**> str(df\_contact\_spouses, list.len=ncol(df\_contact\_spouses))**

**'data.frame': 5145 obs. of 64 variables:**

$ Id : chr "0030z00002PrXFkAAN" "0030z00002PrXjJAAV" "0030z00002PrXqFAAV" "0030z00002PrYAAAA3" ...

$ MailingState : Factor w/ 85 levels "AA","AB","AE",..: 15 24 24 73 23 12 15 48 73 12 ...

$ MailingPostalCode : Factor w/ 18128 levels "","-","^64034",..: 14452 5250 5250 13797 5498 16022 14457 3877 14150 15860 ...

$ MailingCountry : Factor w/ 109 levels "","AFG","Afghanistan",..: 102 102 102 102 102 102 102 102 102 102 ...

$ HasOptedOutOfEmail : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ DoNotCall : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ CreatedDate.x : POSIXct, format: "2018-08-06 13:41:00" "2018-08-06 16:52:00" ...

$ Gender\_\_c : Factor w/ 4 levels "","--None--",..: 1 3 3 3 3 3 3 3 3 3 ...

$ Race\_\_c : Factor w/ 9 levels "","--None--",..: 1 9 4 5 9 5 4 7 6 9 ...

$ Number\_of\_dependents\_\_c : int NA NA NA NA NA NA NA NA NA NA ...

$ Employment\_Barriers\_\_c : chr "" "" "" "" ...

$ Highest\_Level\_of\_Education\_Completed\_\_c : Factor w/ 7 levels "Associates","Bachelors",..: 6 6 2 2 2 2 2 2 1 5 ...

$ Status\_\_c : Factor w/ 9 levels "active duty",..: 9 8 9 9 9 8 9 9 3 9 ...

$ Active\_Color\_\_c : Factor w/ 7 levels "","Black","Blue",..: 7 2 6 5 3 3 4 3 5 3 ...

$ Dat\_Initial\_Assessment\_was\_Completed\_\_c : POSIXct, format: NA NA ...

$ Months\_Unemployed\_\_c.x : int NA NA NA NA NA NA NA NA NA NA ...

$ Responsive\_\_c : Factor w/ 2 levels "0","1": 2 2 2 2 2 2 2 2 2 2 ...

$ Client\_\_c : Factor w/ 2 levels "0","1": 2 2 2 2 2 2 2 2 2 2 ...

$ Client\_Type\_\_c : Factor w/ 8 levels "","AVR","Job Board Client",..: 5 5 5 5 5 5 5 5 5 5 ...

$ Service\_Branch\_\_c : Factor w/ 9 levels "","Air Force",..: 1 1 1 1 1 1 1 1 8 1 ...

$ Service\_Members\_Status\_\_c : Factor w/ 6 levels "","Active Duty",..: 1 1 1 1 1 1 1 1 1 1 ...

$ HHUSA\_Workshop\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Litmos\_\_Courses\_Completed\_\_c : Factor w/ 29 levels "0","1","2","3",..: 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_Turned\_Purple\_\_c : POSIXct, format: NA NA ...

$ MyTrak\_1\_on\_1\_Career\_Coaching\_Request\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ MyTrak\_Essentials\_Complete\_\_c : Factor w/ 2 levels "0","1": 1 2 2 2 2 2 2 2 2 2 ...

$ MyTrak\_Fed\_Resume\_Review\_Request\_Date\_\_c : POSIXct, format: NA NA ...

$ MyTrak\_Mock\_Interview\_Request\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_turned\_grey\_\_c : POSIXct, format: NA NA ...

$ Date\_turned\_green\_\_c : POSIXct, format: NA NA ...

$ Date\_of\_first\_contact\_\_c : POSIXct, format: NA NA ...

$ Summary\_of\_Qualifications\_\_c : chr "" "" "Information Technology (IT) Professional with 2 years of proven experience in client relations, critical thinki"| \_\_truncated\_\_ "" ...

$ VCF\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 2 1 1 1 1 1 1 1 ...

$ Virtual\_Workshop\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Webinar\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_Of\_Birth\_\_c : POSIXct, format: NA NA ...

$ Date\_Turned\_Blue\_\_c : POSIXct, format: NA NA ...

$ Military\_Spouse\_Caregiver\_\_c : Factor w/ 2 levels "0","1": 2 2 2 2 2 2 2 2 2 2 ...

$ Date\_of\_Service\_EntryNew\_\_c : POSIXct, format: NA NA ...

