakdown. The scope of this review includes not only traditional spousal relationships but also relationships between unmarried partners or to individuals in same-sex marriages or civil partnerships.

1.2.3. Family housing and support needs

This review area focuses on literature on housing support for the families of Service leavers. It aimed to explore literature on private housing, local authority housing, and other social housing available to Service leavers and their families. It examines families' access to information regarding housing support before and during transition, as well as examining how their needs are met by housing providers. This specific review theme is recognised as being particularly time sensitive due to the rapidly changing conditions within the UK housing sector and changing UK MOD accommodation policies.

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[19] As discussed in Section 2.2.2, this review includes studies relating to the UK, US, Canada, Australia and New Zealand.

1.2.4. Spousal employment

This review area explores research on the careers of military spouses and partners.[20] In particular, the review identifies barriers to employment for the spouses of serving personnel and Service leavers, as well as ways to overcome these obstacles. This review also aims to identify evidence of the benefits to ex-Service personnel of having a spouse in employment. The scope of this review area has been expanded to include not only literature on spousal employment but also that on employment for unmarried, cohabiting and/or same-sex partners. This expanded interpretation of 'spousal employment' reflects the study's wider definition of 'family' (see Section 1.1), which is also applied in the RAND study team's interpretation of 'family breakdown' (Section 1.2.2).

1.3. Report structure

In addition to this introduction, this report contains three substantive chapters covering, respectively, Methods; Review Findings; and Key Evidence Gaps and Recommendations for Future Research Directions. Figure 1.2 presents an overview of the report content and structure.

Figure 1.2: Report structure and content

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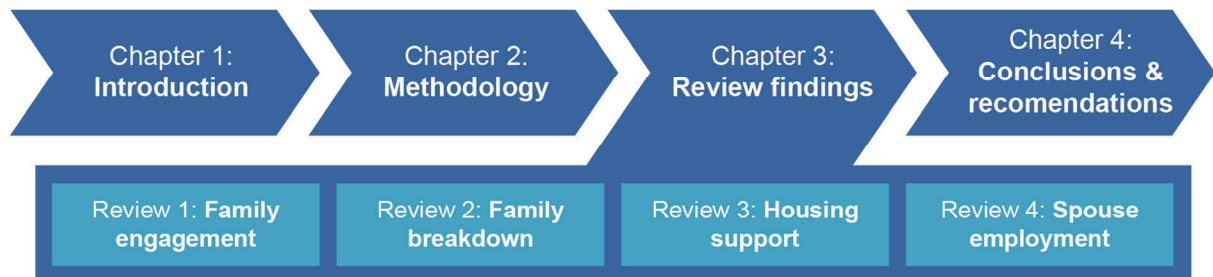
[20] For clarity, the employment of the spouses and partners of Service personnel and leavers is referred to as 'spousal employment' throughout the report.

2. Methods

In order to assess evidence across the thematic areas identified in the previous chapter, the project consisted of two main parts: a systematic review of published research and a thematic review of available grey literature.[21] This chapter provides an overview of the research methods used in this project to conduct the systematic review of published academic research and the thematic review of grey literature. The chapter then outlines several strengths and limitations associated with the methods used and their applicability to the research literature in this area.

2.1. Overview

To conduct both reviews, the study team undertook four principal tasks (see Figure 2.1). First, a protocol was developed, defining search terms and setting out inclusion and exclusion criteria for the reviews ('step one'). This step was followed by study search and selection, which involved piloting and then using search terms and criteria to search specific databases, and then creating a database of references before scanning the titles, abstracts and full articles for relevance against the inclusion and exclusion criteria ('step two'). 'Step three' involved data extraction of included studies for the systematic review and thematic categorisation of data for the grey literature review. Finally, studies found were clustered into the four review themes and a synthesis of evidence and research gaps was carried out ('step four').

Figure 2.1: Overview of review process

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[21] As part of the grey literature search, the RAND study team approached the UK MOD to gain access to their reports on the topic but were unable to obtain these in the timeframe of the study.

2.2. Systematic review and thematic review

2.2.1. Development of review protocol

The first task involved developing a protocol in order to set out the parameters of the systematic and thematic reviews in advance. The protocol was developed with the input and guidance of a RAND Information Specialist and in consultation with FiMT.

The protocol contained details of the search strategy and inclusion criterial along with other methods to be used in both reviews. In order to develop the search strategy, a number of search terms were piloted and databases to be searched defined. Pilot testing of the search was conducted to help ensure that the terms were broad enough to include a range of relevant studies, but also narrow enough that the search citation numbers were manageable. FiMT reviewed the search terms and provided input. Based on several initial searches, the search parameters and search terms were refined. Initial inclusion criteria were also refined (such as the date ranges), based on initial search results. The inclusion criteria after refinement are presented in Table 2.1.

2.2.2. Searches

Using the final search terms, the study team performed a search on text words in the titles and abstracts of records. All search results were loaded into EndNote bibliographic software. The search terms for the systematic review and thematic review are listed in Appendices A and C respectively.

The literature search was conducted in January 2016 in the following databases:

- Academic Search Complete (EBSCO)
- EconLit (EBSCO) (for reviews 3 and 4 only)
- Medline (Ovid)
- PsycINFO (EBSCO)
- Scopus (Elsevier)
- Social Services Abstracts (ProQuest)
- Sociological Abstracts (ProQuest)
- Web of Science (Thomson).

In addition, a comprehensive search of relevant RAND reports was conducted. The list of RAND reports reviewed for relevance is included in Appendix D.

The literature search for the thematic review consisted of two main search strategies:

1. A **database search** for grey literature using keyword searches, which was conducted in the OAISTER database via FirstSearch.[22] The search terms for the thematic review are listed in Appendix C. No language or date restrictions were imposed in the initial search stages.

2. A **'manual scan'** for potentially relevant research sources on the websites of the 'participant organisations' in the FiMT Engagement Programme report.[23] The study team identified ongoing research by scanning selected websites of the 65 'participant organisations'. These consisted of a combination of government bodies, charities, academic institutions and 'other'. The 'other' category included, for instance, community organisations such as PTSD Link, private companies such as The Castlehill Foundation, and social enterprises such as X-Forces. Academic institutions were excluded from the manual search, as relevant published reports were assumed to be included in the systematic review of academic literature. Nine academic institutions were excluded, leaving 56 organisations to be included in the manual search. For each of the organisations the study team reviewed their website for research reports published on their website, as well as for advertised ongoing research. A bibliography for reports identified through this manual scan is included in Appendix D.

In addition, the RAND study team contacted UK MOD's Knowledge Information Services to gain access to any literature published in this domain and ongoing research in the thematic categories of interest. However, access to the UK MOD database was unfortunately not achieved within the timeframe of this project.

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[22] http://www.oclc.org/oaister.en.html

[23] The Forces in Mind Trust (FiMT) (2015) pp. 36–37.

Table 2.1 presents the search parameters applied to the searches. These were based on an initial scoping of the literature.

Table 2.1: Inclusion and exclusion criteria

	Inclusion Criteria	Exclusion Criteria	Rationale
Research Focus	Literature that explicitly focuses on: - Review 1: Engagement with families (focus on families of leavers and active) (as specified in Section 1.2.1) - Review 2: Family breakdown (focus on families of leavers and active) (as specified in Section 1.2.2) - Review 3: Housing support (focus on families of leavers) (as specified in Section 1.2.3) - Review 4: Spousal employment (focus on families of leavers and active) (as specified in Section 1.2.4)	Research not concerned with the review areas specified in the inclusion criteria	The research focused on the four thematic areas discussed and agreed with FiMT at the study outset. These areas were selected as they had been highlighted as high priority issues facing families of Service leavers by FiMT's engagement programme report.[24] Section 1.2 above provides a more comprehensive description of what is covered in each of the focus and review areas.
Population	Reviews 1, 2 and 4: Families of current Service members and Service leavers Review 3: Families of Service leavers	Not concerned with the population specified in the inclusion criteria	The review was initially designed to focus exclusively on the families of Service leavers in the context of transition from military to civilian life. However, pilot searches indicated that this focus would yield very little literature – leading the study team to expand three of the review areas to cover the families of

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[24] The Forces in Mind Trust (2015).

			both Service members and leavers.
Country	UK, US, Australia, New Zealand, Canada	Not from country specified in the inclusion criteria	The UK is the country of primary interest in the context of this study. However, pilot searches found that most literature focuses on the US. As such, the study team expanded the search beyond the UK to include the countries comprising the Five Eyes community[25]; five English-speaking countries in which the client noted interest and with potentially applicable lessons for the UK.
Study Design	Review 1: Meta-reviews and systematic reviews only Reviews 2, 3 and 4: Randomised control trials (RCTs), longitudinal studies, experimental studies, quasi-experimental studies, meta-reviews, systematic reviews	Media articles, documents without clear authorship, letters, editorials, comments, book reviews	These 'publication type' inclusion and exclusion criteria were selected to optimise the quality of sources in the literature search. Meta-reviews and systematic reviews only were consulted for review 1, as the scope of this review area was considerably larger than the other three review areas (see Section 2.3).
Language	English	None	It was anticipated that literature searches focusing on the UK, US, Australia, New Zealand and Canada would mostly yield English-language sources. However, the study team was also open to reviewing sources in other languages where these were

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[25] The Five Eyes community is an intelligence alliance comprising Australia, Canada, New Zealand, the UK and the US. These countries are bound by the multilateral UKUSA Agreement, a treaty for joint cooperation in signals intelligence.

identified by the searches.

| Publication Date | Systematic review: 2000–present

Grey literature review: 2005–present | Systematic review: Researched published before 2000

Grey literature review: Research published before 2005 | This publication date range was selected in order to strike a balance between identifying up-to-date, relevant material and keeping the date range broad enough to yield sufficient results. A 10-year publication date range was initially assigned for both reviews. However, the systematic review date range was expanded by five years as this review was intended to be more comprehensive than the grey literature review. |

2.2.3. Study selection

The study selection phase of the systematic review involved screening titles, abstracts and full text of identified sources for relevance. Researchers screened the titles and abstracts of identified studies for inclusion against the criteria specified in Table 2.1, coding whether studies were excluded on the basis of relevance, population and/or publication type. These articles were categorised into the four review areas, as described in Section 1.2. As indicated by the preliminary research, there was often overlap between the four areas, which meant that sources were frequently coded against multiple areas.

Decisions were then made on the papers to be considered for full paper review. Given time and resource constraints, the literature was not double coded; that is, the two reviewers worked independently on two separate batches of titles and abstracts and discussed any borderline cases. It was not necessary to draw on the input of a third reviewer as agreement was reached on borderline cases by the two researchers responsible for screening the titles and abstracts.

2.2.4. Thematic categorisation of sources

Similarly to the systematic review process, the next phase of the grey literature review involved screening titles, abstracts and full text of identified sources for relevance. Researchers screened the titles and abstracts of identified studies for inclusion against the criteria specified in Table 2.1: Inclusion and exclusion criteria, coding whether studies were excluded on the basis of relevance or type of study. These sources were then categorised into the four review areas, as described in Section 1.2. In a similar way to the academic literature, the grey sources also frequently overlapped between review areas resulting in sources coded to multiple review areas.

2.2.5. Data extraction

During the next stage of the systematic review, full papers of potentially relevant sources identified in the first pass were obtained and screened using the inclusion criteria. A data extraction form was developed in Excel and piloted prior to data extraction (see Appendix B).

Following identification of relevant studies, data were extracted for each source on:

- Bibliographic information
- Applicability to review area(s)
- Study design
    - Service life/transition
    - Population
    - Country
    - Study purpose
    - Study approach/methods
    - Sample size
    - Methodological limitations

- Key findings for each review area

The study team did not extract data systematically from the grey literature review as this part of the study was aimed at testing whether any gaps in literature landscape of the systematic review were closed by the grey literature. Therefore, the grey literature identified was subjected to a thematic review of the titles and abstracts of the relevant sources to categorise them into sub-areas of the review areas in order to give an overview of the types of issues the grey literature is concerned with and an overview of the grey research landscape. Further details of the results of the categorisation process are presented in Chapter 3.

2.3. Synthesising the evidence

In order to collate and summarise the information from the studies included, findings were analysed separately across the four review areas. For each review area, a quantitative overview of reviewed studies was provided through an analysis of included and excluded studies at the initial searching, screening, and data extraction stages. Data were then analysed in accordance with the three research questions (RQ) described in Section 1.2. The paragraphs below explain how the RQ-focused analysis of evidence was conducted.

2.3.1. RQ1: UK evidence

As FiMT has a particular interest in research covering the UK population, UK-specific evidence was identified and summarised for each of the four review areas. To do this, a quantitative overview of relevant UK studies was produced and the narrative 'key findings' column of the data extraction form was analysed to identify themes relating to the four review areas in the UK context. In recognition of likely limitations of the publicly available UK literature, potentially applicable lessons were then identified from research on other countries analysed in the report – namely the US, Canada, New Zealand and Australia.

2.3.2. RQ2: Evidence on transition to civilian life

Given its centrality to the study, evidence on transition support to families was also identified and synthesised across the four review areas. In a similar way to the RQ1 approach, a quantitative summary of relevant studies focused on transition was provided, noting whether the article referred to 'Service life only', 'transition only', 'both Service life and transition', or whether this was 'not specified'. The 'key findings' column of the data extraction form was also analysed to identify literature findings relating to transition. Given the potential limitations of research on transition, potentially relevant lessons from research on Service life relating to the four review areas were analysed.

2.3.3. RQ3: Available literature and research gaps

Finally, an analysis of well-covered research areas and evidential gaps was conducted in relation to the four review themes. To identify these areas and gaps, RAND researchers explored common methodological limitations associated with the studies in-scope, under-researched countries within the limited number examined, under-researched populations, and research topics in which scholars had expressed interest but

where little research had been conducted to date. This analysis formed the basis for the recommendations for future research presented in Section 4.3.

2.4. Methodological strengths and limitations

Several strengths and limitations of the methodological approach applied in this study should be noted in considering the findings presented. These are set out below.

2.4.1.   Methodological strengths

There are considerable strengths to the approach taken to conduct this systematic review. The very wide scope of the review searches means that it is unlikely that relevant research would have been missed. Database searches of published research were supplemented with targeted searches for grey literature, ensuring that research not published within the academic publications could still be included. In an area such as this, many evaluations would not be published so using grey literature for a gap analysis ensures that the report is more complete than if published literature alone was used. The RAND study team included any study design as so few comparative studies were found. No studies were excluded based on language of publication so this form of publication bias was avoided.

The extensive categorisation of reviewed studies shows the strengths and weaknesses of current research in specific areas, which should be helpful in planning further research. More than one team member was involved with study categorisation and when there was doubt, categorisation was discussed between reviewers so it is unlikely that misclassification has occurred.

2.4.2.   Methodological limitations

Some of the systematic reviews included may have reported on primary studies that were also included in RAND Europe's systematic review so there is a risk of double-counting of some studies. However, since no-meta-analysis was conducted, this is unlikely to affect the general direction of the body of evidence that RAND Europe reports. This also only applies to review areas 2–4 as review area 1 included meta-reviews or systematic reviews and not primary studies. There is always a time lag between searches for systematic reviews and their publication, so review area 1 is more likely to have missed the most recent studies. However, the grey literature review mitigates the risk of missing recent studies to some extent.

Because of the large numbers of studies included, in-depth analysis of those studies focusing on transition between military and civilian life was not possible. It could be argued that some of the existing Service-based studies should not have been included in this report. However, in a number of cases, the research covered transition to deployment and others covered a mix of in-service and deployment. Since there was little information on transition to civilian life, this was deemed to be the next most applicable body of research. The grey literature was used for gap analysis rather than being fully explored so there may be further useful information in full texts of some of these reports that were not reflected in titles and abstracts.

