

FY 2023

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

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APPROPRIATION LANGUAGE

Not to exceed \$268,468,000 may be derived from the Employment Security Administration account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which—

(1) \$180,000,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for expenditure by the States through September 30, 2025, and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: Provided, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, to the spouses or other family caregivers of such wounded, ill, or injured members, and to Gold Star spouses;

(2) \$31,379,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;

(3) \$53,675,000 is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A and 2023 of title 38, United States Code: Provided, That, up to \$500,000 may be used to carry out the Hire VETS Act (division O of Public Law 115–31); and

(4) \$3,414,000 is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109:

Provided, That the Secretary may reallocate among the appropriations provided under paragraphs (1) through (4) above an amount not to exceed 3 percent of the appropriation from which such reallocation is made.

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In addition, from the General Fund of the Treasury, \$62,500,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: Provided, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, 2023, to provide services under such section: Provided further, That services provided under sections 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness: Provided further, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: Provided further, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure pursuant to 31 U.S.C. 1553.

In addition, fees may be assessed and deposited in the HIRE Vets Medallion Award Fund pursuant to section 5(b) of the HIRE Vets Act, and such amounts shall be available to the Secretary to carry out the HIRE Vets Medallion Award Program, as authorized by such Act, and shall remain available until expended: Provided, That such sums shall be in addition to any other funds available for such purposes, including funds available under paragraph (3) of this heading: Provided further, That section 2(d) of division O of the Consolidated Appropriations Act, 2017 (Public Law 115–31; 38 U.S.C. 4100 note) shall not apply.

Note.—A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the

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Continuing Appropriations Act, 2022 (Division A of P.L. 117-43, as amended). The amounts included for 2022 reflect the annualized level provided by the continuing resolution.

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EXPLANATION OF LANGUAGE CHANGE

1. VETS is proposing to include Gold Star spouses as an approved nonveteran group eligible for DVOP services. On May 9, 2018, the President issued Executive Order, Enhancing Noncompetitive Civil Service Appointments of Military Spouses. The Order notes that military spouses make critical contributions to the personal and financial success of our military families and emphasizes the Administration's policy to enhance employment support for military spouses. VETS requests this legislative change to support Gold Star spouses, who are widows/widowers whose spouses died while serving in the Armed Forces. The loss of their spouses' income has a significant adverse impact on family finances. In situations where the surviving spouse needs employment or training to become more employable, they should be able to receive individualized career services from a DVOP specialist. DVOP specialists are often veterans themselves and are trained to provide services to those who have to overcome significant barriers to employment.

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision	Explanation
New provision: Provided, that Gold Star spouses are eligible for JVSG employment services.	This provision will allow for Gold Star spouses to receive individualized career services from JVSG funded Disabled Veterans' Outreach Program specialists.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.		FY 2023 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$57,500	0	\$57,500	0	\$62,500
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$57,500</i>	<i>0</i>	<i>\$57,500</i>	<i>0</i>	<i>\$62,500</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	232	\$258,841	233	\$258,841	261	\$268,468
Fees	1	\$125	0	\$166	0	\$166
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>233</i>	<i>\$316,466</i>	<i>233</i>	<i>\$316,507</i>	<i>261</i>	<i>\$331,134</i>
B. Gross Budget Authority	233	\$316,466	233	\$316,507	261	\$331,134
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	-1	-\$143	0	-\$166	0	-\$166
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>232</i>	<i>\$316,323</i>	<i>233</i>	<i>\$316,341</i>	<i>261</i>	<i>\$330,968</i>
C. Budget Authority Before Committee	232	\$316,323	233	\$316,341	261	\$330,968
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	\$0	0	\$0	0	\$0
Fees	1	\$143	0	\$166	0	\$166
<i>Subtotal</i>	<i>233</i>	<i>\$316,466</i>	<i>233</i>	<i>\$316,507</i>	<i>261</i>	<i>\$331,134</i>
D. Total Budgetary Resources	233	\$316,466	233	\$316,507	261	\$331,134
Unobligated Balance Expiring	-8	-\$45	0	\$0	0	\$0
Additional FTE Usage	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Shared Services Realignment	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	225	\$316,421	233	\$316,507	261	\$331,134

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2022 Full Year C.R.	FY 2023 Request	Net Change
Budget Authority			
General Funds	\$57,500	\$62,500	+\$5,000
Trust Funds	\$258,841	\$268,468	+\$9,627
Total	\$316,341	\$330,968	+\$14,627
Full Time Equivalents			
General Funds	0	0	0
Trust Funds	233	261	28
Total	233	261	28

Explanation of Change	FY 2023 Change							
	FY 2022 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	233	\$25,006	0	\$1,216	0	\$0	0	\$1,216
Personnel benefits	0	\$0	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$8,226	0	\$673	0	\$0	0	\$673
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$28	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$700	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$950	0	\$29	0	\$0	0	\$29
Communications, utilities, and miscellaneous charges	0	\$255	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$650	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$150	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$34,413	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$7,767	0	\$929	0	\$0	0	\$929
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$60	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$2,849	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$2,577	0	\$0	0	\$0	0	\$0

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FY 2023 Change

Explanation of Change	FY 2022 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Supplies and materials	0	\$80	0	\$0	0	\$0	0	\$0
Equipment	0	\$50	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$54,500	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$177,987	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$65	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	233	+\$316,313	0	+\$2,847	0	\$0	0	+\$2,847
B. Programs:								
Homeless Veterans' Reintegration Program Resource Increase	0	\$0	0	\$0	0	\$5,000	0	\$5,000
USERRA Increase	0	\$0	6	\$3,100	0	\$0	6	\$3,100
Restore Staffing Levels	0	\$0	8	\$1,683	0	\$0	8	\$1,683
Policy and Workforce Coordination Staff	0	\$0	7	\$1,000	0	\$0	7	\$1,000
JSVG - Financial Monitoring Staff	0	\$0	7	\$1,000	0	\$0	7	\$1,000
Gold Star Spouses As Eligible Recipients of JVSG Services	0	\$0	0	\$0	0	\$0	0	\$0
NVTI Services Resources to Enhance and Align Curriculum with the Changing Economy and a Diverse Workforce	0	\$0	0	\$0	0	\$0	0	\$0
Programs Subtotal			28	+\$6,783	0	+\$5,000	28	+\$11,783
Total Increase	233	+\$316,313	28	+\$9,630	0	+\$5,000	28	+\$14,630
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$28	0	-\$3	0	\$0	0	-\$3
Built-Ins Subtotal	0	+\$28	0	-\$3	0	\$0	0	-\$3
B. Programs:								
Total Decrease	0	+\$28	0	-\$3	0	\$0	0	-\$3
Total Change	233	+\$316,341	28	+\$9,627	0	+\$5,000	28	+\$14,627