$ Date\_of\_SeparationNew\_\_c : POSIXct, format: NA NA ...

$ Reserves\_National\_Guard\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Submitted\_for\_Hire\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Office\_Manager\_Approved\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Regional\_Manager\_Approved\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Hire\_Heroes\_USA\_Confirmed\_Hire\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 2 2 1 2 1 2 ...

$ Date\_Submitted\_for\_Hire\_\_c : POSIXct, format: NA NA ...

$ Do\_Not\_Text\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Enrolled\_in\_School\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Bilingual\_\_c : Factor w/ 2 levels "0","1": 1 1 2 1 1 1 2 2 2 1 ...

$ Willing\_to\_Relocate\_\_c : Factor w/ 2 levels "0","1": 1 1 1 2 1 1 1 1 1 1 ...

$ Date\_Turned\_Black\_\_c : POSIXct, format: NA "2018-08-17" ...

$ Willing\_to\_Relocate\_to\_High\_Risk\_Area\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Confirmed\_Hired\_Date\_\_c.y : POSIXct, format: NA NA ...

$ Job\_Function\_Hired\_In\_\_c.y : Factor w/ 61 levels "","Accounting",..: NA NA NA NA 3 53 NA 3 NA 39 ...

$ Industry\_Hired\_In\_\_c : Factor w/ 37 levels "","Aerospace and Aviation",..: NA NA NA NA 7 13 NA 30 NA 11 ...

$ Hired\_Location\_\_c.y : chr NA NA NA NA ...

$ Hired\_Zip\_Code\_\_c : chr NA NA NA NA ...

$ Hired\_Location\_City : chr NA NA NA NA ...

$ Hired\_Location\_State : Factor w/ 1 level "na": NA NA NA NA 1 1 NA 1 NA 1 ...

$ Employment\_Type\_\_c.y : Factor w/ 7 levels "","Employed",..: NA NA NA NA 3 3 NA 3 NA 4 ...

$ Federal\_Hire\_\_c.y : Factor w/ 2 levels "0","1": NA NA NA NA 1 1 NA 1 NA 1 ...

$ Revised\_Resume\_Used\_to\_Apply\_for\_Job\_\_c.y: Factor w/ 2 levels "0","1": NA NA NA NA 2 2 NA 2 NA 2 ...

$ Hired\_but\_still\_active\_and\_looking\_\_c.y : Factor w/ 2 levels "0","1": NA NA NA NA 1 1 NA 1 NA 1 ...

$ Days\_in\_Program : num NA NA 140 8 23 ...

**> str(df\_contact\_vets, list.len=ncol(df\_contact\_vets))**

**'data.frame': 100813 obs. of 64 variables:**

$ Id : chr "0030z00002PrWd6AAF" "0030z00002PrWdBAAV" "0030z00002PrWflAAF" "0030z00002PrWgPAAV" ...

$ MailingState : Factor w/ 85 levels "AA","AB","AE",..: 12 76 24 41 29 76 48 24 31 73 ...

$ MailingPostalCode : Factor w/ 18128 levels "","-","^64034",..: 17041 1 5462 9016 14748 2950 3814 5140 8486 13236 ...

$ MailingCountry : Factor w/ 109 levels "","AFG","Afghanistan",..: 102 102 102 102 102 102 102 102 102 102 ...

$ HasOptedOutOfEmail : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ DoNotCall : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ CreatedDate.x : POSIXct, format: "2018-08-05 05:28:00" "2018-08-05 05:59:00" ...

$ Gender\_\_c : Factor w/ 4 levels "","--None--",..: 1 4 4 4 4 1 4 4 4 4 ...

$ Race\_\_c : Factor w/ 9 levels "","--None--",..: 1 5 9 9 9 1 9 9 9 9 ...

$ Number\_of\_dependents\_\_c : int NA NA NA NA NA NA NA NA NA NA ...

$ Employment\_Barriers\_\_c : chr "" "" "" "" ...

$ Highest\_Level\_of\_Education\_Completed\_\_c : Factor w/ 7 levels "Associates","Bachelors",..: 6 6 2 4 4 6 2 2 1 2 ...

$ Status\_\_c : Factor w/ 9 levels "active duty",..: 9 1 1 3 3 9 8 9 9 1 ...

$ Active\_Color\_\_c : Factor w/ 7 levels "","Black","Blue",..: 7 4 6 4 3 7 4 4 5 4 ...