3. Review findings

This chapter presents the findings from the review of the literature across the four systematic and thematic review areas:

- Section 3.2 Engagement with Families
- Section 3.3. Family breakdown
- Section 3.4 Housing support
- Section 3.5 Spousal employment.

Each of the sections will present an overview of the reviewed literature, before presenting the findings relating to the review area in the UK context. Where the systematic review found limited evidence in the UK context, evidence relating to other countries – namely, the United States, Canada, Australia and New Zealand – was included. For each review area, findings are also included from the grey literature in order to assess the extent to which any evidence gaps in the published literature were similar to those in the grey literature.

3.1. Initial search results

3.1.1. Systematic review

Table 3.1 presents the number of sources identified by the initial database search, the number of duplicates excluded, and the number of remaining sources that were screened for relevance across the four review areas.

Table 3.1: Systematic review areas and sources

	Original search	Excluded	For screening and review
Review 1: Family engagement	2,687	1,325	1,362
Review 2: Family breakdown	846	367	479
Review 3: Family housing	2,536	553	1,983
Review 4: Spousal employment	2,095	1,188	907
Total	**8,164**	**3,433**	**4,731**

The large number of sources identified, included and excluded in review area 1 ('family engagement') can be explained by its broad scope compared with the other three review areas. The search query for review area 1 also included more keywords than the other review areas, yielding a high number of potentially relevant sources while also increasing the risk of potentially irrelevant sources.

Table 3.2 presents the number of sources identified by the initial database search for the thematic review, the number of duplicates excluded, and the number of remaining sources that were screened for relevance across the four review areas.

Table 3.2: Grey literature review areas and sources

	Original search	Excluded	For review
Review 1: Family engagement	567	294	274
Review 2: Family breakdown	125	44	81
Review 3: Family housing	329	70	259
Review 4: Spousal employment	146	21	125
Total	**1,167**	**429**	**739**

The large number of sources identified, included and excluded in review area 1, can be explained by its broad scope compared with the other three review areas. The search query for review area 1 also included more keywords than the other review areas, yielding a high number of potentially relevant sources, both also increasing the risk of potentially irrelevant sources. Following screening of the potentially relevant

sources, 739 were identified through the initial database search and 21 from participant organisations, as Figure 3.1 shows. Of these 760 potentially relevant sources, 504 were excluded, leaving 256 sources for further review. Of the 504 excluded sources, 132 were duplicates, 333 were assessed as irrelevant to the four review areas, and 39 were RAND studies already included in the review of academic literature.

Figure 3.1: Grey literature findings
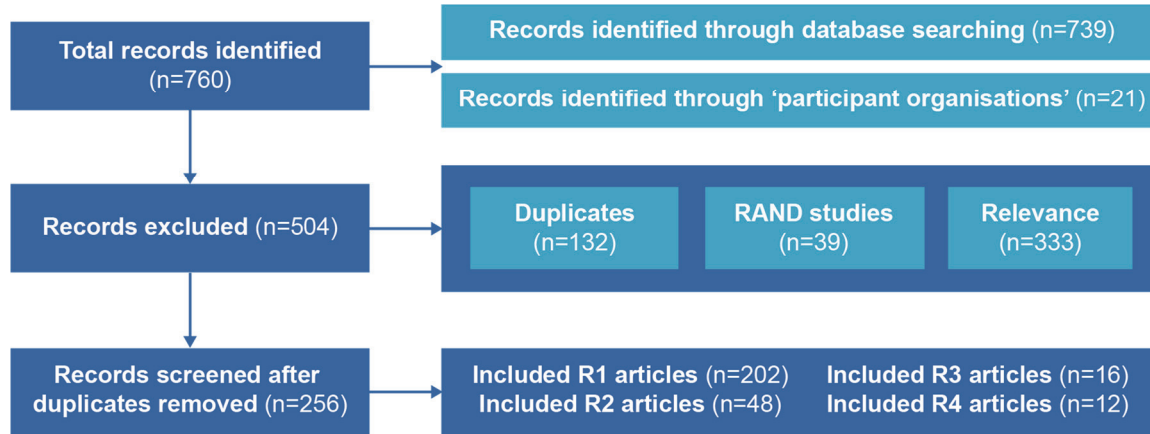
3.2. Engagement with families

This review area focuses on the evidence base regarding service providers' engagement with the families of serving personnel and Service leavers. In particular, the review focuses on methods of communicating with families and barriers to accessing information.

3.2.1. Overview of reviewed literature on engagement with families

As Figure 3.2 illustrates, 38 of the initial 2,687 articles were selected for inclusion in this review area, including three RAND reports. In addition to having met the criteria for inclusion, these studies were specifically selected because they were cited in existing systematic reviews or offered insights into a broad range of engagement programmes. Of these 38 studies, six focused on the UK context and none of these six focused exclusively on the families of Service leavers. Accordingly, the unique circumstances faced by UK Service leavers were not captured in the academic literature search.