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.		FY 2023 Request		Diff. FY23 Request / FY22 Full Year C.R.	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	177,000	0	180,000	0	180,000	0	0
Unemployment Trust Funds	0	177,000	0	180,000	0	180,000	0	0
Transition Assistance Program	0	31,379	0	31,379	0	31,379	0	0
Unemployment Trust Funds	0	31,379	0	31,379	0	31,379	0	0
Homeless Veterans' Reintegration Program	0	57,500	0	57,500	0	62,500	0	5,000
General Funds	0	57,500	0	57,500	0	62,500	0	5,000
National Veterans' Employment and Training Service Institute	0	3,414	0	3,414	0	3,414	0	0
Unemployment Trust Funds	0	3,414	0	3,414	0	3,414	0	0
Federal Administration - USERRA Enforcement	225	47,048	233	44,048	261	53,675	28	9,627
Unemployment Trust Funds	225	47,048	233	44,048	261	53,675	28	9,627
Total	225	316,341	233	316,341	261	330,968	28	14,627
General Funds	0	57,500	0	57,500	0	62,500	0	5,000
Unemployment Trust Funds	225	258,841	233	258,841	261	268,468	28	9,627

NOTE: FY 2021 reflects actual FTE. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	232	233	261	28
	Other	1	0	0	0
	Total	233	233	261	28
	Average ES Salary	\$192,500	\$196,833	\$200,100	\$3,267
	Average GM/GS Grade	13/2	13/3	13/4	0
	Average GM/GS Salary	\$106,297	\$108,306	\$113,499	\$5,193
11.1	Full-time permanent	24,615	24,415	28,105	3,690
11.3	Other than full-time permanent	91	91	91	0
11.5	Other personnel compensation	500	500	576	76
11.9	Total personnel compensation	25,206	25,006	28,772	3,766
12.1	Civilian personnel benefits	8,454	8,254	10,594	2,340
13.0	Benefits for former personnel	28	28	28	0
21.0	Travel and transportation of persons	200	700	812	112
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	950	950	979	29
23.3	Communications, utilities, and miscellaneous charges	245	255	276	21
24.0	Printing and reproduction	650	650	650	0
25.1	Advisory and assistance services	150	150	150	0
25.2	Other services from non-Federal sources	39,138	34,413	35,904	1,491
25.3	Other goods and services from Federal sources 1/	12,820	10,676	12,235	1,559
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	2,577	2,577	2,746	169
26.0	Supplies and materials	80	80	108	28
31.0	Equipment	50	50	162	112
41.0	Grants, subsidies, and contributions	225,728	232,487	237,487	5,000
42.0	Insurance claims and indemnities	65	65	65	0
	Total	316,341	316,341	330,968	14,627
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,767	7,767	8,696	929
	DHS Services	60	60	60	0
	HHS Services	1,322	78	78	0
	Services by Other Government Departments	3,671	2,771	3,401	630

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AUTHORIZING STATUTES

- | Public Law / Act | Legislation |
|---|---|
| <ul style="list-style-type: none">• 38 U.S.C. Chapters 41 and 42, as amended by Pub. Law 107-288, Pub. Law 112-56, Title II, and Pub. Law 111-275 | <ul style="list-style-type: none">• Jobs for Veterans Act |
| <ul style="list-style-type: none">• Pub. Law 105-339 | <ul style="list-style-type: none">• Veterans Employment Opportunities Act |
| <ul style="list-style-type: none">• 38 U.S.C. Chapter 43, as amended by Pub. Law 103-353 | <ul style="list-style-type: none">• Uniformed Services Employment and Reemployment Rights Act of 1994 |
| <ul style="list-style-type: none">• Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300 | <ul style="list-style-type: none">• Vietnam Era Veterans' Readjustment Assistance Act of 1974 |
| <ul style="list-style-type: none">• 38 U.S.C. 2021, 2021A, and 2023 | <ul style="list-style-type: none">• Homeless Veterans' Reintegration Programs |
| <ul style="list-style-type: none">• Pub. Law 112-56, Title II | <ul style="list-style-type: none">• VOW to Hire Heroes Act |
| <ul style="list-style-type: none">• Pub. Law 115-31, Division "O" | <ul style="list-style-type: none">• HIRE Vets Act |

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2013					
Base Appropriation...1/	\$258,870			\$250,604	218
2014					
Base Appropriation	\$300,518			\$269,523	227
2015					
Base Appropriation	\$269,981			\$269,981	230
2016					
Base Appropriation	\$271,110	\$271,110		\$271,110	230
2017					
Base Appropriation	\$285,520			\$279,041	237
2018					
Base Appropriation	\$279,595	\$284,051		\$295,041	228
2019					
Base Appropriation...2/	\$281,595		\$300,041	\$300,041	219
2020					
Base Appropriation...3/ 4/	\$306,041	\$316,341		\$311,341	220
2021					
Base Appropriation...4/	\$312,000			\$319,341	232
2022					
Base Appropriation...5/ 6/	\$324,831	\$334,381			0
2023					
Base Appropriation	\$330,968				261

1/ Reflects a 0.2% across-the-board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985.

2/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

3/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

4/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

5/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

6/ The full-year FY 2022 appropriation was not enacted at the time the budget was prepared.

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OVERVIEW

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of American veterans; our vision is to enable all veterans, transitioning service members and military spouses to reach their full potential in the workplace. VETS is part of an integrated employment, training, and compliance enterprise in the Department of Labor (DOL). VETS is the only agency in DOL that serves both employment/training and compliance functions.

In Fiscal Year (FY) 2023, VETS will continue DOL's commitment to support the employment needs of veterans and employers in the job markets of today and tomorrow. VETS will also support the Administration's, Secretary's, and Departmental priorities through Strategic Objective 1.1 (of DOL's FY 2022-2026 Strategic Plan): Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities. These priorities are reflected in our budget proposals as we serve our veterans, including advancing racial and gender equity; prioritizing information technology, modernization, and cybersecurity; management and performance efforts to deliver results for all Americans, and evidence and evaluation. Recognizing the impact of veteran employment success on the national economy and the recruitment of our all-volunteer force, this budget invests in meeting the employment needs of transitioning service members, veterans, and their spouses. VETS will continue to build upon both in-person and virtual service delivery methods in a post-COVID environment to reach those we serve and to speed our nation's veterans' return to work.