$ Dat\_Initial\_Assessment\_was\_Completed\_\_c : POSIXct, format: NA "2018-08-17" ...

$ Months\_Unemployed\_\_c.x : int NA NA NA NA NA NA NA NA NA NA ...

$ Responsive\_\_c : Factor w/ 2 levels "0","1": 2 2 2 2 2 2 2 2 2 2 ...

$ Client\_\_c : Factor w/ 2 levels "0","1": 2 2 2 2 2 2 2 2 2 2 ...

$ Client\_Type\_\_c : Factor w/ 8 levels "","AVR","Job Board Client",..: 5 5 5 5 5 5 5 5 5 5 ...

$ Service\_Branch\_\_c : Factor w/ 9 levels "","Air Force",..: 4 7 3 3 3 3 3 7 2 3 ...

$ Service\_Members\_Status\_\_c : Factor w/ 6 levels "","Active Duty",..: 1 1 1 1 1 1 1 1 1 1 ...

$ HHUSA\_Workshop\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Litmos\_\_Courses\_Completed\_\_c : Factor w/ 29 levels "0","1","2","3",..: 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_Turned\_Purple\_\_c : POSIXct, format: NA "2018-08-17" ...

$ MyTrak\_1\_on\_1\_Career\_Coaching\_Request\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ MyTrak\_Essentials\_Complete\_\_c : Factor w/ 2 levels "0","1": 1 2 2 2 2 1 2 2 2 2 ...

$ MyTrak\_Fed\_Resume\_Review\_Request\_Date\_\_c : POSIXct, format: NA NA ...

$ MyTrak\_Mock\_Interview\_Request\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_turned\_grey\_\_c : POSIXct, format: NA "2018-08-16" ...

$ Date\_turned\_green\_\_c : POSIXct, format: NA "2018-11-27" ...

$ Date\_of\_first\_contact\_\_c : POSIXct, format: NA NA ...

$ Summary\_of\_Qualifications\_\_c : chr "" "Program Analyst and Military Veteran with a Top-Secret Security Clearance and 15+ years of proven experience in"| \_\_truncated\_\_ "Senior Operations Manager and Military Veteran with 20 years of active service with Secret Security Clearance w"| \_\_truncated\_\_ "Apprentice Electrician Military Veteran with a Secret Security Clearance and 4 years of proven experience in th"| \_\_truncated\_\_ ...

$ VCF\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Virtual\_Workshop\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Webinar\_Participant\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_Of\_Birth\_\_c : POSIXct, format: NA NA ...

$ Date\_Turned\_Blue\_\_c : POSIXct, format: NA NA ...

$ Military\_Spouse\_Caregiver\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Date\_of\_Service\_EntryNew\_\_c : POSIXct, format: "1990-01-08" "1998-12-10" ...

$ Date\_of\_SeparationNew\_\_c : POSIXct, format: "1994-01-07" "2019-01-01" ...

$ Reserves\_National\_Guard\_\_c : Factor w/ 2 levels "0","1": 1 1 1 2 2 1 1 1 1 1 ...

$ Submitted\_for\_Hire\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Office\_Manager\_Approved\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Regional\_Manager\_Approved\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Hire\_Heroes\_USA\_Confirmed\_Hire\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 2 1 1 1 1 1 ...

$ Date\_Submitted\_for\_Hire\_\_c : POSIXct, format: NA NA ...

$ Do\_Not\_Text\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Enrolled\_in\_School\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Bilingual\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Willing\_to\_Relocate\_\_c : Factor w/ 2 levels "0","1": 1 2 2 1 2 1 2 2 1 1 ...

$ Date\_Turned\_Black\_\_c : POSIXct, format: NA NA ...

$ Willing\_to\_Relocate\_to\_High\_Risk\_Area\_\_c : Factor w/ 2 levels "0","1": 1 1 1 1 1 1 1 1 1 1 ...

$ Confirmed\_Hired\_Date\_\_c.y : POSIXct, format: NA NA ...

$ Job\_Function\_Hired\_In\_\_c.y : Factor w/ 61 levels "","Accounting",..: NA NA NA NA 22 NA NA NA NA NA ...

$ Industry\_Hired\_In\_\_c : Factor w/ 37 levels "","Aerospace and Aviation",..: NA NA NA NA 21 NA NA NA NA NA ...

$ Hired\_Location\_\_c.y : chr NA NA NA NA ...