Figure 3.2: Review 1 systematic review study selection

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┌─────────────────────────┐        ┌──────────────────────────────────────────┐
│  Records identified     │───────▶│  Duplicates removed (n=1,325)              │
│  through database       │        └──────────────────────────────────────────┘
│  searching (n=2,687)    │
└───────────┬─────────────┘
            │
            ▼
┌─────────────────────────┐        ┌──────────────────────────────────────────┐
│  Records screened after │───────▶│  Records excluded or re-categorised        │
│  duplicates removed     │        │  (n=1,324)                                 │
│  (n=1,362)              │        └──────────────────────────────────────────┘
└───────────┬─────────────┘
            │
            ▼
┌─────────────────────────┐
│  Full-text articles     │
│  reviewed and included  │
│  in synthesis (n=38)    │
└─────────────────────────┘
```
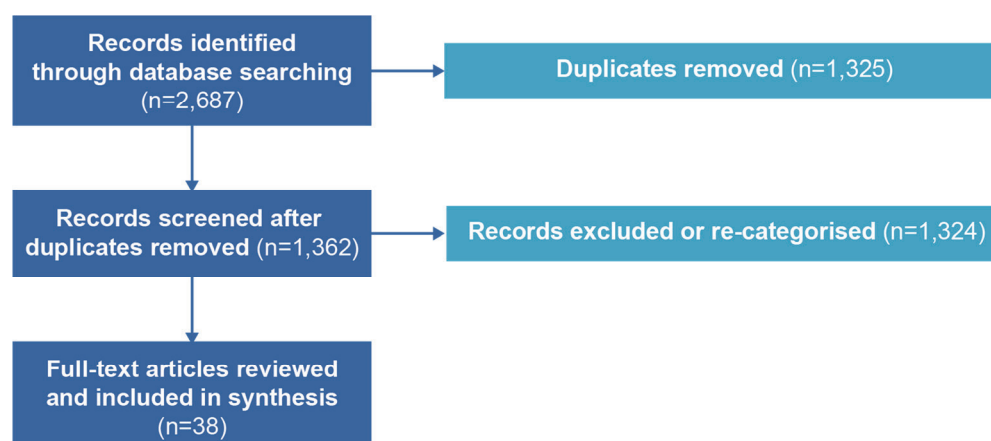
Many of the articles reviewed focused on health or medical issues and tended to report narrow, i.e. not necessarily generalisable, results from a study of an intervention or sub-population (e.g. 'the wives of deployed US soldiers').[26] Much of the literature focused on caregiver stress and support for the caregivers of critically injured veterans – for example, support services to spouses caring for a partner with PTSD.

3.2.2. Systematic review findings

UK evidence

Six of the 38 articles reviewed focused on the UK context.[27] In one of these studies, Blakely et al. (2014) describe the experiences of UK military spouses as they adjust to overseas postings and examine the types of emotional and social support desired by these spouses. Results from this study were mixed: while some spouses seemed to adapt readily to life overseas, others felt isolated or faced other challenges. These differences appear to be linked to differences in personality and marital stability. Blakely et al. (2014) outline four recommendations: (1) providing cross-cultural training and language instruction; (2) introducing regular informal checks with a healthcare worker or support professional; (3) increasing awareness of support resources; and (4) offering the option of further educational support, career guidance, or employment search support for the spouses of military expatriates.

In a separate study of cancer care experiences of UK military personnel stationed in Germany, Maguire et al. (2009) found that the supportive care needs of cancer patients and their families may not be adequately met. This situation is attributed to communication barriers, poor interagency coordination, and cultural differences. The authors point to a mismatch between how UK patients and their caregivers relate to German healthcare professionals and a shortfall of UK-style services being offered abroad. In another study of the cancer care experiences of UK personnel in Germany, Kidd et al. (2011) examine the

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[26] Merolla (2010).

[27] Blakely et al. (2014), Kidd et al. (2011), Finnegan et al. (2010), Maguire et al. (2009), Jones et al. (2013), Mulligan et al. (2012).

challenges carers face when attempting to access support. This issue of carer support also features in research commissioned by the Scottish Executive and published by Care21, the Office for Public Management and the Scottish Executive, which finds that 54 per cent of carers in Scotland reported negative impacts on their personal and social life.[28]

Another survey[29] focuses on barriers to effective support, reporting that 36 per cent of carers felt that their relationship with the patient and with other family and friends was put under '*enormous strain*',[30] and 24 per cent reported feeling abandoned at some stage. Kidd et al. (2011) find that carers often rely on British Forces Germany (BFG) for support but find that practical support is lacking. According to this study, emotional support tends to be provided by a group of psychiatric nurses, but carers were often unaware that such services existed; awareness was often spread by word of mouth. Furthermore, the BFG support system was often perceived to be reactive, rather than proactive, and bereavement support was said to be inadequate. Many carers, however, said that their employers and colleagues were their greatest source of support. The authors note, however, that these findings may be unique to this close-knit community of UK military expatriates.

Other studies focus on the interplay between family stress and poor mental health, as well as drawing implications for support services. Findings from Mulligan et al. (2012) show significant associations between battlefield PTSD and family stress among deployed UK forces, which suggests that more effective support for military families could reduce the disease burden among members of the Armed Forces. Mulligan et al. (2012) find that serious financial problems, problems with children, and other major problems at home are significantly associated with severity of PTSD symptoms. Finnegan et al. (2010) echo these findings in their study of predisposing factors underpinning mental health problems among active-duty UK soldiers and officers. These authors note that Army interventions to support these personnel should be evaluated in the context of relationship breakdown. Finally, Jones et al. (2013) measure mental health burdens among UK personnel deployed to Afghanistan and find that perceived adequate support to families was correlated with better mental health, although they emphasise that perceived support to families may differ from actual support.

Evidence on transition to civilian life

None of the 38 articles reviewed address the issue of family engagement in the context of transition from military to civilian life.

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[28] Office for Public Management (OPM), Care21 and Scottish Executive, 2006 in Kidd et al. (2011).

[29] Macmillan Cancer Support, 2006 in Kidd et al. (2011).

[30] Macmillan Cancer Support, 2006 in Kidd et al. (2011).

Lessons from outside the UK relating to Service life

While eight of the sources reviewed focus on the UK context, the remaining 32 focus on countries outside the UK, with most of these studies examining the US setting. As mentioned above, there is significant cross-over between family engagement and the other research areas covered in this review. Source material identified through the database search often addresses family engagement related to veteran PTSD, other mental health issues, caregiver strain, relationship breakdown, family resilience, or parent-child relationships. The RAND publications reviewed explore additional topics ranging from propensity to suicide to financial management. Key findings from these articles and reports are explored in more detail in the following sections.

Veteran PTSD, mental health and caregiver engagement

The non-UK literature – and particularly that focusing on the US context – tends to be descriptive and often maps out existing support programmes for the families of personnel and Service leavers. As noted in Section 3.2.1, much of this literature focuses on mental health-related issues. For example, Sherman et al. (2012) describe the multifamily group (MFG) treatment model to promote family involvement and engagement in veteran care. MFG incorporates psychoeducation, communication skill building, problem-solving, and social support. In a similar way, Bush et al. (2011) provide a summary of the services provided through 'afterdeployment.org' – a web-based support service developed by the DoD that is available to current and former Service members, their families and clinicians. This support service provides ready access to educational resources and skills development exercises aimed at overcoming challenges to the adjustment process after a deployment. The website covers a range of issues such as substance abuse, violence, PTSD, household finances, parent-child relationships, among others.

As well as describing the support on offer to Service and ex-Service families, the non-UK evidence base also evaluates the effectiveness of such programmes. In Australia, for example, O'Donnell et al. (2013) conducted a longitudinal evaluation of the Veterans and Veterans Families Counselling Service (VVCS) – a provider of community-based mental health services to veterans and their families. The results of this 12-month evaluation suggest significant improvements in depression, anxiety, stress and alcohol use symptom severity, but as it did not have a concurrent comparator, it is difficult to know whether this was due to the counselling service or other factors. A separate study conducted by Walker et al. (2014) evaluates 'Talk, Listen, Connect: Changes' (TLC); a multimedia kit developed for families with deployed or discharged parents with a major injury during deployment. Based on a two-group (control and intervention), pre-test/post-test, block randomised design,[31] this study finds improvements in caregiver isolation, child aggression, and disruptive home environment for the intervention group compared with controls.

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[31] With a block randomised design, subjects are divided into sub-groups referred to as 'blocks', such that the variability within blocks is less than the variability between blocks. Subjects within each block are then randomly assigned to treatment conditions.

Other evaluations of engagement programmes have been conducted by Fischer et al. (2013) and Sherman (2003 and 2006). Fischer et al. (2013) examine the impact of REACH (Reaching out to Educate and Assist Caring, Healthy Families), a multi-family group psychoeducation programme for veterans with PTSD and their family members. Results indicate that the 100 veterans and 96 family members that participated in the evaluation show significant improvement on most measures, including empowerment, family problem solving, communication, relationship satisfaction, social support, symptom status, knowledge of PTSD, self-efficacy in coping with PTSD, and quality of life from the start to the end of the programme. In their evaluation of the Support and Family Education (SAFE) programme – a 14-session curriculum of monthly workshops for family caregivers developed by the Veterans' Administration – Sherman (2003 and 2006) finds that participation in SAFE was positively associated with improvements in self-care, understanding of mental illness and awareness of VA services, and negatively associated with caregiver stress. Local clinics also responded positively to SAFE, with several indicating that SAFE participants became more involved as caregivers.

Another focus of the non-UK literature on family engagement is on barriers to accessing support. In their analysis of partner engagement in PTSD treatment of Vietnam veterans, for example, Sherman et al. (2008) explore perceived risks and barriers to partner participation and use these findings to develop strategies to solicit partner involvement in mental health treatment. The authors report that partners had raised concerns about participating in care provision and also about doubts regarding veterans' possible improvement. They also cite logistical barriers such as geographical distance as a burden and problems coordinating child care, work and household finances. Sherman et al. (2008) list implications for service delivery, noting for example that when educating partners about services it is important to emphasise the potential benefits of partner involvement to both the veteran and the caregiver and that service flexibility is essential.

In a separate study on mental health support service use among the spouses or partners of US National Guard members, Gorman et al. (2011) also explore obstacles to accessing care. While Service members are generally found to use services offered by the military, their partners more often use private sector services. However, Gorman et al. (2011) report that mental health and family support services were underused: of those with at least one mental health problem, only 53 per cent report using services at a Military One Source, TRICARE, or readjustment counselling at a veterans' facility. Among partners, barriers to care include difficulty scheduling an appointment, cost, perceptions that they would be seen as weak, and lack of availability in their community. Embarrassment, difficulty taking time off work and lack of knowledge are also cited as impeding use of available support.

As well as focusing on barriers for families in accessing support, non-UK sources examine the challenges relating to implementing support programmes. For example, a RAND study on the Yellow Ribbon Reintegration Program (YR) – a DoD initiative established in 2008 to provide deployment-related resources to personnel and their families – highlights challenges relating to insufficient leadership support,

incomplete service use and staff turnover.[32] Programme overlap is cited as another key problem. For example, staff members in Oregon report that the state has opened a second veteran focused suicide hotline, essentially replicating the services of the Military Assistance Helpline. Many programmes also indicate that the amount of funding received is insufficient to meet existing requirements or to implement high-quality services. Moreover, programmes acknowledge that uncertainty as to whether funding could continue creates various problems, including a reluctance to engage in long-term planning. Balancing the time spent developing long-term ideas versus focusing on short-term programmes and 'quick wins' is a challenge for many of these programmes.

To overcome these issues, the authors set out recommendations for programme leaders: developing measurable goals; collecting programme data on effectiveness; ensuring that programmes are sustainable and using practices associated with high-quality programmes. The evaluation highlights promising practices implemented by the programmes, including the use of geographically dispersed staff; the provision of one-to-one services; strong partnerships with other resource providers; and strong technology-based tracking systems.[33]

Family resilience

'Resilience' is an all-encompassing term denoting resistance to or ability to recover from psychological distress in the face of deployment and reintegration stresses. The review identified research on several programmes that aim to cultivate resilience in both Service members and their families. Jarrett (2008 and 2013), for example, describes the Warrior Family Resilience and Thriving (WFRT) programme as a means of enhancing soldier and family resiliency based on Rational Emotive Behavior Therapy (REBT). According to the author, WFRT involves REBT self-coaching, as well as strategies to teach advanced resilience, emotional management and critical thinking to soldiers and their families. The author reports that, by 2013, WFRT and specialised variants had been used with over 15,000 individuals but does not report the results of this initiative.

The Military Family Fitness Model (MFFM) of Total Force Fitness is another programme designed to build resilience in military families analysed in the literature.[34] Bowles et al. (2015) describe MFFM as a '*comprehensive model aimed at enhancing family fitness and resilience across the life span*'. In a separate study, Walter et al. (2010) present a different framework for evaluating Total Force Fitness programmes across the US. Families OverComing Under Stress (FOCUS) is also a family-centred evidence-informed resilience training programme that is discussed in the literature. According to Beardslee (2011), FOCUS was specifically developed as a family-centred preventive intervention strategy adapted for the needs of military families facing the stressors of multiple deployments. An evaluation of FOCUS (n = 488 families) showed significant improvements in child emotional and behavioural distress and positive coping

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[32] Werber et al. (2015).

[33] Werber et al. (2015).

[34] Westphal & Woodward (2010).

strategies from the start to the end of the evaluation. Family function was shown to improve in the areas of problem solving, communication, roles, and behaviour control.

Parent-child relationships

Several articles focus on the unique challenges faced by children and adolescents in deployed and transitional military families, and implications for family support and engagement. De Pedro et al. (2011) review literature on reintegration and find disparities in access and use of services between the children of active duty personnel and Reservists, greater financial stress among Reservists, and greater integration challenges for children in Reservist families. Schools are found to play a unique role in protecting military children from the stresses of transition, and De Pedro et al. (2011) call for more in-depth research into military families' experiences with reintegration and more research into models of military-friendly school climates.

Other researchers also point to school-based interventions as a way to help military children manage transitions. Brendel et al. (2014) conducted a systematic review of school-based interventions in the US with the aim of assessing their effects on the well-being of military children. These authors find that an intervention to provide group counselling to the children of deployed parents shows a mixture of insignificant or small-to-moderate effects on the desired outcomes (anxiety, self-esteem and internalising and externalising behaviour). In a review of the US Marine Corps School Liaison Program, Aronson et al. (2011) find that the programme was '*off to a good start*' and was based on strong relationships with the schools involved, although resource limitations and bureaucratic barriers were cited as challenges to implementation.

Evidence gaps and limitations

Although studies exist that describe programmes engaging directly with the families of Service leavers, none of the studies reviewed directly evaluate the most effective approach to engaging with the families. Evidence gaps remain with regard to literature on understanding families' access to information; methods by which service providers communicate; barriers to successful engagement; and ways to overcome these obstacles. Very little UK- or transition-focused research examining family engagement appears to have been conducted.

The research landscape could benefit from more rigorous, longitudinal studies of programme effectiveness, with concurrent comparators in order to control for other factors that might affect the evaluation of these types of programmes. While more established programmes such as the VVCS in Australia have undergone robust evaluations, any of the programmes listed above were introduced relatively recently, having been established in the context of the wars in Iraq and Afghanistan. These programmes have not yet been subjected to rigorous evaluations drawing on longitudinal comparative research.

To focus on one example of published research on family engagement, Table 3.3 describes the study objectives, methods and key conclusions of Floyd & Phillips (2013).

**Table 3.3: Research spotlight: Engagement with families**

Study	Floyd, Latosha & Deborah A. Phillips. 2013. 'Child Care and Other Support Programs.' *The Future of Children* 23 (2): 79–97.
Purpose	To review DoD childcare efforts and programmes and to provide a commentary on upcoming challenges in this domain.
Scope	Focuses on Service life in the US context
Population	The children of US military personnel
Methods	• Literature review
Limitations identified by the article author	- None specified
Key findings	- Some military parents may not be aware of their options for DoD-subsidised child care – particularly for subsidised civilian care. - Although DoD child care services cater for a large number of children in relatively high-quality facilities, the demand for care continues to exceed the supply in these facilities.

3.2.3. Grey literature review findings