VETS' strategies to support the Secretary's Priorities to BUILD A MODERN, INCLUSIVE WORKFORCE are:

- Prepare veterans, transitioning service members and military spouses for meaningful careers through an array of workshops aimed to provide a tailored transition experience in the Transition Assistance Program (TAP).
- Provide veterans, transitioning service members and military spouses with employment resources to build meaningful careers in ways that address systemic inequities through three programs: the Jobs for Veterans State Grants (JVSG) program, the Homeless Veterans' Reintegration Program (HVRP), the National Veterans Training Institute (NVTI).
- Protect the employment rights of National Guard, Reserve members and veterans by conducting compliance activities at the national, regional, and state level in the USERRA program.
- Promote employment opportunities for veterans, transitioning service members, and military spouses by improving our capability to effectively communicate (internally and externally) with consistent and coordinated messaging in order to inform and engage people and organizations regarding VETS' programs.
- Enhance VETS Partnerships including government and non-government stakeholders that are associated with VETS' Mission; these efforts include building partnerships with Veteran and Military Service Organizations that support underserved and underrepresented populations.

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- Personnel – Invest in VETS' 21st Century Workforce so we are ready to address the needs of our customers by recruiting, developing and retaining skilled staff committed to continuous improvement and performance outcomes.
- Digital Proficiency - IT Modernization, Digital Solution, and Data Maturity - to improve the effectiveness, efficiency, and accountability of our programs and staff.

Major initiatives in the budget that will benefit veterans, military spouses, and transitioning service members, while supporting Administration priorities of equity and serving underserved populations are:

- **HVRP Funding Increase to Serve More Veterans and to Provide Better Services.** Funding would allow for additional grants to reach and serve more veterans at risk of or experiencing homelessness.
- **Gold Star Spouses as Eligible Recipients of JVSG Services. This initiative requires no additional funding and would provide JVSG services for Gold Star spouses.**

The VETS budget is formulated and executed through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2023 request is \$180,000,000.

JVSG provided resources to states to serve over 42,000 veterans during Program Year (PY) 2020. JVSG staff assist veterans to obtain and maintain employment through services provided at American Job Centers (AJCs) and other locations. VETS awards JVSG as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state compared to the total number of veterans seeking employment in all states. The grant supports three types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide individualized career services targeted to meet the employment needs of veterans with significant barriers to employment; and
- Local Veterans' Employment Representative (LVER) staff, who conduct outreach to employers to increase employment opportunities for veterans.
- Consolidated DVOP/LVER position allows a staff person to perform both duties of a DVOP specialist and a LVER staff person.

The FY 2023 request will support up to 1,800 DVOP specialists, LVER staff, and Consolidated positions across the country, consistent with current levels.

VETS will continue to focus on the provision of services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of individual employment plans; group and individual career counseling and planning; connection to career training and apprenticeship opportunities; and short-term skills

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development (such as interview and communication skills), to improve employment outcomes for these individuals.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Veterans Benefit Administration by providing Labor Market Information and other employment services to veterans who are enrolled in the Chapter 31 Veteran Readiness and Employment (VR&E) program. VETS and VBA also conducted a pilot to increase veteran enrollment in apprenticeships in order to provide more opportunities to high quality employment. The five pilot sites increased apprenticeship participation despite lower overall enrollment numbers. The training materials and resources developed for the pilot are now available to VR&E staff, JVSG staff, and others who serve veterans with disabilities.

Also under the JVSG Program is a proposal to make Gold Star spouses¹ as eligible recipients of DVOP Services. This initiative would allow for Gold Star Spouses to receive individualized career services from DVOPs.

(2) Transition Assistance Program (TAP) –The FY 2023 request is \$31,379,000.

During FY 2023, VETS will continue to conduct a pilot that uses contracted Employment Navigators (ENs) stationed on-site at select military installations to be able to track and report participant employment outcomes. VETS will first report on this pilot, including participant employment outcomes, in FY 2022 to determine whether ENs at brick and mortar installations is an effective and efficient use of resources. ENs assist transitioning service members to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

VETS will obtain, analyze, and publicly report outcome data for this EN resource. Analysis will be conducted on the:

- employment outcomes for those who receive services from Employment Navigators, as well as those who do not; and
- employment placement, employment retention, and quarterly/annual earnings data, which will come from the NDNH and be matched to existing participant information.

During FY 2022, DOL Chief Evaluation Office (CEO) will complete a formative study of the VETS Employment Navigator and Partnership Pilot (ENPP) completed in FY 2022.

In FY 2022 VETS will continue providing virtual course offerings of the Transition Employment Assistance for Military Spouses (TEAMS) workshops. The TEAMS curriculum consists of nine workshops covering topics from individual branding to federal hiring.

In FY 2023, VETS will continue delivery of course curriculum designed for transitioning service members undergoing medical separation or retirement. This curriculum will leverage existing TAP curriculum revised to create an employment-focused transition assistance curriculum to best serve the needs of wounded, ill, and/or injured service members and their caregivers as they depart the military.

¹ Gold Star spouses is a modern reference that comes from the Service Flag. Families first flew these flag/banners during World War I. If a loved one died, the flag had a gold star. <https://www.army.mil/goldstar/>

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In FY 2023, VETS will continue implementation of the Off Base Transition Training (OBTT) pilot at five selected states/sites that were initiated in FY 2022. OBTT was reauthorized and expanded under PL 116-315 section 4303. VETS restructured the DOL TAP curriculum to meet the needs of veterans and their spouses post-transition. VETS will provide virtual delivery of the restructured DOL TAP courses to veterans and their spouses.

DOL offers a 1-day mandatory workshop, as well as two 2-day elective workshops on employment preparation and vocational training as part of TAP to assist service members' transition to civilian employment. Approximately 10,000 DOL TAP courses are conducted each fiscal year. VETS works closely with the Department of Defense and other stakeholders to help meet the employment needs of transitioning service members and their spouses. The DOL TAP courses are provided on military installations and virtually, both domestically and abroad, and are facilitated by an all-contract staff. At the request level, DOL TAP courses will be delivered to approximately 150,000 transitioning service members and spouses. TAP supports the Department's priority that workers have the skills they need to obtain family sustaining careers and improve employment opportunities for our nation's veterans, transitioning service members, and their spouses.

At the request level, VETS will improve the quality of employment-related services to transitioning service members, with a focus on improved outcomes.

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2023 request is \$62,500,000. This is an increase of \$5,000,000 over the FY 2022 Annualized Level of the C.R. This increase is for additional grant funding and will provide services to an estimated 1,233 additional veterans experiencing homelessness.