$ Hired\_Zip\_Code\_\_c : chr NA NA NA NA ...

$ Hired\_Location\_City : chr NA NA NA NA ...

$ Hired\_Location\_State : Factor w/ 1 level "na": NA NA NA NA 1 NA NA NA NA NA ...

$ Employment\_Type\_\_c.y : Factor w/ 7 levels "","Employed",..: NA NA NA NA 3 NA NA NA NA NA ...

$ Federal\_Hire\_\_c.y : Factor w/ 2 levels "0","1": NA NA NA NA 1 NA NA NA NA NA ...

$ Revised\_Resume\_Used\_to\_Apply\_for\_Job\_\_c.y: Factor w/ 2 levels "0","1": NA NA NA NA 2 NA NA NA NA NA ...

$ Hired\_but\_still\_active\_and\_looking\_\_c.y : Factor w/ 2 levels "0","1": NA NA NA NA 1 NA NA NA NA NA ...

$ Days\_in\_Program : num NA 136 146 146 67 ...

**> summary(df\_contact\_spouses)**

**Id MailingState MailingPostalCode MailingCountry**

Length:5145 CA : 618 : 636 United States:4982

Class :character TX : 609 92058 : 54 : 97

Mode :character NC : 494 28307 : 33 Germany : 24

VA : 475 28314 : 30 Italy : 8

FL : 383 76544 : 28 Japan : 5

GA : 361 80902 : 28 India : 3

(Other):2205 (Other):4336 (Other) : 26

**HasOptedOutOfEmail DoNotCall CreatedDate.x Gender\_\_c**

0:4960 0:5065 Min. :2007-06-15 16:25:00 :1107

1: 185 1: 80 1st Qu.:2016-06-29 16:25:00 --None--: 0

Median :2017-06-07 23:58:00 Female :3722

Mean :2017-04-07 04:22:39 Male : 316

3rd Qu.:2018-05-22 23:10:00

Max. :2019-01-17 22:15:00

**Race\_\_c Number\_of\_dependents\_\_c**

:3524 Min. :0

White : 807 1st Qu.:0

Black or African American: 321 Median :0

Hispanic or Latino : 210 Mean :0

Two or more races : 111 3rd Qu.:0

Asian or Pacific Islander : 99 Max. :0

(Other) : 73 NA's :2697

**Employment\_Barriers\_\_c Highest\_Level\_of\_Education\_Completed\_\_c**

Length:5145 Associates : 596

Class :character Bachelors :1496

Mode :character Doctorate : 72

High School / GED :1243

Masters : 846

not specified : 892

Some College : 0

**Status\_\_c Active\_Color\_\_c**

unemployed :2464 : 7

employed :1345 Black : 723

not specified : 600 Blue :1674

under employed : 421 Green : 598

contract / temporary : 140 Grey :1264

full time : 133 Purple : 118

(Other) : 42 Red : 761

**Dat\_Initial\_Assessment\_was\_Completed\_\_c Months\_Unemployed\_\_c.x Responsive\_\_c**

Min. :2008-06-25 00:00:00 Min. : 0.000 0: 457

1st Qu. :2016-05-09 00:00:00 1st Qu. : 1.000 1:4688

Median :2017-04-24 00:00:00 Median : 2.000

Mean :2017-02-24 20:20:17 Mean : 3.623

3rd Qu. :2018-04-24 00:00:00 3rd Qu. : 5.000

Max. :2019-01-17 00:00:00 Max. :24.000

NA's :1514 NA's :4768

**Client\_\_c Client\_Type\_\_c Service\_Branch\_\_c**

0: 0 Online Registrant :3933 :4747

1:5145 Onward To Opportunity : 558 Army : 191

Workshop Participant : 405 Air Force : 79

AVR : 241 Navy : 73

Online Training Client (Virtual): 6 Marines : 43

: 1 Coast Guard : 9

(Other) : 1 (Other) : 3

**Service\_Members\_Status\_\_c HHUSA\_Workshop\_Participant\_\_c**

:4861 0:4705

Active Duty : 192 1: 440

Deceased : 3

Divorced : 1

Reserves / National Guard : 17

Retired / Separated : 71

**Litmos\_\_Courses\_Completed\_\_c Date\_Turned\_Purple\_\_c**

0 :2562 Min. :2013-04-18 00:00:00