As with the systematic review of the academic literature, the size of review area 1 grey literature was the broadest of the four review areas. The inclusion criteria for family engagement were again considered broadly to include support services offered both to the Service member that would have an effect on his or her family (e.g. mental health support and counselling services) and services offered to the family, either as a unit, to the spouse or to their children. Grey literature research also indicates that there is a frequent lack of distinction between support services provided to serving personnel and Service leavers. Further, while a significant portion of the grey literature sources in this review area are related to support services to assist in the transition to civilian life, these services are often focused on Service members returning from deployment rather on Service leavers.

The grey literature search identified 202 relevant sources for this review area in total. Figure 3.3 provides an overview of the number of sources coded to each of the research themes within this review area. Note that some sources were coded to more than one research theme.

Figure 3.3: Review 1 grey literature research themes
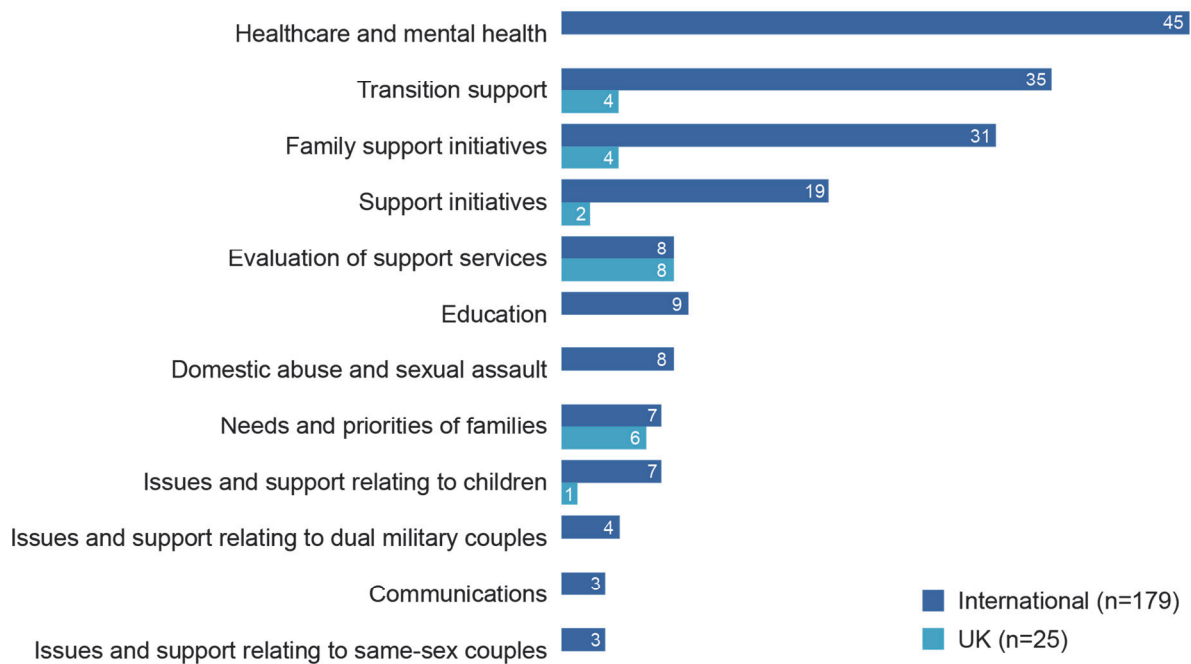
Overall, the international grey literature presented an overview of different support services available to Service members and their families in a wide range of areas (n=85), with a substantial share of sources focusing on the United States. A number of sources also looked at evaluating support services (n=16). It should be noted that this involves a broad understanding of evaluation that includes not only systematic programme level evaluations but also more superficial evaluations such as surveying the level of satisfaction of the service users.

Within the international sources, there was also a substantial focus on issues related to healthcare and mental health support services, including issues of health insurance and access to healthcare services provided by the military (n=45). Similarly, there was some attention paid to education issues in terms of support services and issues in accessing further education for Service members (n=9).

A small section of sources related to understanding the issues and reporting on support services related to domestic abuse and sexual assault in a US context (n=8). A limited number of studies dealt with understanding the unique needs and issues related to specific demographic sub-sections within the military family context such as dual-military (n=4) and same-sex couples (n=3). A very limited number of sources dealt with how to communicate support services to the military families and were mostly by way of guidance material on how to use social media within this context (n=3).

The relatively low number of sources coded to understanding the needs and priorities of families (n=7) could be of particular interest as it may indicate a gap between the actual needs and priorities of military families and the types of services and support that are provided by them.

UK evidence and research gaps

As indicated by Figure 3.3, there is a discrepancy between the number of UK and international sources identified through the grey literature searches. Although it is to be expected that the number of international sources would be higher than the number of UK sources, there seems to be an indication of research gaps within certain areas of the UK context. It may also be that there are additional sources of relevance to the UK context that were not identified through the search strategies employed for this project.

However, in contrast to the international context there were a relatively high number of sources coded to the theme of understanding the needs and priorities of military families (n=6). This is particularly due to the number of surveys and reviews, such as the RAF FF Survey Reports and the Army Families Federation Army Families' Concerns Quarterly Review, which survey the perceptions, needs, priorities and satisfaction of their members and beneficiaries.

It is also important to note that there were no UK sources coded to several of the research themes in this review area, such as 'non-traditional' family compositions – for example dual-military and same-sex couples – and domestic or sexual abuse. Similarly, there were also limited sources related to education issues and the needs of children. However, this may not necessarily confirm a definite research gap as these issues may be part of comprehensive reports that span multiple topics not appropriately represented through a thematic categorisation process.

3.3. Family breakdown

This review area examines research relating to family breakdown between Service personnel and their partners or spouses. It focuses not only on divorces and relationship failure but also on the 'stressors' and tensions affecting military families. As well as identifying research comparing military and civilian populations, the review also searches for evidence to challenge or validate anecdotal evidence of a 'spike' of relationship breakdowns at transition.[35]

3.3.1. Overview of reviewed literature on family breakdown

The initial literature search identified 846 studies, of which 367 were duplicates. After the titles and abstracts of the remaining articles were scanned for relevance, 371 were removed or re-categorised. Records were excluded where they were historical[36] or where they focused on issues beyond the scope of the review such as the psychological and academic adjustment of military children.[37] As Figure 3.4 illustrates, 108 articles were found to focus on family breakdown and were included in the study. Of these articles, four focused on the UK context and one explored transition from military to civilian life.

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[35] The Forces in Mind Trust (2015).

[36] See, for example, Audoin-Rouzeau & Winter (2016); Childers (2009).

[37] See, for example, Card et al. (2011).

Figure 3.4: Review 2 systematic review study selection
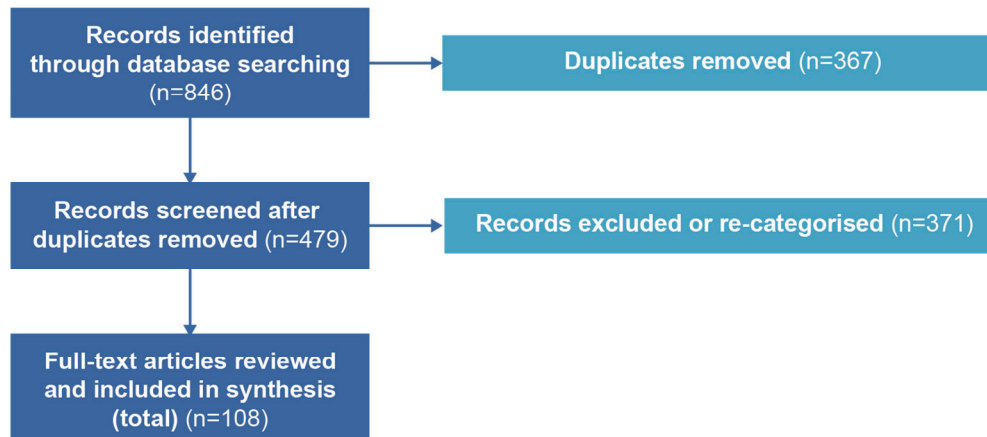
Most of the studies reviewed (80 of 108) were based on a combination of quantitative and qualitative research methods. Five systematic reviews were conducted on family breakdown, focusing largely on the impact of military Service on family functioning and stability.[38] The systematic review conducted by Monson et al. (2009) also examined the impact of veterans' PTSD on intimate relationship problems.

Studies across the family breakdown review area drew on a range of data sources, including surveys (54 studies), interviews (21 studies), quasi-experimental study design (13 studies), experimental study design (5 studies), focus groups (5 studies), case studies (3 studies), and non-primary data (28 studies).[39] Most of the studies included were descriptive in nature (60 studies), while 41 were estimative and 15 were evaluative.[40]

3.3.2. Systematic review findings

UK evidence

Four of the 108 reviewed articles were found to address the issue of family breakdown in the UK context.[41] All four of the UK studies look only at Service life rather than Service leavers and the transition to civilian life. These articles examine the impact that military Service and deployments have on family functioning. In particular, Cohen & Segal (2009) focus on marital outcomes while Harvey et al. (2012) explore impacts on family functioning and mental health outcomes. Lê et al. (2010) examine the effects of

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[38] Friedberg & Brelsford (2011); Kanzler et al. (2011); Sherman et al. (2015); Blakely et al. (2012).

[39] As the figures indicate, in some cases the studies included drew on a range of these research methods and approaches.

[40] As the figures indicate, in some cases the studies included were not just descriptive, estimative or evaluative, but a combination of these study types.

[41] While Harvey et al. (2012) and Lê et al. (2010) focus on the UK context, it should be noted that the UK is a secondary focus for Blakely et al. (2012) and Cohen & Segal (2009), who mainly study the US context. While two studies examine the Canadian context, the remaining articles focus on the US context.

foreign postings on the family unit, while Blakely et al. (2012) focus on how relocations affect non-military spouses.

All four UK studies find that military Service can create multiple 'stressors' for families. For example, Lê et al.'s 2010 study of RAF personnel and their families finds that negative psychological outcomes of relocation for family members include fear, stress, anger, unhappiness, feelings of unsettlement, poor family dynamics and strained relationships. This is illustrated by one RAF participant's observation that '*my wife goes through a bout of almost clinical depression when we move somewhere new...I think that the isolation and depression that my wife suffers from moving tends to strain the whole family.*'[42] These stresses also reportedly affect the children and extended families of personnel, with participants noting concerns about being unable to fulfil responsibilities towards ageing parents at a distance.[43]

However, Blakely et al. (2012) note that while military spouses face stressors that their civilian counterparts may not experience, individual circumstances determine how these experiences impact families emotionally and psychologically. 'Family resilience' is highlighted in the UK literature, with one study observing that 'family unity' and 'new cultural experiences' can strengthen families in the face of the stresses of military life.[44] UK evidence also suggests that different coping styles, such as commuting and boarding school, may make some families more resilient to relocation than others.[45]

To provide further insight into the UK research being conducted in this area, Table 3.4 describes the study approach and key findings of Blakely et al. (2012).

Table 3.4: Research spotlight: UK family breakdown study

Study	Blakely et al. (2012). 'A Systematic Review of the Impact of Foreign Postings on Accompanying Spouses of Military Personnel.' *Nursing and Health Sciences*, 14 (1): 121–32.
Purpose	To investigate the impact of foreign postings on the accompanying spouses of military personnel.
Scope	Focuses on Service life in the context of the UK and US
Population	The spouses of UK and US military personnel
Methods	- A systematic review of qualitative and quantitative studies - Draws on 12 databases

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[42] Lê et al. (2010).

[43] Lê et al. (2010).

[44] Jervis (2009) in Blakely et al. (2012).

[45] Lê et al. (2010).

	• Analyses 12 studies, one of which focuses on the UK context (Jervis, 2009)
Limitations identified by the article author	- None specified
Key findings	- The stress related to being a military spouse is well documented.[46] - Overseas postings can create multiple stressors for families that would not have existed if they have been domestically relocated,[47] e.g. added financial strains, limited spousal employment opportunities, and extreme climates.[48] - However, travel and new cultural opportunities can also build family resilience.[49] - While military spouses are subject to many stressors that civilian spouses may not experience, how these experiences impact emotionally and psychologically appears to be very dependent on individual circumstances.[50]

Evidence on transition to civilian life

Only one of the 108 articles reviewed addresses the issue of family breakdown in the context of transition from military to civilian life.[51] Jordan (2011) explores the relationship challenges that US combat Service veterans deployed in Afghanistan and/or Iraq face and how these challenges can affect reintegration into civilian life. Based on a literature review, this study identifies several obstacles that make transition from military to civilian life more complicated, noting that repeated deployment changes not only veterans but also their families.[52] These challenges include spouses' or partners' concerns about how they will be treated by the returning combat Service veterans and how veterans might have been changed by their combat experience. Similarly, combat veterans might be worried that family issues – including financial problems, career issues, parenting issues, domestic violence or affairs – will await them when they return home.[53]

Lessons from outside the UK relating to Service life

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[46] Lavee et al. (1985), Fernandez-Pol (1988), McNulty (2003), Jervis (2009) in Blakely et al. (2012).

[47] McNulty (2003) in Blakely et al. (2012).

[48] Manning & DeRouin (1981), Bowen (1987), Lakhani (1994), McNulty (2003) in Blakely et al. (2012).

[49] Lakhani et al. (1985), McNulty (2003), Jervis (2009) in Blakely et al. (2012).

[50] Blakely et al. (2012).

[51] Jordan (2011).

[52] Channing Bete Co. (2004) in Jordan (2011).

[53] Jordan (2011).

As the previous sections indicate, there is very little research on family breakdown for UK veterans leaving the military. The literature on family breakdown instead largely focuses on the deployment experiences of US personnel and their families. Of the 108 articles reviewed, 89 address the issue of family breakdown in the context of Service life, while the remaining 19 studies are either linked to both Service life *and* transition, or are not explicitly linked to either phase. While acknowledging the unique features of the UK military context, this section identifies research findings from outside the UK of potential relevance for UK personnel and their families.

The non-UK evidence on the question of how military Service affects marital stability is limited and contradictory. While some studies find evidence that combat disrupts marriage, others find that combat reduces the probability of family breakup while still others report no impact on marital outcomes. On the one hand, reviewed research finds that Service personnel face higher risks of divorce than their civilian counterparts.[54] Long separations for tours of duty can reportedly cause couples to grow apart, while the frequency of relocation has also been cited as a factor disturbing marriage.[55] Harvey et al. (2012) report that Reservists who deployed in the Iraq War were more likely than non-deployed Reservists to report actual or serious consideration of separation from their partner, and several other studies find that combat veterans have elevated divorce rates.[56] However, several of these studies have been criticised for their lack of probability sampling and absence of key controls – for example, with some not comparing veterans' divorces with those of their non-veteran peers.[57]

However, another body of evidence challenges the assumption that military Service harms personal relationships. While some studies find that combat has no impact on marital stability,[58] other research reports a stabilising influence of military Service on veterans' families.[59] In one article, Call & Teachman find that '*military Service reduced the probability of marital dissolution*'.[60] Cohen & Segal (2009) invoke several possible explanations for positive impacts of Service life on families. One is that military Service may stabilise marriage due to military benefits. Divorce would entail loss of family medical benefits, which often continue after personnel leave Service and which provide important material incentives for remaining married. It has also been suggested that Service families will remain together due to expectations that military wives will provide emotional support to their serving spouses. There tend to be strong social pressures in military communities urging wives to try to make the marriage work.[61]

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[54] Gimbel and Booth (1994) and Ruger et al. (2002) in Cohen & Segal (2009); Lemmon et al. (2009).

[55] Cohen & Segal (2009); Jessup (1996) in Cohen & Segal (2009).

[56] Frey-Wouters and Laufer (1986), Kulka et al. (1990), Laufer and Gallops (1985) and Stellman et al. (1988) in Cohen & Segal (2009).

[57] See Cohen & Segal (2009).

[58] See, for example, Card (1983) in Cohen & Segal (2009); Cohen & Segal (2009).

[59] See, for example, Call & Teachman in Cohen & Segal (2009).

[60] Call & Teachman (1991) in Cohen & Segal (2009).

[61] Cohen & Segal (2009).

Nonetheless – like UK research in this area – the non-UK literature also finds that combat inflicts 'stressors' on families. Many studies find that deployments in particular are a source of considerable stress for military families.[62] A number of qualitative and survey studies have described these stresses in detail, noting that each stage of the deployment cycle – notification and preparation, separation and reunion – is associated with unique demands on military couples.[63] Stress-inducing factors include loneliness, frequent moves, financial insecurity, changes in family roles, difficulties in children's discipline and concern for the serving spouse.[64] US research suggests that military couples tend to experience more fear and distress than civilians.[65]

Like UK studies, non-UK research also focuses on intimate violence among military couples. The majority of these studies have found that among couples where at least one spouse is in the military, there are higher overall rates of domestic violence compared with civilian couples.[66] Research suggests that the extended separations associated with military Service are linked with increased reports of child and spouse abuse.[67] According to Gibbons et al. (2012), the return of personnel home from combat can lead to increased rates of marital conflict and domestic violence and increased risk of parental maltreatment of children.

Furthermore, non-UK sources examine the links between veterans' PTSD symptoms and marital satisfaction. A strong body of research has linked relationship distress in military couples to symptoms of PTSD in Service members.[68] In a study of US military reintegration into civilian life, for example, Redmond et al. (2014) found that significant relationship distress was reported in more than 70 per cent of couples where the veteran had PTSD, while 30 per cent of couples without PTSD indicated distress. More broadly, PTSD among combat veterans has been linked to greater relationship distress, poorer communication and intimacy, sexual dysfunction, intimate partner violence and greater relationship instability.[69]

Evidence gaps and limitations

Research gaps

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[62] See, for example, Adler-Baeder et al. (2005); Baptist & Goff (2012); Allen et al. (2015); Bunch et al. (2007); Cafferky & Shi (2015); Allen et al. (2011); Crow & Myers-Bowman (2011).

[63] See, for example, Amen et al. (1988), Figley (1993), Rosen et al. (2000), Rosen et al. (1995) in Karney & Crown (2011).

[64] Di Nola (2008), Palmer (2008) in Allen et al. (2011).

[65] See Bowling & Sherman (2008), Davis et al. (2011) in Cafferky & Shi (2015).

[66] See, for example, Bohannon et al. (1995), Cantos et al. (1994), Cronin (1995), Griffin and Morgan (1988), Heyman and Neidig (1999), McCarroll et al. (2000), Shupe et al. (1987) in Bradley (2007).

[67] See Gibbs et al. (2007) in Carroll et al. (2013).

[68] See meta-analyses by Lambert et al. (2012), Taft et al. (2011) in Bergmann & Renshaw (2014); Riggs et al. (1998) in Campbell & Renshaw (2011); Allen et al. (2010); Arzi et al. (2000); Chapin (2011); Hayes et al. (2010); Redmond et al. (2014); Renshaw et al. (2012).

[69] Monson et al. (2009) in Erbes et al. (2011).

Several research gaps were highlighted by this review. Very little UK- or transition-focused research examining family breakdown appears to have been undertaken and – as the previous sections illustrate – evidence on the impact of military Service on family stability is limited and contradictory.[70] Despite enduring interest in the effects of deployment on military families, to date there has been little definitive evidence on whether deployments increase the risk of divorce.[71] Moreover, the review found no evidence with which either to validate or challenge FiMT's anecdotal evidence that transition triggers relationship breakdown.[72]