HVRP is the only federal nationwide program that focuses exclusively on the employment of veterans experiencing homelessness or at risk of homelessness. The program provides job training, counseling, and placement services, including job readiness, and skills training, to aid in the reintegration of veterans at risk of or experiencing homelessness into the labor force. These services helped 14,744 homeless veterans in PY 2020, a reduction of 2,379 homeless veterans served in PY 2019 due to the COVID-19 pandemic. HVRP funds are awarded on a competitive basis to eligible applicants, including state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, to include faith-based and community organizations.

Grantees provide an array of services to veterans at risk of or experiencing homelessness through a case management approach, which includes linkages to a variety of support services available in local communities. Grantees also provide services to veterans at risk of or experiencing homelessness through collaboration with other federal programs, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing grantees, and U.S. Department of Health and Human Services (HHS) grantees.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

(4) **National Veterans' Training Institute (NVTI)** – The FY 2023 request is \$3,414,000.

NVTI was established in 1986 by Public Law 100-323 to ensure a high level of proficiency and training for staff that provide employment services to veterans. NVTI provides training to over 4,000 participants² each fiscal year, including DVOP specialists and LVER staff, other Department of Labor grant funded staff who serve veterans, and federal staff who perform grants management as well as compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and Veterans' Employment and Opportunities Act. In FY 2019 4,104 participants received training, 4,206 participants in FY 2020, and in FY 2021, nearly 6,000.

At the request level, NVTI will train veteran service providers to meet the training requirements of the Veterans' Benefits Act of 2010 (Public Law 111-275). This statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions. At the FY 2022 Annualized Level of the C.R., VETS will continue to develop new and specialized curriculum that prepares our service providers for a changing economy and a diverse, inclusive, and equitable workforce and train more service providers. We will also continue to provide virtual training lessons deployed during the COVID-19 pandemic to ensure current and future training either meets or exceeds our high standards.

(5) **Federal Administration – USERRA** –The FY 2023 request is \$53,675,000. This is an increase of \$9,627,000 over the FY 2022 Annualized Level of the C.R. This increase is to help mitigate increased pay and health benefits costs.

The Federal Administration budget activity supports the management and oversight necessary to implement the VETS' programs. The request will fund VETS staff distributed across each state, the District of Columbia, Puerto Rico, six regional offices, and the national office.

This budget activity also funds VETS for compliance activities required by the Uniformed Services Employment and Reemployment Rights Act (USERRA), pursuant to 38 U.S.C. 4301, et seq. in order for VETS to investigate complaints filed under USERRA. USERRA is the statute that protects the employment rights and benefits of eligible individuals who leave employment positions to undertake military service. USERRA also protects individuals from employment discrimination who serve, have served, or will serve in the military, as well as individuals who make complaints, participate in proceedings, or exercise rights under USERRA. Pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. § 3330a, VETS also helps to ensure that qualified veterans obtain the required preference in federal agency hiring and retention actions by investigating claims of violations of those rights. Pursuant to 38 U.S.C. § 4212, federal contractors submit annual reports to VETS setting forth their efforts to discharge affirmative action duties to hire and retain covered veterans in their employment.

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act) authorized an award program through which the Secretary of Labor recognizes employers who demonstrate a commitment to recruiting, employing and retaining veterans.

² This number includes individuals who have taken more than one course.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

Finally, this budget activity supports VETS' Disabled Veteran and Women Veteran activities.

Equity in Budgeting

VETS is committed to supporting the Department's Agency Priority Goal of advancing racial equity, diversity, inclusion, and supporting underserved communities. The VETS FY 2023 budget request includes major initiatives that advance equity in the workforce through the focused delivery of resources to historically underserved populations, especially women, (LGBTQ+), rural communities and others adversely affected by persistent inequality. VETS will achieve this with a multi-faceted approach.

- **HVRP Funding Increase to Serve More Veterans and to Provide Better Services.** Funding would significantly increase the number of homeless veterans served, provide better services, and improve the level of support.
- **NVTI Resources to Enhance and Align Curriculum with Technological Advancements.** Within the funding level, the NVTI will develop new course curriculum and podcasts for DOL-funded grant staff who provide employment services to veterans. The Career Coaching series will include topics on serving multi-generational veteran populations with guidance on how to reach both older and younger veteran cohorts. In addition, this series offers a tailored approach for those veterans with disability and accessibility needs.
- **Off-Base Transition Training Pilot (OBTT).** Progress in the Off-Base Transition Training pilot has the potential to support underserved populations in locations away from active duty installations.

In FY 2022, VETS will take steps to capture additional demographic indicators. Specifically, VETS will work to obtain the following information (there may be other initiatives not annotated here):

- **Department of Defense (DoD), Transition Assistance Program (TAP) Satisfaction Survey** – VETS will work with DoD to add demographic information to their Satisfaction Survey to determine program satisfaction across various demographic indicators.
- **Jobs for Veterans State Grants (JVSG)** – VETS will analyze historical data to develop equity metrics to reduce any difference in median earnings in the 2nd quarter after exit between all JVSG exiters and JVSG exiters that are members of disadvantaged populations.
- **Homeless Veterans' Reintegration Program (HVRP)** – VETS will determine an appropriate means to obtain survey information from HVRP participants to assess responses across demographic indicators.
- **Demographic indicators for compliance programs** – VETS will request a change to the VETS-1010 form to allow the collection of additional demographic measures including gender, date of birth, race and ethnicity. These measures will allow VETS the ability to ensure equitable treatment during the conduct of investigations, and identify any trends involving claimants who are part of a protected class in addition to military status.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

- **Sexual orientation information** – VETS will add sexual orientation fields to begin capturing this information in all data systems.