15 : 6 1st Qu. :2016-05-29 12:00:00

2 : 4 Median :2017-07-23 12:00:00

4 : 4 Mean :2017-06-07 22:19:35

1 : 3 3rd Qu. :2018-06-08 00:00:00

(Other) : 17 Max. :2019-10-14 00:00:00

NA's :2549 NA's :4557

**MyTrak\_1\_on\_1\_Career\_Coaching\_Request\_\_c MyTrak\_Essentials\_Complete\_\_c**

0 :5133 0 :3260

1 : 10 1 :1883

NA's: 2 NA's: 2

**MyTrak\_Fed\_Resume\_Review\_Request\_Date\_\_c MyTrak\_Mock\_Interview\_Request\_\_c**

Min. :2017-07-10 10:10:00 0 :5133

1st Qu. :2018-03-29 08:14:15 1 : 10

Median :2018-07-23 01:57:00 NA's: 2

Mean :2018-06-08 15:10:25

3rd Qu. :2018-08-15 02:08:15

Max. :2019-01-15 20:04:00

NA's :5131

**Date\_turned\_grey\_\_c Date\_turned\_green\_\_c**

Min. :2011-06-17 00:00:00 Min. :2010-11-30 00:00:00

1st Qu. :2017-01-15 00:00:00 1st Qu. :2016-06-30 00:00:00

Median :2017-07-27 00:00:00 Median :2017-06-13 12:00:00

Mean :2017-06-14 22:09:22 Mean :2017-04-26 21:39:09

3rd Qu. :2018-04-11 00:00:00 3rd Qu. :2018-06-07 00:00:00

Max. :2019-01-17 00:00:00 Max. :2019-01-17 00:00:00

NA's :3622 NA's :1863

**Date\_of\_first\_contact\_\_c Summary\_of\_Qualifications\_\_c VCF\_Participant\_\_c**

Min. :2011-06-29 00:00:00 Length:5145 0 :5042

1st Qu. :2015-09-29 00:00:00 Class :character 1 : 101

Median :2016-05-03 00:00:00 Mode :character NA's: 2

Mean :2016-04-02 16:00:56

3rd Qu. :2016-10-10 00:00:00

Max. :2216-09-28 00:00:00

NA's :3609

**Virtual\_Workshop\_Participant\_\_c Webinar\_Participant\_\_c**

0 :5100 0 :5069

1 : 43 1 : 74

NA's: 2 NA's: 2

**Date\_Of\_Birth\_\_c Date\_Turned\_Blue\_\_c**

Min. :1978-09-19 00:00:00 Min. :2011-11-21 00:00:00

1st Qu. :1980-12-05 00:00:00 1st Qu. :2016-08-25 00:00:00

Median :1984-06-08 12:00:00 Median :2017-07-25 00:00:00

Mean :1989-06-24 12:00:00 Mean :2017-06-03 00:51:22

3rd Qu. :1989-01-11 18:00:00 3rd Qu. :2018-05-29 18:00:00

Max. :2018-12-20 00:00:00 Max. :2019-01-17 00:00:00

NA's :5139 NA's :3463

**Military\_Spouse\_Caregiver\_\_c Date\_of\_Service\_EntryNew\_\_c**

0: 0 Min. :1900-01-01 00:00:00

1:5145 1st Qu. :1996-03-10 00:00:00

Median :2003-03-16 00:00:00

Mean :2001-08-02 23:04:36

3rd Qu. :2009-01-16 12:00:00

Max. :2018-04-18 00:00:00

NA's :4937

**Date\_of\_SeparationNew\_\_c Reserves\_National\_Guard\_\_c Submitted\_for\_Hire\_\_c**

Min. :1900-01-01 00:00:00 0:5105 0:3842

1st Qu. :2010-09-05 00:00:00 1: 40 1:1303

Median :2015-07-20 00:00:00

Mean :2012-07-19 19:13:11

3rd Qu. :2017-06-01 00:00:00

Max. :2030-06-01 00:00:00

NA's :4904

**Office\_Manager\_Approved\_\_c Regional\_Manager\_Approved\_\_c**

0:3844 0:3844

1:1301 1:1301

**Hire\_Heroes\_USA\_Confirmed\_Hire\_\_c Date\_Submitted\_for\_Hire\_\_c Do\_Not\_Text\_\_c**

0:3483 Min. :2015-01-20 00:00:00 0:5109

1:1662 1st Qu. :2016-07-27 12:00:00 1: 36

Median :2017-04-27 00:00:00

Mean :2017-03-23 20:34:26

3rd Qu. :2017-12-14 00:00:00

Max. :2018-08-03 00:00:00

NA's :3842

**Enrolled\_in\_School\_\_c Bilingual\_\_c Willing\_to\_Relocate\_\_c**

0:4594 0:4447 0:4188