While little is known about marital quality or outcomes in military populations, there is ample evidence on this topic focusing on civilian populations.[73] Both cross-sectional and longitudinal approaches have been applied to understand how background and demographic factors affect the marital quality of civilian couples. These factors include living together before marriage, previous divorces, marrying at a young age, having lower income and educational attainment, experiencing parental divorce, belonging to a minority racial or ethnic group, being married longer and having children in the home.[74] However, there is a shortage of research in this area in the military context.

Although family structures and definitions have changed over time,[75] very little research has been conducted on 'non-traditional families' to date. In particular, there has been little research conducted on remarried personnel and personnel living in stepfamilies and binuclear families where two households are connected by a common biological child.[76] Research on spousal quality of life is nearly always focused on how Service affects the wives of male personnel.[77] The deployment of military mothers is a relatively recent phenomenon[78] that is just beginning to be explored.[79] Additionally, there is a shortage of research drawing on the perspectives of same-sex couples, same-sex parents and of children.[80]

Despite some initial work on the resilience of military families,[81] little is currently known about the factors helping military couples persevere through the stresses of military life.[82] Researchers have often overemphasised the negative outcomes of combat-related deployments on family relationships, overlooking the resilient nature of military families. According to Karney & Crown (2007), better

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[70] See Borelli et al., 2013; Karney & Crown (2011).

[71] Karney & Crown (2011).

[72] The Forces in Mind Trust (2015).

[73] Anderson et al. (2011); Karney & Crown (2007).

[74] See Amato et al. (2003), Holman (2001), Karney & Bradbury (1995) in Anderson et al. (2011).

[75] See Bunch et al. (2007).

[76] See Adler-Baeder et al. (2005).

[77] Ross (2014); Kanzler et al. (2011); Bunch et al. (2007); Kelley & Doane (2011); Southwell et al. (2016).

[78] Makekau (2013) in Yablonsky et al. (2015).

[79] Agazio et al. (2013) in Yablonsky et al. (2015).

[80] See Yablonsky et al. (2015); Hayes et al. (2010).

[81] See Lakhani et al. (1985), McNulty (2003) and Jervis (2009) in Blakely et al. (2012).

[82] As observed by Baptist & Goff (2012); Knobloch & Theiss (2011).

understanding of military families' adaptive processes can provide the foundation for programmes that promote effective adaptation and facilitate the development of treatment interventions for marriages affected by deployment. Knobloch & Theiss (2011) also suggest that research is needed to evaluate the efficacy of coping strategies that military couples enact across the deployment cycle.

There is also a shortage of research into domestic violence affecting military couples.[83] Most of the research conducted into this area only examines rates of violence among civilian couples. Nonetheless, there is a small but significant body of work that studies intimate rates of violence in populations where one or both spouses are serving in the military. What is missing from the literature is an exploration of whether or not engagement in intimate relationship violence increases, decreases or remains constant once a person has left military Service.[84] Even less is known about rates of infidelity among civilian spouses of Service members.[85] Until recently, there has been almost no empirical study of interventions for couples dealing with extra-marital affairs.[86]

Limitations of reviewed evidence

The evidence base on family breakdown lacks longitudinal comparative research.[87] Only 14 of the 108 records on family breakdown reviewed drew on longitudinal data (13 per cent).[88] At present, little has been done to track personnel and the factors that contribute to marital quality over a longer period of time in order to analyse how long the impacts of deployment will last.[89] Moreover, studies on how deployments affect military marriages often lack a comparison group – for example of non-deployed soldiers.[90] Adler-Baeder et al. (2005) note that it is often not clear whether experiences with divorce and remarriage in the military are more or less common than experiences in the general population. Most studies in this area are based on a cross-sectional design,[91] which precludes any analysis of the direction of causality or of change in associations over time.

Another methodological limitation of the evidence base on family breakdown relates to the outdated non-primary data used in research. Karney et al. (2012) note that most of the available data sources that include significant military subsamples are more than two decades old and may not reflect the current

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[83] See Bradley (2007).

[84] Bradley (2007).

[85] As observed by Snyder et al. (2012).

[86] Snyder et al. (2012).

[87] As noted by Anderson et al. (2011); Blais et al. (2009); Borelli et al. (2013); Cafferky & Shi (2015); De Burgh et al. (2011); Renshaw & Campbell (2011); Van Winkle & Lipari (2015); Vogt et al. (2011).

[88] Carroll et al. (2013); Cohen & Segal (2009); Erbes et al. (2011); Foran et al. (2013); Harvey et al. (2012); Karakurt et al. (2013); Karney & Crown (2011); Kelley & Doane (2011); Lemmon et al. (2009); Lundquist (2007); Negrusa & Negrusa (2014); Negrusa et al. (2014); Teachman & Tedrow (2008); Wilcox et al. (2015).

[89] Anderson et al. (2011).

[90] As observed by Karney & Crown (2011).

[91] See, for example, Bergmann & Renshaw (2014); Borelli et al. (2013); Campbell & Renshaw (2011); Knobloch & Theiss (2011); Orthner & Rose (2009); Renshaw & Campbell (2011).

context of marital transitions in either the military or civilian populations.[92] To cite one example, Lundquist (2007) notes that the National Longitudinal Surveys data used represent an earlier time period that may be less applicable to the present-day military. In a similar way, London et al. (2013) note that their findings cannot be generalised to the contemporary veteran population given that they are based on data collected in 1992.

Several common research limitations have been identified, a number of which relate to sampling. Self-selected sampling can affect the scope and quality of the data collected[93] and a small, homogeneous sample size can limit the generalisability of study findings.[94] Although research in this area focuses on family relationships, studies in this area do not often incorporate family perspectives into the study design. For example, Hayes et al. (2010) note that their study findings are limited by the fact that all focus group members were spouses; rather than other family members such as adult children or parents.[95] Finally, research is often based on self-report measures,[96] which may raise the possibility of social desirability – particularly on more sensitive indices such as measures of psychological and physical well-being – and subject study findings to personal biases.

3.3.3. Grey literature review findings

The grey literature scans for this review focused on identifying sources relating to family breakdown between Service members and their partners with a particular focus on family breakdown caused by the transition from military to civilian life.

As illustrated by Figure 3.5 the grey literature scans yielded significantly fewer sources (n=48) compared with review area 1. This is partly because of a more narrow definition and scope for this review area but may also indicate less research conducted in this review area in comparison with review area 1.

Figure 3.5: Review 2 grey literature research themes

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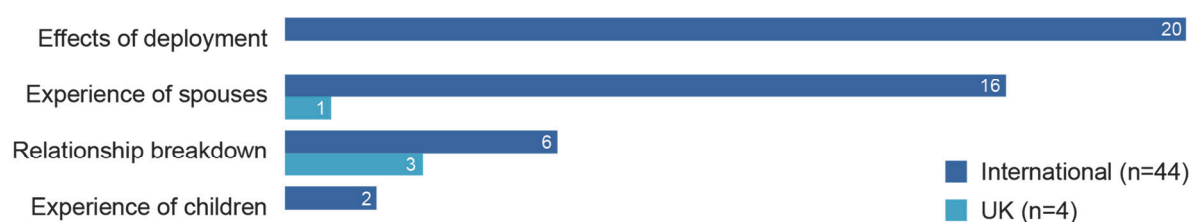
[92] See, for example, the National Longitudinal Study of Youth (1979).

[93] See Parcell & Maguire (2014); Theiss & Knobloch (2013).

[94] Baptist & Goff (2012); Borelli et al. (2013); Bunch et al. (2007); Frey et al. (2011); Karakurt et al. (2013).

[95] This limitation was also noted in Cafferky & Shi (2015) and Orthner & Rose (2009).

[96] See, for example, Renshaw & Caska (2012); Blais et al. (2009); Bunch et al. (2007).

As seen with review area 1, there is again a significant discrepancy between the number of identified international and UK sources. Similarly, out of the 44 international sources, a majority relate to the United States (n=39). The number of research themes within this review area is also considerably fewer than in review area 1, most likely indicating the more restrictive scope of the review.

Similar to review area 1 there were also unclear distinctions between family breakdown in families of Service members on the one hand and Service leavers on the other. Further, the sources were more focused on family breakdown as a result of deployment or combat exposure during deployment rather than in relation to transition from military to civilian life.

A small number of studies had an explicit focus on studying the actual breakdown of families (n=9). However, out of these nine, only three were related to the UK context. Instead of an explicit focus on the overarching issue of family breakdown there were more studies exploring factors contributing to family breakdown, the experience of spouses and the effects of deployment in particular (n=38). Connecting these two research themes was the focus on particular 'stressors' imposed on either the Service member, the spouse, their children or the family unit as a whole. The stressors mentioned in the sources ranged from effects of family separation (related to the length and frequency of deployments), changes in everyday roles and responsibilities due to an absent partner or parent, effects of combat exposure and trauma on couple functioning, effects of mental health issues on families, and the changing roles of spouses when a Service member returns from deployment.

The small number of sources relevant to the UK context again highlights the need for additional UK research within this review area, specifically focusing on transition from military to civilian life. Out of the four grey sources relevant to the UK context, only three had an indirect focus[97] and one a direct focus[98] on family breakdown. This is most likely an indication that this area suffers from significant research gaps, in particularly in relation to understanding the effects of transition from Service life to civilian life for Service leavers and their families. Similarly, the types of sources identified in this review also seem to indicate the need for further research into family breakdown that uses a civilian comparator, as it is unclear whether there are causal links between either deployment or transition and family breakdown. Finally, it is worth highlighting that there were no UK sources coded to the themes relating to the effects of deployment and the experiences of children, and only one source coded to the experience of spouses. This may be an indication of the need for more 'family centred' research focusing on the experiences of children and spouses of military families as well as a need for additional research into the potential effects that deployment may have on military families.

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[97] Sources with an indirect focus: Dandeker et al. (2006); King's College London (United Kingdom) Dept of War Studies; Klein, S. & W. Busuttil (2012); RAF Families Federation (2012).

[98] Nicholson, L. (2010).

3.4. Housing support

In contrast to the other review areas, the scope of the 'housing support' review is narrowly defined to conform to the specific circumstances of UK Service leavers. This review focuses on understanding whether there is evidence on the extent to which families of Service leavers are aware of housing support services available to them. It also aims to identify evidence on families' financial preparedness to transition into the civilian housing market from Service accommodation, as well as their eligibility for social housing and their perceptions of their standard of living following transition.

3.4.1. Overview of reviewed literature on housing support

While the literature search was very extensive, a very low number of relevant studies were found. Of the 2,536 sources initially identified from the database search, two were potentially relevant and are included in Figure 3.6. One of these studies was specific to the UK[99] and the other was loosely related to family housing in the context of the transition to civilian life.[100] Sources identified through the initial search tended to focus on homelessness among US veterans and emphasised the causes of homelessness and the characteristics of this population, rather than focusing on housing supply and affordability. The populations surveyed were often the long-term or cyclically homeless, rather than families experiencing housing shock during transition. As is the case for other review areas, the search of academic literature yielded a substantial number of health or medical studies from the United States.

Figure 3.6: Review 3 systematic review study selection

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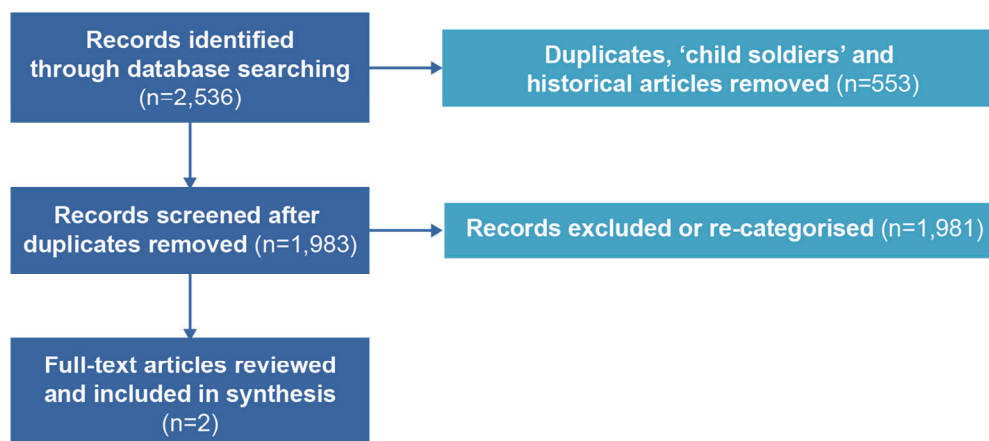
[99] Walker (2010).

[100] Cretzmeyer et al. (2014).

3.4.2. Systematic review findings

UK evidence

The literature search identified only one study relating to the housing experiences of military families transitioning to civilian life in the UK context. In their systematic review of mental health consequences of combat among UK military Service members, Walker (2010) address correlates of homelessness among UK veterans and find associations between homelessness and mental illness, substance abuse, relationship breakdown, domestic violence and criminality. However, they note that these associations do not necessarily suggest failure of the UK military to care for Service leavers; rather, these associations are partly explained by the types of people most likely to join the Armed Forces in the first place. Despite identifying one study relating to Service leaver families' housing experiences, the review did not identify literature specifically aimed at understanding their particular housing needs or at mapping the support available.

Lessons from outside the UK relating to Service life

Literature from outside the UK was also limited but the search identified several programme assessments of support services to US Service members, veterans and their families. As mentioned in Section 3.1, RAND recently conducted evaluations of several Yellow Ribbon Reintegration Programs (YR) across several states in the United States.[101] These evaluations found that YR are administered locally and tailored to the populations that they serve.[102] In Tennessee, for example, YR counsellors are assigned to individuals or families and are responsible for coordinating support services including housing, employment, financial counselling and behavioural health, among other services. YR provides free or low-cost legal services to Service members, veterans and their families in North Carolina, while YR administered in Vermont provides personalised 'wraparound' services that emphasise housing, education, employment, financial literacy, suicide prevention and transportation assistance.

In a separate study, Cretzmeyer et al. (2014) evaluated the Lodge Project for Homeless Veterans and presented findings on barriers to effectiveness, facilitators and feasibility of expansion into rural areas. The Lodge Project is a local application of the Community Homelessness Assessment, Local Education, and Networking Groups (CHALENG) programme for veterans. CHALENG was developed on the principle that collaboration among service providers is necessary to help the homeless integrate into society. The goal of CHALENG is to facilitate coordinated services between the VA and agencies at the local, state and federal levels. The Lodge Project provides permanent, independent housing for as long as the client chooses. Individuals live together in a group home without any live-in staff and collaborate on household

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[101] Werber et al. (2015).

[102] The names of YR programmes may vary by state, but they are all called YR in this review for simplicity.

duties and at the workplace. Research on nearly 50 lodges suggests good psychological outcomes, work performance and medication compliance.[103]

Evidence gaps and limitations

Despite identifying two sources relating to the housing experiences of UK Service leavers' families, the systematic review conducted by RAND Europe did not identify literature specifically aimed at understanding the needs of Service leavers in the UK in relation to housing. Furthermore, there was no identified evidence on the financial preparedness of military Service leavers moving into the civilian housing market, or indeed their and their families' experiences of moving from military accommodation to civilian accommodation. Some of this literature may be contained within the UK MOD's policy documents on Service accommodation. A single study was found specifically on homelessness of Service leavers in the UK.[104]

3.4.3. Grey literature review findings

The primary objective of this review area was to identify grey literature sources relating to housing support for Service leavers in the UK and to the extent to which families of Service leavers are aware of or use the available support services. However, because of the limited amount of grey sources found in the initial search using the initial scope, the review area was broadened to include sources relating to general housing support issues and initiatives from both a UK and international context.

Still, as illustrated in Figure 3.7, the grey literature scans only returned 16 studies relevant for this review area.

Figure 3.7: Review 3 grey literature research themes

Of these 16 studies, 12 relate to an international context and four relate to the UK context. For this review area, all of the international sources relate to the United States (n=12). However, compared with the previous two review areas there is a clearer difference between the research themes found for the US and UK context in this review area. The US sources had a primary focus on types of housing support available to Service members, both in relation to military families and veterans, and issues of homelessness, particularly veteran and female veteran homelessness. However, there were no US sources

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[103] Coalition for Community Living (2009).

[104] Johnsen et al. (2008).

explicitly focusing on housing support initiatives assisting Service members in the transition from military to civilian life.

In contrast, the UK sources identified through the grey literature scans focused primarily on transition support issues (n=3) and secondarily on indirect housing support issues (n=1). Out of the three sources that were focused on transition support, one was focused on the housing needs of single veterans,[105] and two were focused on housing support for veterans and Service leavers in Scotland.[106] This seems to indicate an emerging research focus into the housing needs and requirements of UK Service members and Service leavers, as well as into the current provisions of housing support. However, the overall number of studies found for this review area is likely to be an indication that additional resources and research are required. The low number of UK grey literature sources coded to the 'homelessness' theme may indicate a research gap in this area but may also be an indication that this is less of an issue within the UK context than in the US, or could be due to difficulties in conducting research in this area.

To examine one example of grey literature on housing, Table 3.5 describes the study purpose, methods and key findings of Johnsen et al. (2008).

Table 3.5: Research spotlight: Housing

Study	Johnsen S., A. Jones & J. Rugg. 2008. 'The Experience of Homeless Ex-Service Personnel in London.' Centre for Housing Policy. The University of York.