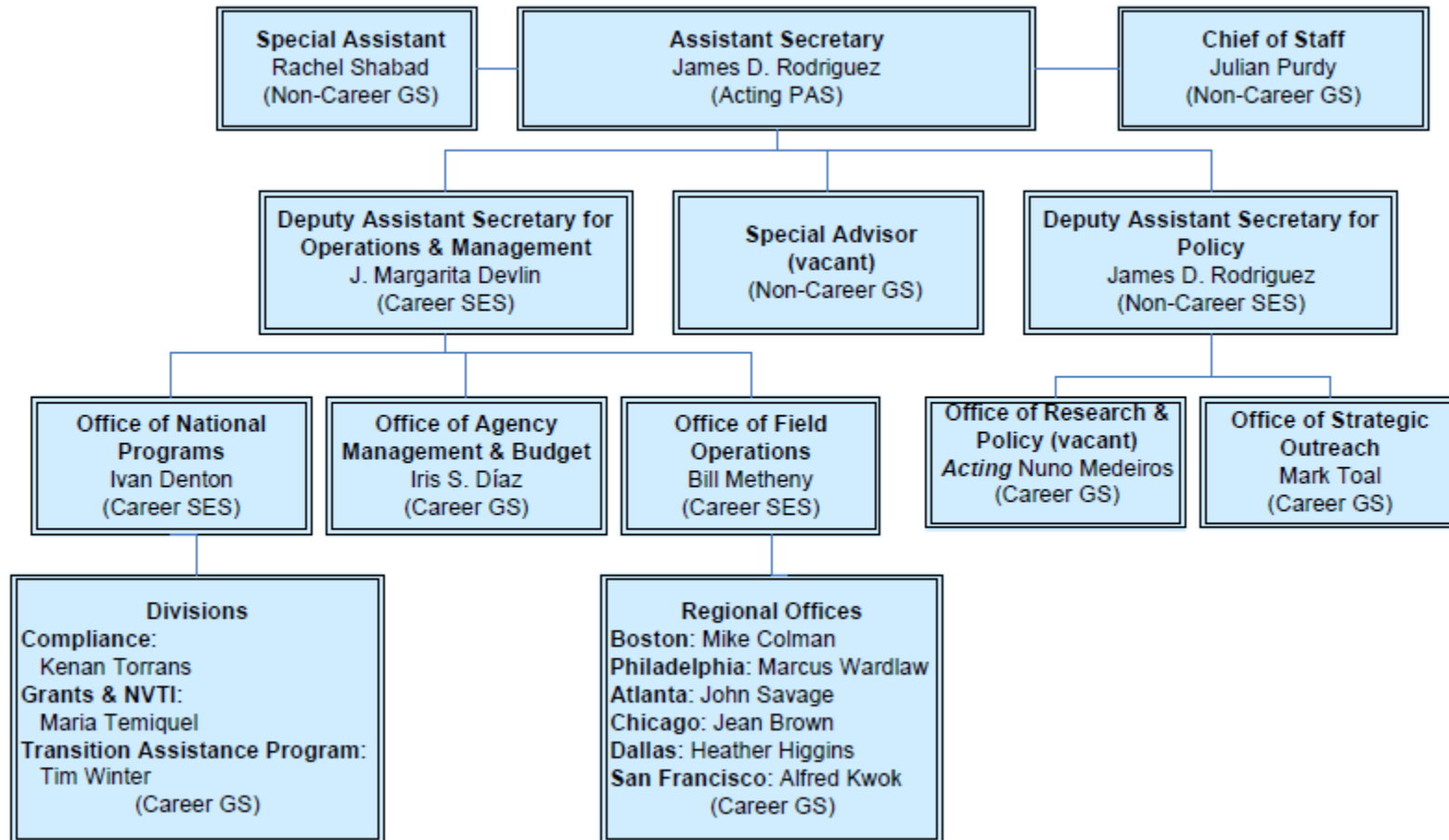
VETS also supports Presidential Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, which calls on federal agencies to advance equity through identifying and addressing barriers to equal opportunity that underserved communities may face due to government policies and programs,³ in the areas of apprenticeships, workers' rights awareness and education, and unemployment insurance.

- **Apprenticeships**. TAP Apprenticeship Support for Veterans, Transitioning Service Members and Military Spouses: Veteran Employment and Training Service has recently conducted two apprenticeship pilots aimed at increasing the number of veterans, transitioning service members and military spouses participating in apprenticeship programs.
 - In FY 2021, VETS completed a TAP Apprenticeship placement pilot at eight military installations. Apprenticeship placement counselors (APCs) worked individually with interested service members with a goal of beginning an apprenticeship program shortly after their separation from the military. The pilot concluded in April 2021.
 - A third pilot, the Employment Navigator & Partnership Pilot, is working with diverse public and private sector partners to improve the employment goals of transitioning service members, which includes apprenticeship. Partner organizations include DOL Office of Apprenticeship Intermediaries in a number of industry sectors. This is an existing pilot started in April 2021 running through March 2022.
- **Unemployment Insurance**. During the COVID-19 Pandemic, many JVSG staff were redirected to process state Unemployment Insurance claims, due to the unprecedented volume of claims.

³ Executive Order No. 13985 (2021) <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

VETERANS' EMPLOYMENT AND TRAINING SERVICE

ORGANIZATION CHART



STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	177,000	180,000	180,000	0
FTE	0	0	0	0

Introduction

The state grants budget activity funds the JVSG program. The JVSG program functions as a staffing grant, providing salaries and benefits for state employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning service members who have participated in TAP and were identified as in need of individualized career services;
- wounded or ill service members in military treatment facilities, and their family caregivers;
- veterans aged 18 – 24; and,
- Vietnam-era veterans

The grants are distributed on a formula basis to State Workforce Agencies to support DVOP specialists and LVER staff. These staff provide employment services in various locations in 50 states, the District of Columbia, Puerto Rico, Guam, and the Virgin Islands. Sites include State Workforce System facilities, VA facilities, military installations, medical treatment facilities, and Soldier Recovery Units (formerly called “Warrior Transition Units”). Soldier Recovery Units are located at major military medical treatment facilities and provide support to wounded, ill, and injured soldiers who require at least six months of rehabilitative care and complex medical management.

DVOP specialists are authorized by Section 4103A of Title 38, United States Code. DVOP specialists provide specialized services to veterans and eligible spouses with significant barriers to employment. Additionally, since FY 2014, appropriation language has allowed DVOP specialists to provide services to transitioning service members who have participated in TAP and are in need of individualized services and to wounded, ill, or injured service members and their family caregivers. Those services include comprehensive and specialized job readiness assessments, interview preparation, development of individual employment plans, and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured service members receiving care at the DoD military treatment facilities and Soldier Recovery Units, with special consideration to those veterans who are economically or educationally disadvantaged. Additionally, DVOP specialists may provide individualized employment-related services to eligible veterans served through the

STATE GRANTS

Homeless Veterans' Reintegration Program, Homeless Female Veterans and Veterans with Children program, and Incarcerated Veterans Transition Program.