1: 551 1: 698 1: 957

**Date\_Turned\_Black\_\_c Willing\_to\_Relocate\_to\_High\_Risk\_Area\_\_c**

Min. :2012-02-21 00:00:00 0 :5008

1st Qu. :2016-10-18 12:00:00 1 : 4

Median :2017-09-25 12:00:00 NA's: 133

Mean :2017-08-01 20:21:45

3rd Qu. :2018-07-27 00:00:00

Max. :2019-01-17 00:00:00

NA's :4373

**Confirmed\_Hired\_Date\_\_c.y Job\_Function\_Hired\_In\_\_c.y**

Min. :2010-01-01 00:00:00 Administrative/Clerical : 298

1st Qu. :2016-08-16 00:00:00 Healthcare : 184

Median :2017-07-19 00:00:00 Customer Service : 165

Mean :2017-05-19 20:13:34 Training/Instruction/Teaching : 126

3rd Qu. :2018-05-29 00:00:00 Banking/Finance : 62

Max. :2019-01-17 00:00:00 (Other) : 846

NA's :3466 NA's :3464

**Industry\_Hired\_In\_\_c Hired\_Location\_\_c.y**

Health Care and Social Assistance : 309 Length:5145

Government and Public Administration : 189 Class :character

Educational Services : 180 Mode :character

Retail Trade : 122

Banking/Finance/Insurance : 112

(Other) : 769

NA's :3464

**Hired\_Zip\_Code\_\_c Hired\_Location\_City Hired\_Location\_State**

Length:5145 Length:5145 na :1681

Class :character Class :character NA's:3464

Mode :character Mode :character

**Employment\_Type\_\_c.y Federal\_Hire\_\_c.y**

Full-Time :1308 0 :1629

Part-Time : 180 1 : 52

: 116 NA's:3464

Temporary/Contract : 68

Remote : 5

(Other) : 4

NA's :3464

**Revised\_Resume\_Used\_to\_Apply\_for\_Job\_\_c.y**

0 : 172

1 :1509

NA's:3464

**Hired\_but\_still\_active\_and\_looking\_\_c.y Days\_in\_Program**

0 :1467 Min. :-401.0

1 : 214 1st Qu. :63.0

NA's:3464 Median : 146.0

Mean : 210.4

3rd Qu. : 286.2

Max. :2206.0

NA's :1536

**> summary(df\_contact\_vets)**

**Id MailingState MailingPostalCode MailingCountry**

Length:100813 TX :12571 : 7380 United States :98766

Class :character CA :10703 76549 : 586 : 1459

Mode :character VA : 7567 76542 : 529 Germany : 236

GA : 7123 37042 : 523 Japan : 59

NC : 6970 80817 : 433 Puerto Rico : 49

FL : 6466 (Other) :91360 United Kingdom: 27

(Other) :49413 NA's : 2 (Other) : 217

**HasOptedOutOfEmail DoNotCall CreatedDate.x Gender\_\_c**

0:98411 0:99867 Min. :2007-06-08 17:21:00 :37701

1: 2402 1: 946 1st Qu. :2014-03-29 08:52:00 --None-- : 0

Median :2016-05-18 14:11:00 Female :11751

Mean :2015-09-08 05:21:29 Male :51361

3rd Qu. :2017-09-24 17:50:00

Max. :2019-01-18 00:03:00

**Race\_\_c Number\_of\_dependents\_\_c**

:82884 Min. :0.00

White : 9086 1st Qu. :0.00

Black or African American : 4049 Median :0.00

Hispanic or Latino : 2228 Mean :0.02

Two or more races : 1113 3rd Qu. :0.00

Asian or Pacific Islander : 762 Max. :9.00

(Other) : 691 NA's :65797

**Employment\_Barriers\_\_c Highest\_Level\_of\_Education\_Completed\_\_c**

Length:100813 Associates :14396

Class :character Bachelors :21749

Mode :character Doctorate : 613

High School / GED :33238

Masters :11746

not specified :18901

Some College : 170