Purpose	To assess the scale and nature of ex-Service homelessness in London by providing an overview of the number and characteristics of homeless ex-Service personnel in the capital and evaluate the impact of the initiatives employed by ESAG in reducing ex-Service homelessness in the capital
Scope	Focuses on the UK and Service leavers
Population	Homeless ex-Service personnel in London
Methods	A review of existing statistics, and interviews with 26 managers and frontline staff in ex-Service specific and 'mainstream' services working with homeless ex-Service personnel, as well as three representatives of central government departments and national homelessness umbrella bodies. It also involves in-depth interviews with a total of 59 ex-Service personnel: 32 of whom were homeless at the point of initial interview, and 27 of whom had recent experience of homelessness but had been rehoused successfully. The study includes a longitudinal element, tracing the

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[105] Jones et al. (2014).

[106] Scottish Veterans Commissioner (2015).

	support service use and experiences of the 32 currently homeless ex-Service personnel at the time of the study over the course of one year.
Limitations identified by the article author	All data on homelessness were subject to a number of limitations: - The data cover a limited range of services and do not provide an overall picture. - The data are without exception confined to recording details of homeless ex-Service personnel in contact with specific homelessness services. - With the exception of P1E (UK government homelessness data), data cover restricted geographical areas and are often focused on central London.
Key findings	- The research found that an estimated six per cent of London's current non-statutory ('single') homeless population has served in the Armed Forces. - Homeless ex-Service personnel are almost exclusively male, most are of White ethnic background, and they have an older age profile than the wider non-statutory homeless population. - The vulnerabilities and support needs of homeless ex-Service personnel are, on the whole, very similar in nature to those of other non-statutory homeless people, but a greater proportion of ex-Service personnel have alcohol, physical and/or mental health problems. - The military background influences – and often quite profoundly – how ex-Service personnel experience homelessness. They consider themselves better equipped to endure, and are less fearful of, the hardships of street life. They are also less inclined to seek or accept help given their tendency to elevate the perceived 'shame' of their situation. These factors, together with their greater propensity to drink heavily – which many claim was initiated or exacerbated by the military lifestyle – combine to make them more susceptible to sustained or repeat homelessness. - Awareness of services among potential clientele and mainstream homelessness agencies regarding ESAG initiatives and the more general provisions offered by other ex-Forces organisations is generally poor.
Key recommendations	- Enhancing the Armed Forces' resettlement and post-discharge support programmes by considering ways of breaking down the 'shame' barrier that inhibits ex-Service personnel from accepting help. - Increasing awareness of ESAG and other generic ex-Service welfare provisions available for homeless ex-Service personnel among potential clientele, and staff within mainstream homelessness agencies (at frontline and managerial levels).

	- Providing, or facilitating access to, more settled accommodation, in a range of forms to cater for different levels and types of need.
	- Formalising tenancy sustainment services for ex-Service personnel – particularly those rehoused into independent social housing – and ensuring that assistance with money/debt management is integral to all post-resettlement support programmes.
	- Devising means of combating the social isolation experienced by many formerly homeless ex-Service personnel – especially those housed in independent social tenancies – as well as the boredom experienced by many in hostel accommodation.
	- Commissioning research into the numbers of, and adequacy of provision for, homeless ex-Service personnel outside London.

3.5. Spousal employment

A key finding of FiMT's *Transition Mapping Study* is that ex-Service personnel with partners or spouses already working in the civilian world are likely to experience a smoother transition than those without.[107] To explore this area further, this review examines evidence of the benefits to ex-Service personnel of having a partner or spouse in employment. This review also identifies research on the barriers to employment for military spouses and partners, as well as ways to overcome these.

3.5.1. Overview of reviewed literature on spousal employment

While the initial literature search was extensive – with 2,095 records identified through the database search – few were found to be relevant (n=35). Records were excluded where titles and abstracts appeared to focus primarily on mental health,[108] where they were historical,[109] or where they looked mainly at the experiences of Service personnel and leavers rather than those of their families.[110] Figure 3.8 represents the study selection process and illustrates that 35 articles were reviewed in full, three of which were UK studies and none of which focused on transition from military to civilian life.

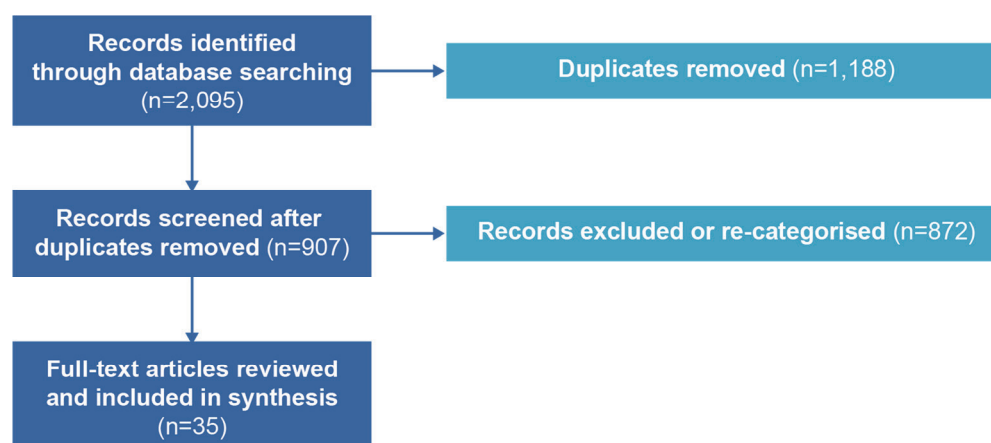
[107] The Forces in Mind Trust (2013).

[108] See, for example, Adler et al. (2015); Mota et al. (2012).

[109] See, for example, Baker (2005); Hurl-Eamon (2008); Jaworski (2014).

[110] See, for example, Robertson (2013); Finnegan et al. (2011).

Figure 3.8: Review 4 systematic review study selection

The majority of studies reviewed (19 of 35) drew on a combination of qualitative and quantitative research methods. Studies were based on a range of data sources, including surveys (15 studies),[111] interviews (6 studies),[112] focus groups (1 study)[113] and non-primary data (14 studies).[114] Two systematic reviews were conducted by Blakely et al. (2012) and Sherman et al. (2015), which examined the impact of deployment on family functioning, with a focus on spousal employment. Most of the studies included were descriptive in nature (27 studies), while 13 were estimative[115] and 4 were evaluative.[116]

3.5.2. Systematic review findings

UK evidence

Similarly to the other review areas, only three studies were identified that address the issue of spousal employment[117] in the UK context.[118] It should be noted that the three UK studies look only at Service life,

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[111] Allen et al. (2011); Angrist and Johnson (2000); Burrell et al. (2003); Cohen & Segal (2009); Cooney (2003); Hisnanick & Little (2015); Lemmon et al. (2009); Little & Hisnanick (2007); Lowe et al. (2014); Lundquist (2007); McCone & O'Donnell (2006); Runge et al. (2014); Steelfisher & Zaslavs (2008); Trougakos et al. (2007); Zellman et al. (2009)

[112] Castaneda & Harrell (2007); Cohen & Segal (2009); Harrell (2001); Lê et al. (2010); Lemmon et al. (2009); Lundquist (2007).

[113] Hayes et al. (2010).

[114] Angrist & Johnson (2000); Cohen & Segal (2009); Cooke & Speirs (2005); Cooney (2003); Engel et al. (2010); Hisnanick & Little (2015); Hosek & Wadsworth (2013); Kelty et al. (2010); Kersey (2013); Lemmon et al. (2009); Little & Hisnanick (2007); Loyd (2014); Lundquist (2007); Sherman et al. (2015).

[115] In the context of this study, 'estimative' studies refer to those that analyse cause-and-effect relationships – for example, research on the impact of deployments on marital well-being.

[116] As the figures indicate, in some cases the studies included were not just descriptive, estimative or evaluative, but a combination of these study types.

[117] For clarity, the employment of the spouses and partners of Service personnel and leavers is referred to as 'spousal employment' throughout this section.

not at Service leavers and the transition process. The studies conducted by Blakely et al. (2012) and Lê et al. (2010) both examine the effect relocation of UK personnel has on spousal employment among other effects on the family unit. Spousal employment is a secondary focus in the study conducted by Cohen & Segal (2009), which looks mainly at the relationship between military Service and divorce rates among UK personnel and their partners.

A key finding across the three UK studies is that geographical relocations can restrict employment opportunities for military spouses and partners.[119] The study conducted by Lê et al. (2010), which is based on 62 interviews with RAF personnel, finds that personnel perceived reduced job opportunities and slower career advancement for their spouses as a result of relocation. This was largely seen to result from periods of short tenure with companies, which restricted promotion opportunities for spouses in their organisations.[120] Another issue highlighted by the study was that RAF families relocated to regions where employment opportunities were not always available for spouses. A further barrier noted by Lê et al. (2010) related to 'employer bias'; the reluctance of organisations to hire spouses because of their limited period of time in the community. Although participants mostly focused on negative outcomes, in some cases personnel noted the positive impact of relocation on spouses (15 per cent), discussing new opportunities to gain work experience.[121]

The importance of spousal employment for the relationship satisfaction of personnel is highlighted in the systematic review conducted by Blakely et al. (2012). In this study, one cited report notes that prior loss of a job or inability to find meaningful employment instils feelings of worthlessness and leaves individuals feeling insecure about their identity.[122] A loss of spousal employment is said to adversely affect individuals' identities; with the title of 'wife of' being seen as an additional loss of individualism and personal identities being replaced with those of the serving members.[123] One study reports that spousal employment not only affects a spouse's well-being,[124] but also has a potential impact on military retention and readiness.[125]

To provide further insight into the UK research being conducted in this area, Table 3.6 describes the study approach and key findings of Lê et al. (2010).

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[118] It should be noted that while Lê et al. (2010) focus on the UK only, Blakely et al. (2012) and Cohen & Segal (2009) focus both on the UK and US. By contrast, 33 studies were found that focus on the US context while one study explores the Australian context.

[119] Blakely et al. (2012); Cohen & Segal (2009); Lê et al. (2010).

[120] Lê et al. (2010).

[121] Lê et al. (2010).

[122] Jervis (2009) in Blakely et al. (2012).

[123] Jervis (2009) in Blakely et al. (2012).

[124] Bowen (1987) in Blakely et al. (2012).

[125] Lakhani et al. (1985) in Blakely et al. (2012).

Table 3.6: Research spotlight: UK spousal employment study

Study	Lê et al. 2010. 'To Move or Not To Move: A Question of Family?' *International Journal of Human Resource Management* 21 (1): 17–45.
Purpose	To investigate the impact that relocation has on spousal employment and the family more broadly.
Scope	Focuses on the UK and Service life only
Population	UK-based RAF personnel
Methods	• 62 interviews with RAF personnel • Literature review
Limitations identified by the article author	- Study findings not generalisable to other military Services - Small sample size - Interviews conducted with RAF personnel only; no input from spouses or other family members - No comparative sample of non-military spouses
Key findings	- Participants perceive that job opportunities for spouses are reduced compared with civilian counterparts. - Cited factors restricting spousal employment opportunities include employer bias, relocation to areas with few employment options and frequent moves. - However, participants also mentioned positive implications of relocation for spousal employment, including gaining new work experience.

Evidence on transition to civilian life

None of the 35 articles reviewed address the issue of spousal employment in the context of transition from military to civilian life.

Lessons from outside UK relating to Service life

As the previous sections indicate, there is no research on spousal employment and the transition to civilian life in the UK context. The literature on spousal employment instead largely focuses on the deployment experiences of US personnel and their families. Of the 35 articles reviewed, 28 address the issue of spousal employment in the context of Service life, while the remaining seven studies are either linked to both Service life *and* transition, or are not explicitly linked to either phase. Relevant lessons regarding spousal employment can nonetheless be drawn from this literature. While recognising the unique characteristics of the UK defence context, this section identifies research findings of potential applicability to UK personnel and their families.

Non-UK studies have highlighted the importance of spousal employment to family well-being. For example, RAND research indicates that military families with employed civilian spouses tend to be more satisfied with military life.[126] In a similar way, Castaneda & Harrell (2007) note that the spouses of personnel who pursue employment tend to be happier, healthier and more capable of supporting their military spouses. Spousal employment not only supports the psychological welfare of spouses but also the well-being of Service personnel.[127] Beyond family well-being, another benefit of spousal employment that is reported in the literature is improved retention.[128] Research indicates that one of the reasons military personnel leave the Services may be related to restricted employment opportunities for their spouses.[129]

Two studies identified by the systematic review explore the motivations of spouses in seeking employment. Drawing on the DMDC[130] 1999 Survey of Spouses of Active Duty Personnel, Castaneda & Harrell (2007) find that reasons for working include the desire for: (1) money for basic family expenses; (2) a career; (3) spending money; (4) savings for the future; (5) independence; and (6) experience for a future career. According to this study, spouses' most important reason for working was financial ('to pay the bills and cover basic expenses'), followed by 'avoiding boredom and keeping busy'. A further non-financial reason for seeking employment reported in the study is 'working for personal fulfilment and independence'.[131]

Non-UK studies focusing on Service life argue that military Service often affects spousal employment adversely.[132] In one study, for example, interviews with over 1,000 spouses of military personnel found that two-thirds considered the military to have a harmful effect on their own employment.[133] According to several US studies, military spouses have lower salaries and are less likely to find employment than their civilian counterparts.[134] To cite one example, Hisnanick and Little (2015) found that the average earnings of military wives were about two-thirds of that of civilian married women.

Further indicators of how military Service affects spousal employment include fewer hours worked and reduced full-time work, as compared with civilian populations. Cooney (2003) finds that deployments and the consequent migrations of families are associated with a reduction in hours worked per week

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[126] Zellman et al. (2009).

[127] Manning and DeRouin (1981).

[128] Zellman et al. (2009); Lakhani et al. (1985) in Blakely et al. (2012); Castaneda & Harrell (2007).

[129] Castaneda & Harrell (2007).

[130] DMDC: Defense Manpower Data Center.

[131] Castaneda & Harrell (2007).

[132] See, for example, Castaneda & Harrell (2007); Clever & Segal (2013); Cohen & Segal (2009); Cooke & Speirs (2005); Cooney (2003); Hisnanick & Little (2015); Hosek & Wadsworth (2013); Kelty et al. (2010); Little & Hisnanick (2007); Lundquist (2007); Palmer (2008); Redmond et al. (2014); Riggs & Cusimano (2014); Runge et al. (2014); Sherman et al. (2015).

[133] Castaneda & Harrell (2008) in Runge et al. (2014).

[134] Hosek et al. (2002) in Castsaneda & Harrell (2007); Clever & Segal (2013); Cooney (2003); Hosek & Wadsworth (2013); Kelty et al. (2010); Redmond et al. (2014).

among employed civilian spouses.[135] Moreover, wives are reportedly more likely than their civilian counterparts to work part time when they would prefer full-time work and are more likely to be overeducated for the job they hold.[136] Analysing data from the American Community Survey for 2005–2011, Hosek & Wadsworth (2013) find that female military spouses were nine per cent less likely than their civilian counterparts to participate in the labour force during a year and 10 per cent less likely to work full time.

The evidence base focuses largely on barriers to spousal employment.[137] Spouses of military personnel are said to be part of a 'greedy' military family[138] that may interfere with the demands of their own jobs and occupational aspirations.[139] US active duty military families move an average of every two to three years,[140] and these frequent moves can affect the employment of non-military spouses.[141] The disruptive impact of deployments has been emphasised in a study based on over 1,100 interviews with non-military spouses ('*I haven't had a real career because it's always time to leave*'; '*His career has flourished, and mine has had to take a backseat*').[142]

Several studies mention 'employer bias' against the spouses of military personnel as a factor that restricts spousal employment opportunities.[143] Because the military requires Service personnel to move frequently, spouses' careers are regularly interrupted and employers may be hesitant to offer them jobs that require a long learning curve or investment in training.[144] 'Employer bias' is related to the perception that spouses will 'leave soon' due to military deployments;[145] spouses who move frequently may incur earnings penalties due to fragmented work histories.[146]

Another frequently cited barrier to spousal employment is related to childcare responsibilities.[147] For example, a report on family issues prepared for the US Air Force finds that spouses may have sacrificed

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[135] Cooney (2003).

[136] Hosek & Wadsworth (2013).

[137] Castaneda & Harrell (2007); Clever & Segal (2013); Cohen & Segal (2009); Cooney (2003); Drummet et al. (2003); Hayes et al. (2010); Hisnanick & Little (2015); Hosek & Wadsworth (2013); Redmond et al. (2014); Ross (2014); Zellman et al. (2009); Riggs & Cusimano (2014).

[138] Segal (1986).

[139] Cooney (2003).

[140] Finkel et al. (2003) in Riggs & Cusimano (2014).

[141] Clever & Segal (2013); Jessup in Cohen & Segal (2009); Redmond et al. (2014); Wadsworth & Southwell (2011) in Ross (2014).

[142] Castaneda & Harrell (2007).

[143] Castaneda & Harrell (2007); Clever & Segal (2013); Hisnanick & Little (2015); Hosek & Wadsworth (2013).

[144] Hosek & Wadsworth (2013); Drummet et al. (2003).

[145] Castaneda & Harrell (2007).

[146] Scarville (1990) in Cooney (2003).

[147] Castaneda & Harrell (2007); Cooney (2003); Angrist & Johnson (2000); Ross (2014); Riggs & Cusimano (2014).

jobs or reduced their working hours in order to look after children.[148] Another study notes a pragmatic recognition among spouses that childcare is either unavailable or expensive, and that their likely income would not compensate for childcare expenses.[149] In a similar way, RAND research found that three-quarters of unemployed military spouses report childcare issues as the primary reason for not working.[150] Accordingly, having children – and especially young children – is said to be associated with lower employment rates among the spouses and partners of serving personnel.[151] The review, however, did not pick up studies comparing working patterns of other families of small children with those of spouses of serving personnel.