LVER staff are authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with local businesses to increase employment opportunities for veterans, encourage the hiring executives to increase employment opportunities for veterans, encourage the hiring of veterans who have a disability, and generally facilitate and support veterans in gaining and retaining employment. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

Resource and Program Data State Grants Veterans' Employment and Training Service (Dollars in Thousands)

Data Category	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget	FY 2023 Request
<u>Resource Data:</u>				
Service Grant	180,000	180,000	180,000	180,000
Formula	180,000	180,000	180,000	180,000
Competitive				
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	180,000	180,000	180,000	180,000
<u>Program Data:</u>				
Total Grants	108	108	108	108
New Starts				
#	54	54	54	54
\$	178,500	178,500	176,384	176,384
Continuing				
#	54	54	54	54
Contracts				
#	3	3	5	5
\$	1,500	1,500	1,862	1,862
Interagency Agreements				
#	0	0	4	4
\$	0	0	1,754	1,754

STATE GRANTS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$180,000	0
2019	\$180,000	0
2020	\$180,000	0
2021	\$180,000	0
2022	\$0	0

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

The FY 2023 requested level is \$180,000,000 for the JVSG program. JVSG will continue providing employment and training services at AJCs nationwide. The JVSG program will continue to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals, to facilitate their employment goals, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2022, the JVSG program will continue to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff will continue to outreach and support the Capstone program at installations nationwide. JVSG staff will also support and assist in expanding the awareness of the HVMP. In their regular communication with employers, LVERs will promote the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

Currently, JVSG Appropriations language includes specific non-veteran groups that are eligible for services from a DVOP specialist, funded by JVSG. This budget request is proposing to include Gold Star spouses as an approved nonveteran group eligible for DVOP services. Gold Star spouses are widows/widowers whose spouses died while serving in the Armed Forces. On May 9, 2018, the President issued Executive Order, Enhancing Noncompetitive Civil Service Appointments of Military Spouses. The Order notes that military spouses make important contributions to the personal and financial success of our military families and emphasizes the Administration's policy to enhance employment support for military spouses. VETS requests this legislative change in support of serving a subset of military spouses, those not remarried widow or widower of a member of the Armed Forces killed while performing active duty. Military spouses are historically underserved and face challenges that result in unemployment and underemployment when compared to their peers.

The JVSG program will continue to capture promising practices of the recently established Disabled Veteran Program to share and implement program advancements in serving veterans with disabilities.

FY 2022

Under the FY 2022 Annualized Level of the C.R., the funding level would be \$180,000,000 for the JVSG program. JVSG continues to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals to facilitate their employment goals, and to

STATE GRANTS

fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2022, the JVSG program continues to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff outreach and support the Capstone program at installations nationwide as well as expanding the awareness of the HVMP. In their regular communication with employers, LVERs promote the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

The program captures promising practices of the recently established Disabled Veterans' Program to share and implement program advancements in serving veterans with disabilities.

FY 2021

The FY 2021 enacted level was \$180,000,000 for the JVSG program to provide employment and training services to eligible veterans and other eligible persons at AJCs nationwide. In FY 2021, the JVSG program strengthened its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff outreached and supported the Capstone program at installations nationwide and expanded the awareness of the HVMP.

STATE GRANTS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2020 Revised Enacted		PY 2021 Revised Enacted		PY 2022 Full Year C.R.	PY 2023 Request
		Target	Result	Target	Result	Target	Target
State Grants							
Strategic Goal 1 - Build Opportunity and Equity for All							
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.							
WIOA DVOP-01	Employment rate (2nd quarter after exit) for veterans served by DVOP	60.0%	53.3%	60.0%	--	60.0%	60.0%
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	58.0%	51.9%	58.0%	--	58.0%	58.0%
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP	\$6,500	\$6,957	\$6,500	--	\$6,600	\$6,700

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

STATE GRANTS

Workload and Performance

The performance measures DOL uses to measure the outcomes of JVSG participants are employment rates in the 2nd and 4th quarters after exiting the program, and median earnings in the 2nd quarter after exit. VETS has set national targets in FY 2023/PY 2022 (July 1, 2022 - June 30, 2023) of 60 percent, 58 percent, and \$6,600 respectively for each metric listed above.

In PY 2020, participants who were served by a DVOP specialist were employed at a rate of 53.3 percent in the 2nd quarter after exit, and at a rate of 51.9 percent during the 4th quarter after exit. In the 2nd quarter after exit, participants served by a DVOP show median quarterly earnings of \$6,957. VETS analyzes actual performance outcomes compared to the state established targets at the end of each program year. This analysis identifies which states underperformed and therefore may need technical assistance from VETS Regional staff. As overall economic conditions continue to recover from the results of the COVID-19 pandemic, JVSG performance outcomes are expected to recover as well.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	2,141	473	473	0
25.3	Other goods and services from Federal sources 1/	2,231	1,540	1,540	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	172,628	177,987	177,987	0
	Total	177,000	180,000	180,000	0
	1/Other goods and services from Federal sources				
	HHS Services	745	54	54	0
	Services by Other Government Departments	1,486	1,486	1,486	0

STATE GRANTS

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Communications, utilities, and miscellaneous charges	0
Other services from non-Federal sources	0
Other Federal sources (Census Bureau)	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$180,000	0
Program Increase	\$0	0
Program Decrease	\$0	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	31,379	31,379	31,379	0
FTE	0	0	0	0

Introduction

The Transition Assistance Program (TAP) for separating service members and their spouses, codified in 10 U.S.C. 1144, is a cooperative effort between DOL, DoD, the U.S. Department of Homeland Security (DHS), the VA, the Department of Education, the Small Business Administration, and the Office of Personnel Management. As directed in the FY 2019 National Defense Authorization Act (NDAA), DOL provides a mandatory one-day employment workshop, as well as two 2-day elective workshops on employment preparation and vocational training, as part of TAP to assist service members' transition to civilian employment. The DOL TAP Employment Workshops are provided on military installations, both domestically and abroad, and are facilitated by an all-contract staff. To respond to the COVID-19 pandemic, VETS expanded virtual delivery of the TAP Employment Workshops. At the request level, TAP Employment Workshops will be delivered to approximately 150,000 transitioning service members and spouses.

In FY 2023, VETS will continue delivering a course curriculum designed for military spouses that are transitioning with their service member. Course content will be available as both in-person and virtual workshops, and on-demand web-based content.

In FY 2023, VETS will continue implementing the Wounded Warrior and Caregiver Employment Workshop. This is an employment-focused transition assistance curriculum designed for service members undergoing medical separation or retirement, and their caregivers.

During FY 2023, VETS will continue to implement a pilot of contracted Employment Navigators (ENs) stationed on-site at select military installations. This pilot is being conducted to analyze employment outcomes to determine whether staffing ENs at brick and mortar installations is an effective and efficient use of taxpayer resources. ENs will assist transitioning service members to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

VETS will obtain, analyze, and publicly report outcome data for this EN pilot. Analysis will be conducted on the:

- employment outcomes for those who receive services from Employment Navigators, as well as those who do not;
- employment placement, employment retention, and quarterly/annual earnings data, which will come from the NDNH and be matched to existing participant information.

TRANSITION ASSISTANCE PROGRAM

DOL Chief Evaluation Office (CEO) will complete a formative study of the VETS Employment Navigator and Partnership Pilot (ENPP).