**Status\_\_c Active\_Color\_\_c Dat\_Initial\_Assessment\_was\_Completed\_\_c**

unemployed :27208 : 4078 Min. :2007-10-08 00:00:00

active duty :27023 Black :12986 1st Qu. :2015-04-20 00:00:00

employed :23198 Blue :29108 Median :2016-08-08 00:00:00

not specified :15102 Green : 4937 Mean :2016-03-16 16:56:42

under employed : 3227 Grey :24030 3rd Qu. :2017-09-25 00:00:00

full time : 2617 Purple : 2965 Max. :2019-01-17 00:00:00

(Other) : 2438 Red :22709 NA's :42913

**Months\_Unemployed\_\_c.x Responsive\_\_c Client\_\_c**

Min. : 0.00 0:32932 0: 0

1st Qu. : 0.00 1:67881 1:100813

Median : 1.00

Mean : 2.62

3rd Qu. : 4.00

Max. :24.00

NA's :95326

**Client\_Type\_\_c Service\_Branch\_\_c**

Online Registrant :72554 Army :51637

AVR :15582 Navy :15527

Onward To Opportunity : 6704 Marines :13675

Workshop Participant : 5776 Air Force :13354

Online Training Client (Virtual) : 156 : 5790

Online Events Client : 27 Coast Guard : 830

(Other) : 14 (Other) : 0

**Service\_Members\_Status\_\_c HHUSA\_Workshop\_Participant\_\_c**

:100746 0:94439

Active Duty : 39 1: 6374

Deceased : 0

Divorced : 0

Reserves / National Guard : 0

Retired / Separated : 28

**Litmos\_\_Courses\_Completed\_\_c Date\_Turned\_Purple\_\_c**

0 :29691 Min. :2003-06-15 00:00:00

15 : 87 1st Qu. :2016-03-16 00:00:00

1 : 73 Median :2017-02-08 00:00:00

2 : 42 Mean :2017-01-27 07:57:41

4 : 40 3rd Qu. :2018-02-26 00:00:00

(Other) : 194 Max. :2204-06-13 00:00:00

NA's :70686 NA's :82147

**MyTrak\_1\_on\_1\_Career\_Coaching\_Request\_\_c MyTrak\_Essentials\_Complete\_\_c**

0 :100495 0 :79808

1 : 160 1 :20847

NA's: 158 NA's: 158

**MyTrak\_Fed\_Resume\_Review\_Request\_Date\_\_c MyTrak\_Mock\_Interview\_Request\_\_c**

Min. :2017-06-26 20:10:00 0 :100545

1st Qu. :2018-01-29 09:57:00 1 : 110

Median :2018-05-21 21:24:30 NA's: 158

Mean :2018-05-08 13:41:11

3rd Qu. :2018-09-06 10:22:30

Max. :2019-01-16 12:57:00

NA's :100391

**Date\_turned\_grey\_\_c Date\_turned\_green\_\_c**

Min. :2010-06-01 00:00:00 Min. :2010-08-30 00:00:00

1st Qu. :2015-09-25 00:00:00 1st Qu. :2015-11-25 00:00:00

Median :2017-02-28 00:00:00 Median :2017-01-12 00:00:00

Mean :2016-09-04 22:02:25 Mean :2016-10-09 12:15:00

3rd Qu. :2017-11-27 00:00:00 3rd Qu. :2018-02-05 00:00:00

Max. :2211-08-03 00:00:00 Max. :2019-01-17 00:00:00

NA's :76330 NA's :55858

**Date\_of\_first\_contact\_\_c Summary\_of\_Qualifications\_\_c VCF\_Participant\_\_c**

Min. :2010-09-02 00:00:00 Length:100813 0 :99634

1st Qu. :2014-07-28 00:00:00 Class :character 1 : 1010

Median :2015-11-30 00:00:00 Mode :character NA's: 169

Mean :2015-06-20 09:54:44

3rd Qu. :2016-08-11 00:00:00

Max. :2018-10-08 00:00:00

NA's :67485

**Virtual\_Workshop\_Participant\_\_c Webinar\_Participant\_\_c**

0 :100469 0 :100163

1 : 175 1 : 481

NA's: 169 NA's: 169

**Date\_Of\_Birth\_\_c Date\_Turned\_Blue\_\_c**

Min. :1960-07-26 00:00:00 Min. :2011-04-11 00:00:00

1st Qu. :1975-01-11 12:00:00 1st Qu. :2016-02-05 00:00:00

Median :1980-07-23 00:00:00 Median :2017-03-21 00:00:00