Spouses who move frequently may also find it difficult to find employment at the location to which their military spouse is assigned.[152] Further barriers to employment include caregiver duties for veteran spouses with PTSD, where family members who assist with a veteran's recovery from PTSD sometimes have to leave employment to care for the veteran.[153] Moreover, the volunteerism demands placed on senior military spouses can restrict spousal employment opportunities.[154] According to Clever & Segal (2013), the need to volunteer or do 'wifely things' is a factor that hampers work opportunities for the wives of personnel.

While the evidence base on spousal employment focuses largely on barriers and challenges, a smaller body of research exists on enablers to finding employment. Reflecting findings from the family engagement review (see Section 3.2), the spousal employment literature also maps out US spousal employment support programmes.[155] For example, studies have described initiatives such as the Spouse Education and Career Opportunities programme, which integrates education and training, career exploration, career readiness and career connections.[156] Related US services mentioned in the literature include the My Career Advancement Accounts Program, which provides financial assistance to spouses to train for careers that can easily transfer to a new location, and the Military Spouse Employment Partnership – which links spouses with federal, regional and local employers.[157] Despite these support services, programmes related to spousal employment training are still often designed to meet the needs of military wives only; despite more military roles becoming available to women with male spouses or partners.[158]

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[148] Caliber Associates (1992) in Angrist & Johnson (2000).

[149] Castaneda & Harrell (2007).

[150] Harrell et al. (2004) in Zellman et al. (2009).

[151] Cooney (2003).

[152] Scarville (1990) in Cooney (2003); Clever & Segal (2013).

[153] Hayes et al. (2010).

[154] Castaneda & Harrell (2007).

[155] See Russo et al (2000) in Lowe et al. (2014) and McCone & McDonnell (2006); Lemmon et al. (2009); Wadsworth & Southwell (2011).

[156] Clever & Segal (2013).

[157] Clever & Segal (2013).

[158] Clever & Segal (2013).

US legislation has also been adapted to support the spouses of personnel in seeking employment. For example, significant expansions in the Family and Medical Leave Act in 2008 have created new provisions for job-protected leave for the families of personnel to allow them to care for injured Service members. Moreover, 'qualifying exigencies' have been introduced that allow spouses time away from work to participate in activities related to deployment, such as farewell ceremonies and reintegration training. State governments also have passed statutes promoting support for military families. For example, many states permit unemployment compensation to be paid to spouses of military personnel under certain circumstances, such as when a change in the military member's duty location causes a spouse to leave his or her job.[159]

Evidence gaps and limitations

Research gaps

This review highlighted several major research gaps. As discussed in Section 3.4.1, very little UK-focused research appears to have been conducted on spousal employment. In particular, research incorporating the views of UK military spouses is very limited. According to Blakely et al. (2012), for example, as of 2012 only one piece of research had been undertaken to examine spouses' experiences of UK military relocations.[160]

Several studies find that research on how military life affects spousal employment prospects – and quality of life more broadly – is nearly universally focused on the wives of male personnel.[161] As Hisnanick & Little (2015) note, there has been little research to date on the earnings of civilian husbands of female military personnel. Much of the research on spousal employment has focused on comparing the wives of military men with the wives of civilian men.[162] Research tends to focus on 'traditional' military marriages: the views of unmarried or same-sex partners are not studied to the same extent. Of the 35 studies reviewed in this analysis, all 35 focused on the spouses of personnel or Service leavers, while only 10 examined the experiences of partners.

A key problem with existing research is that data on military families and veteran families are not well integrated.[163] Past research has tended to view these populations as distinct groups, which limits researchers' ability to understand family transitions into civilian life following military Service. The lack of clarity around existing definitions of 'veteran', 'transition' and 'reintegration' also contributes to this problem (see Section 2.3.2). According to Cooney (2003), there is a shortage of longitudinal research to track civilian spouses of military personnel after their spouses leave the military, and to record their pre- and post-move employment and earnings information.[164] Most studies in this area are based on a cross-

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[159] National Conference of State Legislatures (2010) in Wadsworth & Southwell (2011).

[160] Jervis (2009) in Blakely et al. (2012); Cooke & Speirs (2005).

[161] Ross (2014); Hisnanick & Little (2015); Cooney (2003).

[162] Cooney (2003).

[163] Clever & Segal (2013).

[164] Cooney (2003); Hosek & Wadsworth (2013).

sectional design, which limits the ability to infer direction of causality between two phenomena such as deployment and spousal employment.[165] Indeed, only four of the records reviewed as part of the systematic review drew on longitudinal data.[166]

While this review identified two studies exploring spousal motivations for seeking employment,[167] further work remains to be done in this area. According to Castaneda & Harrell (2007), there is a lack of understanding of what drives military spouses to seek work or of their perceptions of how the military lifestyle has affected their employment. Moreover, there is a shortage of data on how geographic mobility influences the specific types of job that the civilian spouses of military personnel take and the strategies used to find such jobs.[168]

Limitations of reviewed evidence

Several limitations common across the evidence base have been identified. One such constraint is response bias, where studies elicit varying levels of response across different Services, ranks, races and genders.[169] Other studies were found to draw on small samples, limiting the generalisability of their findings to the wider population.[170] Moreover, research has sometimes been conducted with personnel only and not with their family members, despite seeking to examine family experiences and support.[171] A further limitation relates to missing data. For example, Lundquist (2007) and Lemmon et al. (2009) noted that the National Longitudinal Survey of Youth 1997 (NLSY-79) dataset only represents a specific age group of married couples and corresponds to an earlier time period than is applicable to today's Armed Forces.

3.5.3. Grey literature review findings

The thematic review focused on grey literature relating to the benefits of spousal employment, spousal employment opportunities and barriers to employment for the spouses of Service members and leavers.

Similar to the previous review area, there were relatively few sources identified through the grey literature scans as illustrated in Figure 3.9.

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[165] Trougakos et al. (2007).

[166] Lundquist (2007); Lemmon et al. (2009); Cohen & Segal (2009); Angrist & Johnson (2000).

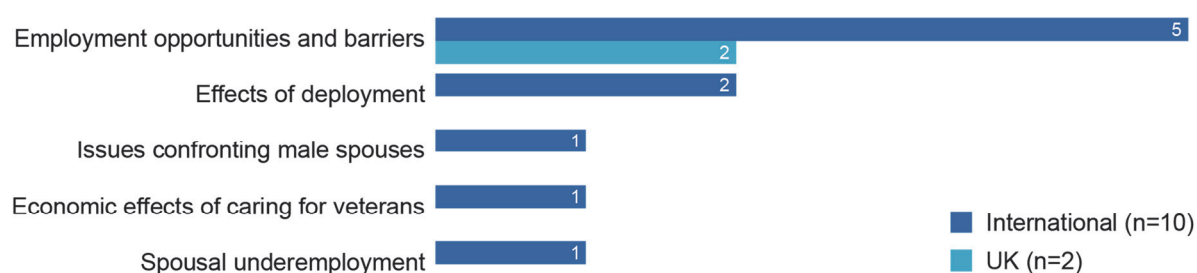[167] Castaneda & Harrell (2007).

[168] Cooney (2003).

[169] See, for example, Burrell et al. (2003); Zellman et al. (2009).

[170] See, for example, Hayes et al. (2010); Lê et al. (2010); Lowe et al. (2014).

[171] See, for example, Lê et al. (2010).

Figure 3.9: Review 4 grey literature research themes

Out of the 12 grey literature sources, 10 were from an international context and two were relevant to the UK context. As with review area 3, all international sources were from the United States (n=10). The US sources are primarily focused on the opportunities for and barriers to spousal employment (n=5) and the negative effects of deployment on spousal employment levels (n=2). The sources presented several barriers that may contribute to lower levels of spousal employment, such as relocating to areas with poor labour markets and the difficulty in transferring professional certifications between US states or countries. One source also focused on exploring the economic and time investments required by spouses when caring for their veteran partners.[172] There was also one source indicating that spouses of military families may suffer from underemployment in comparison with their civilian counterparts.[173] Further, there were two sources that addressed the changing composition of the traditional military family and the increasing number of female Service members with male civilian spouses or partners. These sources highlighted unique issues relating to male civilian spouses of female military women – for example that they are older than female spouses and more likely to indicate that their employment was less of a concern when relocating the family for deployments.[174]

Both UK studies dealt with the issue of spousal employment indirectly and were primarily relevant to the barriers to and opportunities of spousal employment.[175] It is evident that there is a lack of grey literature sources within this area and in particular in relation to the primary focus and scope of the review area. There are no grey literature studies relating to the evidence of the benefits to military families of ex-Service personnel of having a spouse in employment. Similarly, there are very few studies relevant to the UK context relating to the barriers of spousal employment and how to overcome them. Finally, there were no UK studies within this review area relating to 'non-traditional' military family compositions such as same-sex couples or the perhaps unique needs of male spouses of female Service members.

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[172] Christensen et al. (2009).

[173] Stone & Maury (2014).

[174] Jebo (2005).

[175] RAF Families Federation (2013); RAF Families Federation (2015).

4. Key evidence gaps and recommendations for future research directions

This study was commissioned by the Forces in Mind Trust (FiMT) to develop a better understanding of the existing evidence base and potential gaps in the literature on the families of Service leavers in transition. The study was conducted in order to support FiMT's three-year Support to Transition programme. Specifically, the study aimed to assess the quality and quantity of existing source material across four thematic areas: engagement with families, family breakdown, family housing and spousal employment.

RAND Europe's review is the first systematic review of the literature on Service families in transition, despite the recognised importance of this topic and the key role of families in supporting Service leavers. The review's broad scope – with a comprehensive search strategy and inclusion of any study design – means that it is unlikely that relevant research has been overlooked. The review has implications for future research directions, allocation of research funding and for policymaking and practical support in the domain of Service family support.

This chapter will present the key findings from the literature review and a series of recommendations. Perhaps surprisingly – given the influence of family support on military readiness, retention and successful transition – the primary finding of the review is a general shortage of literature addressing transition into civilian life, and even less research on families during this transition. There is therefore a gap in the evidence base with regard to understanding families in transition – and indeed how families should engage in the transition process, as well as the issues around family breakdown, housing and spousal employment.

The recommendations presented in this chapter are intended to help funders prioritise research funding for thematic areas and methodological approaches, as well as to support researchers working in this domain (recommendations 1–5). Recommendations are also targeted at the MOD, public bodies and other relevant agencies providing support for Service leaver families to enable these organisations to identify effective support options and evaluate their impact (recommendations 6–7).

4.1. Key evidence gaps

4.1.1. There was a shortage of UK literature on transition into civilian life

The review across the four review areas found that there are few studies examining the transition from military into civilian life in the UK. The challenges facing the families of UK military personnel leaving Service life are therefore poorly reflected in the literature, and require further attention in order to better

develop support and services that best meet their needs. The literature on veterans and their families was predominantly focused on the US experience. The extent to which these findings apply in a UK context is not clear; a finding supported by a shortage of sources in both the academic and the grey literature. Furthermore, source material primarily focused on Service life, and especially on deployments.

4.1.2. Definitional gaps makes comparisons challenging

The available literature lacks a common definition of key terms. While the review aimed to discern whether sources were focused on 'Service life only', 'post-Service life only', or on 'both Service and post-Service life', ambiguous definitions of 'reintegration', 'transition' and 'veteran' meant that it was difficult to categorise this definitively. For example, as discussed in Section 3.5.2, 'transition' and 'reintegration' have been used to refer to both (a) leaving the military and returning to civilian life; and (b) returning home from deployment and rejoining the family. The term 'transition' is used in the literature to apply to different stages and experiences of Service members and their families. In a similar way, sources have referred to a 'veteran' both as: (a) an experienced member of the military who has subsequently left the Service and returned to civilian life; and to (b) a member of the military with combat experience. The concept of 'resettlement' – also referred to as 'transition', 'reintegration' or 'demobilisation' into civilian life – is also poorly understood and defined. 'Family engagement' could be better defined and agreed upon across the literature to facilitate a stronger evidence base for the future. Although an agreement of definitions across the research and policy community may be easily achieved, it is recommended that funders, researchers, service providers and the policy community are clear in their research and communications about the terminology and about what each concept does and does not cover.

4.1.3. The literature was characterised by a heavy health focus and with gaps across all four review areas

The literature review highlighted a heavy emphasis on health-related literature, with a particular focus on Post Traumatic Stress Disorder (PTSD), Intimate Partner Violence (IPV), and combat-related trauma. However, the literature is lacking in the four review areas of interest in this report: family engagement, family breakdown, housing support and spousal employment. The key evidence gaps were:

- Very little research examines the impact of military Service on family stability.
- Very limited research has been conducted on 'non-traditional families,' such as remarried personnel, personnel living in stepfamilies, and binuclear families where two households are connected by a common biological child.
- Very little UK-focused research has been conducted on spousal employment.
- No literature specifically aimed at understanding the needs of Service leavers in the UK in relation to housing was identified.
- Research on how military life affects spousal employment prospects – and quality of life more broadly – is nearly universally focused on the wives of male personnel; very little research exists on the husbands of female personnel.
- Data on military families and Service leaver families are not well integrated, making it difficult to follow families through their Service career to their civilian life once they have left military Service.

4.2. Recommendations for future research directions

As reported above, the review of the literature identified gaps in the evidence base across all of the four thematic review areas. Based on these evidence gaps, this section outlines a series of recommendations for research funders and researchers (recommendations 1–5), as well as for the MOD, public bodies and other relevant service providers (recommendations 6–7).

4.2.1. Recommendations for research funders and researchers

Recommendation 1: More comparative studies should be commissioned by research funders

The review identified the need for greater emphasis on comparative studies.[176] Commissioning more comparative research would serve two different purposes. First, research could be undertaken to demonstrate the impact of particular interventions for the families of Service leavers in transition. Without a comparison group, it is impossible to know whether the results of an evaluation are due to the intervention being evaluated or due to other factors occurring concurrently. Second, comparative studies such as these, with strong comparison groups, would also help clarify the extent to which military life is a unique factor in the context of housing, relationships, engagement or employment situation for the Service leavers and their families.

Comparative studies can help identify, analyse and explain similarities and differences across different types of Service leavers and their families and illustrate how interventions can be differentially effective in different types of Service leavers (see recommendation 5). For example, comparing an early Service leaver and his or her family with a Service leaver at retirement will allow researchers to examine cohort-specific issues and understand how issues manifest themselves similarly or differently across different groups and circumstances.

Recommendation 2: More funding for longitudinal research should be allocated

A large gap in the evidence base is the lack of longitudinal studies. Overall, the study found that only 19 of the sources reviewed drew on longitudinal data – none of which were conducted in the UK context.[177] Systematic analysis requires the ability to track Service leavers through the transition period and beyond, but at present the MOD does not monitor Service leavers beyond their resettlement period – making it difficult for researchers to identify long-term effects of transition support on the well-being of Service leavers and their families. Although longitudinal data are collected in a small number of cases for specific

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[176] A comparative study is a study where the results of an intervention in some participants are compared with the results in an equivalent group without the intervention. Several study designs can achieve this including case control studies, cohort studies and controlled trials. The most informative comparative study is a randomised controlled trial in which each participant is randomly assigned to one of two or more different treatment groups for the purposes of comparing the effects of the treatments.

[177] See, for example, Lundquist (2007); Lemmon et al. (2009); Cohen & Segal (2009); Angrist & Johnson (2000).

research purposes, such as tracking mental health impact,[178] this study found no longitudinal studies addressing the four review areas in the UK context. More longitudinal research should be funded to ensure that the long-term impacts and effectiveness of support programmes for Service leaver families can be tracked during the transition period and beyond.

Recommendation 3: Evaluations should be apportioned more research funding