In January 2021, Public Law 116-315 was enacted and in [Section 4303](#), Congress mandated the Secretary of Labor to conduct an Off Base Transition Training pilot in at least 20 states and at no less than 50 sites. The pilot is required for a five-year period.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$19,500	0
2019	\$23,379	0
2020	\$29,379	0
2021	\$31,379	0
2022	\$0	0

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

The FY 2023 requested level is \$31,379,000. This level will allow VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. This level will allow VETS to continue to pilot additional employment assistance outside of the classroom at select military installations as in FY 2021 and FY 2022 to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.”

At the funding level, VETS will continue to operate the Off Base Transition Training pilot program in the initial five states.

FY 2022

Under the FY 2022 Annualized Level of the C.R., the funding level would be \$31,379,000. This level will allow VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. This level will allow VETS to pilot additional employment assistance outside of the classroom at select military installations as in FY 2020 and FY 2021 to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.”

TRANSITION ASSISTANCE PROGRAM

In FY 2022, VETS is implementing an Off Base Transition Training pilot in an initial five states. VETS is revising the DOL 1-day Employment Fundamentals of Career Transition (EFCT) into one- and two-hour modules that contracted DOL instructors will provide at select locations in the pilot states. At the funding level, VETS will continue to operate the pilot program in the initial five states.

FY 2021

The FY 2021 enacted level was \$31,379,000 for TAP. This level allowed VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. This level allowed VETS to pilot additional employment assistance outside of the classroom at select military installations as in FY 2020 to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.”

The TAP Program, in response to COVID-19, developed and conducted on-line, virtual transition courses in lieu of in-person classes in both FY 2020 and FY 2021. This response provided our transitioning service members with the services and information they needed to leave the military service and enter the civilian workforce.

TRANSITION ASSISTANCE PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.	FY 2023 Request		
	Target	Result	Target	Target		
Transition Assistance Program						
Strategic Goal 1 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
VETS-TAP-14	Facilitator satisfaction through post-course survey		90%	96%	90%	90%
VETS-TAP-01a	Number of Employment Fundamentals of Career Transition Workshops		5,500	5,167	5,500	5,500
VETS-TAP-01c	Number of DOL Employment Workshops (DOLEW)		4,700	4,105	4,700	4,700
VETS-TAP-01d	Number of DOL Career and Credential Exploration (C2E) workshops		1,100	973	1,100	1,100
VETS-TAP-02	DoD Estimated Number of Participants Transitioning		150,000	109,888	150,000	150,000

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

TRANSITION ASSISTANCE PROGRAM

Workload and Performance

The TAP budget activity measures the number of DOL mandatory and elective courses delivered, and the estimated number of TAP workshop participants. The number of TAP workshops and participants is based on their demand from the DoD. VETS anticipates the demand for these courses to remain steady through FY 2022.

In FY 2021, the COVID-19 pandemic continued to impact the overall TAP participation and courses delivered. However, a steady return to in-person instruction resulted in increases participation and number of courses provided by approximately 20 percent above FY 2020 levels.

- 5,167 of the mandatory courses, entitled Employment Fundamentals of Career Transition Workshops, were delivered to 109,888 transitioning service members.
- 4,105 of the 2-day optional course, entitled DOL Employment Workshop were conducted, and 973 of the 2-day Career and Credential Exploration (formerly the Vocational Training Workshop) were conducted.

It should be noted that the course and participation counts here represent in-person and virtual instructor-led courses. Due to the pandemic, service members have opted to take the self-paced online course at a higher rate. During FY 2022 and in FY 2023, VETS anticipates participation to rebound from the COVID-19 pandemic.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	125	135	135	0
24.0	Printing and reproduction	600	600	600	0
25.2	Other services from non-Federal sources	28,154	28,144	28,144	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	2,500	2,500	2,500	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	31,379	31,379	31,379	0
	1/Other goods and services from Federal sources				

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Transportation of things	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$31,379	0
Program Increase	\$0	0
Program Decrease	\$0	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	57,500	57,500	62,500	5,000
FTE	0	0	0	0

Introduction

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, 2021a, and 2023, provides services to help veterans experiencing homelessness obtain meaningful employment and to develop effective service delivery systems to address the complex problems they encounter. Funds are awarded on a competitive basis to eligible applicants, including state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations.

HVRP funding is also used to serve specific subsets of the homeless veteran population, the Homeless Female Veterans' and Veterans' with Children and the Incarcerated Veterans' Reintegration Program. VETS also administers grants for Stand Down events in local communities typically held for one to two days. A Stand Down event is a community-based event in which organizations come together to serve veterans who are experiencing homelessness, connecting them with support services to help them reenter the workforce, gain permanent housing, and access healthcare services. VETS utilized funding in FY 2021 for a new performance system that will both improve and enhance the collection and reporting of metrics related to grantee funding. The minimally viable product was procured in FY 2021, further development, implementation, and training will take place in FY 2022 and FY 2023.

The United States Interagency Council on Homelessness (USICH) stated, in *Homelessness in America: Focus on Veterans* that over nine percent of all adults experiencing homelessness in the United States are veterans of the U.S. Military.⁴ Most veterans who experience homelessness are men over age 50 living in urban areas. Older veterans are expected to be a majority of the population of veterans who experience or are at risk of, homelessness in the coming years. As members of this group get older, they are likely to have increasingly complex age-related needs. Women make up about nine percent of veterans who are experiencing homelessness. According to the U.S. Department of Veterans Affairs (VA), veteran women are more than twice as likely as non-veteran women to experience homelessness.⁵ Less than three percent of veterans experiencing homelessness are in families with children. The VA further reports that veteran

⁴ U.S. Interagency Council on Homelessness (June 2018) *Homelessness in America: Focus on Veterans*, https://www.usich.gov/resources/uploads/asset_library/Homelessness_in_America_Focus_on_Veterans.pdf.

⁵ U.S. Department of Veterans Affairs, National Center on Homelessness Among Veterans, July 2016. Homeless Evidence & Research Round Table Series: *Women Veterans and Homelessness*, <https://www.va.gov/HOMELESS/nchav/docs/HERS-Womens-Proceedings.pdf>.

