

RAND Corporation Guard and Reserve Employment Study Employer Interviews Fact Sheet

Types of questions to expect during the interview:

In the interview, we will ask you about your organization's actual or anticipated experiences with Guard and Reserve employees and duty-related absences; the impact of duty-related absences on your organization; the Uniformed Services Employment and Reemployment Rights Act (USERRA); Employer Support of the Guard and Reserve (ESGR) programs and support; and your recommendations for possible ways to better support civilian employers of Guard and Reserve members.

Time involved:

We expect the interview to take about 45 minutes, scheduled at a time convenient for you. You can stop the interview at any time and for any reason.

Who will participate:

The Department of Defense (DoD) asked RAND to interview representatives from about 100 organizations that have recently employed or currently employ Guard and Reserve members. Your organization was selected for participation on a random basis within specific categories of employers (of particular interest for the purposes of our study (e.g., small private, large private, public first-responders, other public sector). Your participation is voluntary. RAND will not inform DoD or anyone not on project staff of which employers have been invited or chose to participate.

Benefits of participation:

By participating in an interview, you will have the opportunity to identify key rewards and challenges faced by civilian employers of Guard and Reserve members and make recommendations for ways DoD could better support employers. You can request to be on the distribution list for the report.

Confidentiality:

RAND will keep the information you provide to us during the interview confidential. With your permission, we will record the interview and have the audio file professionally transcribed to ensure we have an accurate record of our discussion. This approach is optional. Only the RAND project team has access to the audio files and transcriptions, and we have safeguards in place to protect them. Neither employer nor individual participant names will be included in interview transcripts. The audio recording will be destroyed after the transcription is complete, and at the end of the study, all remaining information that could identify you will also be destroyed. Finally, RAND will not attribute comments to specific organizations or individuals in any public report or report to DoD. Rather, we will report on general themes that emerge from the interviews.

Contact Information:

If you have questions about your interview or the study, please contact the study co-PIs:

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If you have questions about your rights as a research participant or need to report a research-related injury or concern, you can contact RAND's Human Subjects Protection Committee toll-free at (868) 697-5620 or by emailing hspcinfo@rand.org. When you contact the Committee, please reference Study # XXXXX.

**This study has been issued Report Control Symbol XXXXX,
certifying it as a formally reviewed and approved DoD data collection effort.**

-OR-

[OMB control number, expiration date, and any required OMB language]