Mean :1982-06-06 16:00:00 Mean :2016-12-16 15:04:52

3rd Qu. :1987-12-29 00:00:00 3rd Qu. :2018-02-27 00:00:00

Max. :2018-11-15 00:00:00 Max. :2019-01-17 00:00:00

NA's :100774 NA's :71864

**Military\_Spouse\_Caregiver\_\_c Date\_of\_Service\_EntryNew\_\_c**

0:100813 Min. :1900-04-01 00:00:00

1: 0 1st Qu. :1995-08-08 00:00:00

Median :2002-10-22 00:00:00

Mean :2001-11-04 18:58:03

3rd Qu. :2009-06-06 00:00:00

Max. :3005-03-08 00:00:00

NA's :30327

**Date\_of\_SeparationNew\_\_c Reserves\_National\_Guard\_\_c Submitted\_for\_Hire\_\_c**

Min. :1900-01-01 00:00:00 0:90192 0:78902

1st Qu. :2013-09-26 12:00:00 1:10621 1:21911

Median :2016-10-01 00:00:00

Mean :2014-08-05 14:43:21

3rd Qu. :2018-04-15 00:00:00

Max. :3017-03-10 00:00:00

NA's :26702

**Office\_Manager\_Approved\_\_c Regional\_Manager\_Approved\_\_c**

0:78901 0:78915

1:21912 1:21898

**Hire\_Heroes\_USA\_Confirmed\_Hire\_\_c Date\_Submitted\_for\_Hire\_\_c Do\_Not\_Text\_\_c**

0:71911 Min. :2012-09-03 00:00:00 0:100444

1:28902 1st Qu. :2016-05-11 00:00:00 1: 369

Median :2017-03-08 00:00:00

Mean :2017-01-27 15:45:45

3rd Qu. :2017-11-08 00:00:00

Max. :2018-08-03 00:00:00

NA's :78880

**Enrolled\_in\_School\_\_c Bilingual\_\_c Willing\_to\_Relocate\_\_c**

0:89590 0:94160 0:71517

1:11223 1: 6653 1:29296

**Date\_Turned\_Black\_\_c Willing\_to\_Relocate\_to\_High\_Risk\_Area\_\_c**

Min. :2011-05-03 00:00:00 0 :94559

1st Qu. :2015-07-06 00:00:00 1 : 567

Median :2016-09-23 00:00:00 NA's: 5687

Mean :2016-07-06 21:29:25

3rd Qu. :2017-12-07 00:00:00

Max. :2019-01-17 00:00:00

NA's :87625

**Confirmed\_Hired\_Date\_\_c.y Job\_Function\_Hired\_In\_\_c.y**

Min. :2001-01-01 00:00:00 : 3538

1st Qu. :2016-01-06 00:00:00 Safety/Security/Law Enforcement : 2021

Median :2017-03-10 00:00:00 Administrative/Clerical : 1465

Mean :2016-11-09 22:01:36 Installation/Maintenance/Repair : 1435

3rd Qu. :2018-02-23 00:00:00 Training/Instruction/Teaching : 1199

Max. :2019-12-20 00:00:00 (Other) :19415

NA's :71756 NA's :71740

**Industry\_Hired\_In\_\_c Hired\_Location\_\_c.y**

Government and Public Administration : 4145 Length:100813

Defense Contracting : 2874 Class :character

: 2149 Mode :character

Transportation and Warehousing : 2040

Information - Information Technology : 2031

(Other) :15834

NA's :71740

**Hired\_Zip\_Code\_\_c Hired\_Location\_City Hired\_Location\_State**

Length:100813 Length:100813 na :29073

Class :character Class :character NA's:71740

Mode :character Mode :character

**Employment\_Type\_\_c.y Federal\_Hire\_\_c.y**

Full-Time :22067 0 :27835

: 4440 1 : 1238

Part-Time : 1342 NA's:71740

Temporary/Contract : 1153

Seasonal : 61

(Other) : 10

NA's :71740

**Revised\_Resume\_Used\_to\_Apply\_for\_Job\_\_c.y**

0 : 3244

1 :25829

NA's:71740

**Hired\_but\_still\_active\_and\_looking\_\_c.y Days\_in\_Program**

0 :25408 Min. :-1428.0

1 : 3665 1st Qu. : 71.0

NA's:71740 Median : 169.0

Mean : 257.5

3rd Qu. : 340.0

Max. :73047.0

NA's :45109