While the majority of studies reviewed describe support needs or services, there was a lack of evaluative research identified; very few of the studies reviewed assessed the effectiveness or perceived effectiveness of a support programme or service. Expensive support programmes should be evaluated to ensure that they are effective and good value for money. Research relating to existing or future support for families should also ensure that it includes not only the rationale for the support set up (requirements analysis) but also research investigating the appropriateness of the support interventions through baseline assessment, clear demonstration of methodology and population, and long-term evaluation of the impact.

Recommendation 4: Funding for a 'mapping study' of existing support for UK Service leavers should be made available

Funders of research should allocate funding for research mapping the support provided through the MOD and the wider network of support available through government bodies, charities and other agencies. This research should quantify the scale of issues faced by different types of family groups, as well as the level and type of support that is required by the different types of family groups. This recommendation was also identified by FiMT (2015), which emphasised that this type of research is necessary in order to '*ensure there is no duplication of effort and that limited resources are focused at the most in need.*'

Recommendation 5: Funded studies should clearly differentiate between different types of Service leavers and between different family structures

As mentioned above (see recommendation 1), not all Service leavers are the same, nor do they have the same support needs or family structures.[179] Rather, there is a need to differentiate between different cohorts within Service leavers, with agreement upon a clear definition of each of the cohorts. A potential differentiation could focus on Service leavers retiring at the end of their careers, Early Service Leavers (UK term widely used), and Service leavers due to redundancy or dismissal, among other categories. The literature would benefit from a landscaping study to make a clearer categorisation of the different types of Service leavers and their families, and the implications that these have for their support needs. As the needs of different types of Service leavers and families are continually evolving, along with the changes in the policy landscape and support network, it is therefore recommended that research should be commissioned periodically to monitor this landscape and map the changes over time.

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[178] See, for example, publications at King's College London (n.d.).

[179] McKie et al. (2012).

4.2.2. Recommendations for the MOD, public bodies and other relevant service providers

Recommendation 6: The applicability of international research and programming to UK Service leaver families should be considered when designing policy and support programmes

As discussed in Chapter 1, there is more non-UK literature on transition and family support programmes than UK-focused research in these areas. Before using these findings to inform the development of policies and support programmes in the UK context, it should be considered whether and how these conclusions are relevant in the UK setting. For instance, a 2013 study looked at support provided to Reserve force families during the reintegration process. The study found that '*participants who indicated that their family had been ready for the most recent deployment were more inclined to report that reintegration was going well for all family members than were participants who felt that their family had not been ready for the deployment.*'[180] According to this study, strong communication was also considered by participants to be an important factor behind successful reintegration. It has yet to be established whether these findings can be applied in a UK context for Reserve forces and whether they are also applicable for Service leavers.

Recommendation 7: The MOD should evaluate and monitor its transition support for UK Service leavers and their families

UK MOD policies partly address the transition support needs of Service leavers and their families. For example, the MOD's resettlement process ensures that the Service leaver can receive specific support services from within the different Services, not only for personnel but also for their families. Often the support is delivered in conjunction with third sector organisations, including Regimental Associations (RA), the Army Families Federation (AFF), Soldiers', Sailors' & Airmen's Families Association (SSAFA), as well as day-to-day support from MOD welfare and religious personnel.[181] However, the majority of this support stops two years after the serving family member leaves the military Service. Although the MOD monitors the support provided across the Career Transition Programme, there is further scope for assessing not only the resettlement process, but also the extent to which the resettlement process offered by the MOD meets the short, medium and long-term needs of Service leavers.

Furthermore, the Spousal Employment Trial currently being run by the UK MOD aims to provide career support to the spouses of existing Service members. While the trial is being externally evaluated, it is recommended that the findings from this evaluation are monitored by the UK MOD or service providers with funder's oversight in the future in order to assess the longer term impact of spousal employment after the Service member leaves the military. The policy landscape thus offers potential for strengthening the evidence base across the four review areas, but it requires efforts to link internal MOD research with external researchers.

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[180] Werber et al. (2013) p. 36.

[181] McKie et al. (2012).

4.3. Concluding thoughts

This report examined the evidence base in four thematic areas of relevance to the families of Service leavers in transition to civilian life: engagement with families, family breakdown, housing support and spousal employment. Despite the recognised importance of Service families to a successful transition process, RAND Europe's review is the first systematic review of literature on support to Service leaver families. The main project finding is an evidence gap in the UK literature across the four review areas.

Efforts to conduct targeted research, to clarify definitions and to link research in military life through to civilian life through longitudinal research, should enable both policymakers and the support community to monitor the landscape and to ensure that the needs of Service leavers and their families are best met. Investment in longitudinal research is essential to understanding the long-term effects of transition on the well-being of Service leaver families and to supporting the development of transition programmes tailored to their needs.

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Appendix A: Systematic review search strategy

This appendix presents the search terms applied to identify literature relating to each of the four review areas. It should be noted that searches were run in January 2016 and that record categorisation by country was done at the study selection stage. The publication date constraints noted in Table 2.1 (Section 2.2.2) were applied to the database searches.

Review 1 – Engagement with Families

(family OR families OR wife* OR husband* OR spouse* OR partner OR child* OR infant* OR sister* OR brother* OR sibling* OR baby OR babies OR newborn* OR cohabitat* OR wives)

AND

(military OR soldier* OR "active duty" OR "service person*" OR reserve* OR serviceperson OR serviceman OR servicewoman OR servicemen OR servicewomen OR "service man" OR "service woman" OR "service men" OR "service women" OR enlisted OR veteran* OR "service leaver*" OR "service member*" OR "military leaver*")

AND

("ministry of defence" OR MOD OR "veterans uk" OR "veterans welfare service" OR "veterans affairs" OR "veterans administration" OR "department of defense" OR army OR navy OR "marine corps" OR "coast guard" OR "armed forces" OR "Canadian military" OR "Australian defence force" OR "New Zealand defence force" OR VA OR DND OR "Department of National Defence")

AND

(engag* OR outreach OR marketing OR awareness OR aware OR barrier* OR promot* OR challeng*) OR (information AND access OR communicat*)

Review 2 – Family Breakdown

(family OR families OR wife OR husband OR spouse* OR partner* OR child* OR infant* OR sister* OR brother* OR sibling* OR baby OR babies OR newborn OR cohabitat* OR couple* OR parent* OR mother* OR father*)

AND

(military OR soldier* OR "active duty" OR "service person*" OR reserve* OR serviceperson OR serviceman OR servicewoman OR servicemen OR servicewomen OR "service man" OR "service woman"

OR "service men" OR "service women" OR enlisted OR veteran* OR "service leaver*" OR "service member*" OR "military leaver*")

AND

divorce OR "break-up" OR (separat* AND (marital OR marriage OR married)) OR "break down" OR breakdown OR "split up"

Review 3 – Family Housing

(family OR families OR wife OR husband OR spouse* OR partner* OR child* OR infant* OR sister* OR brother* OR sibling* OR baby OR babies OR newborn OR cohabitat* OR couple* OR parent* OR mother* OR father*)

AND

(military OR soldier* OR "active duty" OR "service person*" OR reserve* OR serviceperson OR serviceman OR servicewoman OR servicemen or servicewomen OR "service man" OR "service woman" OR "service men" OR "service women" OR enlisted or veteran* OR "service leaver*" OR "service member*" OR "military leaver*")

AND

housing OR house* OR home* OR apartment* OR "living quarters" OR condominium* OR condo OR flat OR townhouse* OR "living arrangement*" OR accommodation* OR bungalow* OR barracks OR "council housing" OR "social housing" OR dormitor* OR shelter* OR "rough sleep*" OR homeless*

Review 4 – Spousal Employment

(family OR families OR wife* OR husband* OR spouse* OR partner OR cohabitat* OR wives)

AND

(job* OR employed OR employment OR career* OR unemploy*)

AND

(military OR soldier* OR "active duty" OR "service person*" OR reserve* OR serviceperson OR serviceman OR servicewoman OR servicemen OR servicewomen OR "service man" OR "service woman" OR "service men" OR "service women" OR enlisted OR veteran* OR "service leaver*" OR "service member*" OR "military leaver*")

The search terms/strategies were adapted to meet the syntax required to search the databases listed in the next section. Use of the databases' controlled vocabulary was implemented if appropriate.

RAND Publications (via the ROCS catalogue):

Search terms: Military family housing; Military spousal employment; military marriage; military family communication; military family outreach; military family engagement; military family employment; military family marketing

Removed any that were not cleared for open publication otherwise broadly included

Appendix B: Systematic review data extraction form

For each source selected for full-text review, information was captured and categorised in a data extraction form in Excel. Table B.0.1 presents the categories included in this spreadsheet.

Table B.0.1: Data extraction form template

Type of data	Sub-element	Second level analysis
Bibliographic information	Author	
	Year of publication	
	Title	
	Journal/publication	
	Study sponsor (if applicable and recorded in the article by the author; left blank where this was not mentioned in the article)	
	Language	
Applicable review area(s)	Review 1: Engagement with families	
	Review 2: Family breakdown	
	Review 3: Housing support	
	Review 4: Spousal employment	
Study design	Service life/transition	Service life only
		Transition only
		Both Service life and transition

		Not specified whether Service life or transition
	Population	Spouses
		Unmarried partners
		Partner, unspecified
		Children
		Male only
		Female only
		Family, unspecified
		Other
	Country/ies	UK
		US
		Canada
		New Zealand
		Australia
		Combination of countries (UK, US, Canada, New Zealand and/or Australia – specify)
	Study purpose	Narrative description of study
	Study type	Estimation (i.e. cause/effect), descriptive and/or evaluation
	Study design	Qualitative methods
		Quantitative methods
		Multi-method (qualitative and quantitative)
		Data source(s)

		Description of study
		Longitudinal?
	Sample size	
	Methodological limitations	
Key findings	Key findings of relevance to Review 1: Engagement with families	
	Key findings of relevance to Review 2: Family breakdown	
	Key findings of relevance to Review 3: Family housing	
	Key findings of relevance to Review 4: Spousal employment	
	Research gaps and well-covered areas (identified by article author(s))	
	Introductory context (e.g. definitions of 'family')	
RAND researchers	RAND researcher responsible for data extraction	
Additional information	Relevant cited sources	
	Relevant signposted organisations/ initiatives	

Appendix C: Grey literature search strategy

Review 1 – Engagement with families

The search of the grey literature took place on 1 February 2016 using **OAISTER** search (via FirstSearch using the following keywords:

((kw: military and (kw: family OR kw: wife OR kw: husband OR kw: spouse OR child*)) and (kw: information AND (kw: access OR kw: communicat*))) and (kw: ministry w1 defence or kw: MOD or kw: veterans w uk or kw: veterans w welfare w service OR kw: veterans w affairs OR kw: veterans w administration OR kw: department w1 defense or kw: army or kw: navy or kw: marine w corps or kw: coast w guard or kw: armed w forces OR kw: Canadian w military OR kw: Australian w defence w force OR kw: New w Zealand w defence w force OR kw: VA OR kw: DND OR kw: Department w1 National w1 Defence) not (kw: oral w history) or ((kw: military AND (kw: family OR kw: wife OR kw: husband OR kw: spouse OR child*)) and (kw: ministry w1 defence or kw: MOD or kw: veterans w uk or kw: veterans w welfare w service OR kw: veterans w affairs OR kw: veterans w administration OR kw: department w1 defense or kw: army or kw: navy or kw: marine w corps or kw: coast w guard or kw: armed w forces OR kw: Canadian w military OR kw: Australian w defence w force OR kw: New w Zealand w defence w force OR kw: VA OR kw: DND OR kw: Department w1 National w1 Defence) and (kw: outreach OR kw: engag* OR kw: marketing OR kw: awareness OR kw: aware OR kw: barrier* OR kw: promot* OR kw: challeng*) not (kw: oral w history)) and yr: 2000–2016.

Results: 567

Removed interviews, historical papers, biographies, incomplete records; and removed years 2000–2004

For review: 273 (2005 – 2015)

Review 2 – Family breakdown

OAISTER search (via FirstSearch) was conducted on 16 February 2016

(kw: military OR kw: soldier* OR kw: veteran*)[182] and (kw: brother* OR kw: sibling* OR kw: sister* OR kw: family OR kw: families OR kw: wife OR kw: husband OR kw: spouse* OR kw: partner* OR kw: child* OR kw: infant* OR kw: baby OR kw: babies OR kw: newborn OR kw: cohabitat* OR kw: couple* OR kw: parent* OR kw: mother* OR kw: father*) and (kw: break w down OR kw: breakdown OR kw: split w up OR kw: divorce* OR kw: break-up OR (kw: separat* AND (kw: marital OR kw: marriage OR kw: married))) and yr: 2005–2016.

Results: 125

Removed interviews, historical papers, biographies, incomplete records, irrelevant

For initial review: 81

Removed duplicates and non-English articles

For review: 71

Review 3 – Family housing

OAISTER search (via FirstSearch) conducted on 16 February 2016

(kw: family OR kw: families OR kw: wife OR kw: husband OR kw: spouse* OR kw: partner* OR kw: child* OR kw: infant* OR kw: baby OR kw: babies OR kw: newborn OR kw: cohabitat* OR kw: couple* OR kw: parent* OR kw: mother* OR kw: father* OR kw: brother* OR kw: sister* OR kw: sibling*) and (ti[183]: military OR ti: soldier* OR ti: veteran*) and (kw: housing OR kw: house* OR kw: home* OR kw: apartment* OR kw: living w quarters OR kw: condominium* OR kw: condo OR kw: flat OR kw: townhouse* OR kw: living w arrangement* OR kw: accommodation* OR kw: bungalow* OR kw: barracks OR kw: council w housing OR kw: social w housing OR kw: dormitor* OR kw: shelter* OR kw: rough w sleep* OR kw: homeless*) and yr: 2005–2016.

Results: 329

Removed interviews, historical papers, biographies, incomplete records, irrelevant

For review: 259

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[182] In this search, soldier* and veteran* were added to the search as the retrieval was smaller and more manageable.

[183] For this search, 'military/solider/veteran' were included in the *title* in order to keep the number of hits manageable.

Review 4 – Spousal employment

OAISTER search (via FirstSearch) conducted on 16 February 2016

(kw: family or kw: families or kw: wife* or kw: husband* or kw: spouse* or kw: partner or kw: cohabitat* or kw: wives) and (ti[184]: military OR ti: soldier* OR ti: veteran*) and (kw: job* OR kw: employed OR kw: employment OR kw: career* OR kw: unemploy*) and yr: 2005–2016.

Results: 146

Removed interviews, historical papers, biographies, incomplete records, irrelevant

For review: 125

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[184] For this search, 'military/solider/veteran' were included in the *title* in order to keep the number of hits manageable.

Appendix D: Selected grey literature sources

This appendix contains bibliography of the sources identified through the engagement organisations and the relevant RAND reports reviewed as part of the grey literature review.

Reports from engagement organisations

Army Families Federation, Army Families Concerns Quarterly Review, 2013. As of 01/07/2016:

http://www.aff.org.uk/linkedfiles/aff/fc14q2finalecopy.pdf

———, The Overseas Experience survey, 2015. As of 01/07/2016:

http://www.aff.org.uk/linkedfiles/aff/latest_news_information/theoverseasexperiencefinal.pdf

Biggar, Janet, and Lorraine Simpson, Evaluation of Employ-Able, PoppyScotland, May, 2015. As of 01/07/2016:

http://www.poppyscotland.org.uk/wp-content/uploads/2015/11/EMPLOYABLE-EVALUATION-REPORT-MAY-15.pdf

Dryburgh, Keith, Civvy Street: The New Frontline. Meeting the advice needs of the Armed Forces community in Scotland, Citizens Advice Scotland,, 2012. As of 01/07/2016:

http://www.cas.org.uk/system/files/publications/ASAP_Report(low%20res).pdf

Fossey, Matt, and Jamie Hacker-Hughes, Future Horizons Programme: Final Report, Institute for Veterans and Families Studies, Anglia Ruskin University, 2013. As of 01/07/2016:

http://www.fim-trust.org/wp-content/uploads/2013/03/20131107-FHP-Final-Report-Nov-2013.pdf

Jones, Anwen, Deborah Quilgars, Lisa O'Malley, David Rhodes, Mark Bevan, and Nicholas Pleace, Meeting the Housing and Support Needs of Single Veterans in Great Britain, 2014. As of 01/07/2016:

https://www.york.ac.uk/media/chp/documents/2014/VETERANS%20REPORT_2014_WEB.pdf

Klein, Susan, David A Alexander, and Walter Busuttil, SCOPING REVIEW: A Needs-Based Assessment and Epidemiological Community-Based Survey of Ex-Service Personnel and their Families in Scotland. , December, 2012. As of 01/07/2016:

http://www.gov.scot/resource/0041/00417172.pdf

PoppyScotland, Health and welfare of the ex-Service community in Scotland 2014, 2014. As of 01/07/2016:

http://www.fim-trust.org/wp-content/uploads/2015/01/Poppyscotland-household-survey-report-FINAL.pdf

RAF Benevolent Fund, Meeting the needs of the RAF Family, 2015. As of 01/07/2016:

https://www.rafbf.org/sites/default/files/atoms/files/welfare_report_full.pdf

RAF Families Federation, RAF FF Survey Report: Family Support, 2012a. As of 01/07/2016:

http://www.raf-ff.org.uk/images/library/files/Family_Support_Survey_low_res.pdf

———, RAF FF Survey Report: Pay, Pensions and other stuff, 2012b. As of 01/07/2016:

http://www.raf-ff.org.uk/images/library/files/Pay_Pensions_survey_low_res.pdf

———, "RAF FF Survey Report: The Nation's Support to the RAF," 2012c. As of 01/07/2016:

http://www.raf-ff.org.uk/images/library/files/Nation's_Support.pdf

———, RAF FF Survey Report: It the covenant all it's cracked up to be?, 2013. As of 01/07/2016:

http://www.raf-ff.org.uk/images/library/files/Covenant_Report_2013.pdf

———, RAF FF Survey Report: Childcare, 2015. As of 01/07/2016:

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