HOMELESS VETERANS' REINTEGRATION PROGRAM

women experiencing homelessness are more likely to be part of a family with children than veteran men are. USICH reported that, among veterans who experience homelessness, and particularly among those who have Post Traumatic Stress Disorder (PTSD) or other behavioral health disorders, involvement in the criminal justice system may be a risk factor for homelessness and/or a consequence of homelessness. About one-half of all veterans experiencing homelessness who have participated in VA homeless assistance programs are involved in the justice system.⁶

Resource and Program Data Homeless Veterans' Reintegration Program Veterans' Employment and Training Service (Dollars in Thousands)

Data Category	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget	FY 2023 Request
<u>Resource Data:</u>				
Service Grant	55,000	57,500	57,500	62,500
Formula				
Competitive	55,000	57,500	57,500	62,500
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	55,000	57,500	57,500	62,500
<u>Program Data:</u>				
Total Grants	156	153	152	161
New Starts				
#	76	35	41	85
\$	26,618	12,577	14,623	30,631
Continuing				
#	80	118	111	76
\$	26,397	40,276	38,208	27,200
Contracts				
#	4	4	4	4
\$	1,456	2,799	2,799	2,829
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

⁶ U.S. Interagency Council on Homelessness (June 2015) *Breaking the Cycle of Veteran Incarceration and Homelessness: Emerging Community Practices*, https://www.usich.gov/resources/uploads/asset_library/Justice_Involved_Veterans.pdf.

HOMELESS VETERANS' REINTEGRATION PROGRAM

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$50,000	0
2019	\$50,000	0
2020	\$55,000	0
2021	\$57,500	0
2022	\$0	0

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

The FY 2023 request level is \$62,500,000, an increase of \$5,000,000 over the FY 2022 Annualized Level of the C.R. This funding level will allow HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness, led by the United States Interagency on Homelessness (USICH). HVRP will continue to align with the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

The development of a new grantee reporting system will continue in FY 2023. Currently, HVRP does not use any automated systems; grantees submit all quarterly reporting information via email to VETS' Grant Officer Technical Representatives (GOTRs). Over the course of a single program year, grantees complete and GOTRs review nearly 700 individual spreadsheets and forms as part of the quarterly reporting cycle. These reports are then forwarded through regional offices to the National Office for aggregation and analysis. The purpose of the new system is to make this process more efficient through automated workflows and improved reporting capabilities for grantees and VETS staff.

The U.S. Department of Housing and Urban Development recently released its 2021 Annual Homeless Assessment Report Part 1, which had severe data limitations. The COVID-19 pandemic severely disrupted the 2021 PIT count and as a result, this data reflects a more limited snapshot of homelessness than normal. The report does not conclude whether overall or unsheltered homelessness numbers rose or fell between January 2020 and January 2021. Any comparison between 2021 PIT findings and previous findings are complicated by the incompleteness of data for the 2021 count.⁷

FY 2022

Under the FY 2022 Annualized Level of the C.R., the funding level would be \$57,500,000. This funding level will allow HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. Also, the development, training, and execution of the new

⁷ [Findings—and Limitations—of the 2021 Point-in-Time Count | United States Interagency Council on Homelessness \(USICH\)](#)

HOMELESS VETERANS' REINTEGRATION PROGRAM

automated system will continue in FY 2022. HVRP will continue to align with the United States Interagency on Homelessness (USICH), the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

The U.S. Department of Housing and Urban Development released its 2020 Annual Homeless Assessment Report Part 1. The report found that veteran homelessness increased by .45 percent (167 homeless veterans), which was attributed to an increase in unsheltered veterans (859 unsheltered veterans). However, this data does not represent any changes that may have occurred due to the impact of the COVID-19 pandemic. It also found people of color are significantly over-represented among people experiencing homelessness. Unsheltered black men contributed second most heavily to the increase in veteran homelessness from 2019 to 2020. HVRP will focus on addressing the needs of all homeless veterans, with an emphasis on understanding the unique needs of racial, ethnic, and LGBTQ+ veterans. VETS is working with the Employment and Training Administration to comply with the House Committee Report language that: *“Directs DOL to include updates in FY 2022 CBJ on racial equity and access to programs at Department providing services to homeless veterans. Update shall also track departmental expenditures within the Homeless Veterans Programs with regard to minority, female, and LGBTQ populations. Where available, DOL shall disaggregate data by ethnicity, age, gender identity, and discharge status.”* VETS does not currently have this information from grantees. It is anticipated that this information will become available in 2023.

FY 2021

The FY 2021 enacted level is \$57,500,000 for HVRP. This funding level allows HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. The HVRP will continue to execute employment and training services to help homeless veterans re-enter the labor force. HVRP will continue to work together with local and federal partners to strengthen communities and foster the efficient use of resources in support of best practices. HVRP will provide direct services to include career skills training, job development, career counseling, resume writing, and placement in employment. Support services that may be available include clothing; the provision of (for Incarcerated Veterans Reintegration activity eligible participants) or referral to temporary, transitional, and permanent housing; referral to medical substance abuse treatment; and transportation assistance.

In FY 2021, the HVRP grantees were continuing to adjust to the safety restrictions and service challenges due to COVID-19. Many grantees are working in a virtual environment. The HVRP grantees continued to closely collaborate with other federal and local partners in the community.

The HVRP program also supported and worked with the Disabled Veteran Program that was established in FY 2020. This new program is to address high unemployment and the low labor force participation rate of veterans with service-connected and non-service connected disabilities, attributes that are common in the homeless veteran population.

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY						
	PY 2020 Revised Enacted		PY 2021 Revised Enacted		PY 2022 Full Year C.R.	PY 2023 Request
	Target	Result	Target	Result	Target	Target
Homeless Veterans' Reintegration Program						
Strategic Goal 1 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
VETS-HVRP- Budget-05 Number of HVRP Participants	19,500	14,744	19,500	--	18,000	18,000
VETS-HVRP- WIOA-01 Employment Rate 2nd Quarter After Exit	54.0%	53.0%	54.0%	--	54.0%	54.0%
VETS_HVRP- WIOA-02 Employment Rate 4th Quarter After Exit	51.0%	33.3%	51.0%	--	51.0%	51.0%
VETS-HVRP- WIOA-03 HVRP Median Earnings 2nd Quarter After Exit	\$4,200	\$7,540	\$7,000	--	\$7,100	\$7,200

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

HOMELESS VETERANS' REINTEGRATION PROGRAM

Workload and Performance

VETS aligns HVRP performance outcomes to the performance indicators used by the core workforce development programs authorized by the Workforce Innovation and Opportunity Act (WIOA). These include employment rates in the 2nd and 4th quarters after exiting the program and median earnings in the second quarter after exit. We also use the number of HVRP participants as a performance indicator.

Of all VETS' programs, veterans experiencing homelessness were the most difficult population to serve during the COVID-19 pandemic due to many facilities and partner agencies shutdown as a result of the public health emergency. VETS also experienced challenges pivoting to and providing virtual services to this population during the pandemic. VETS kept the target of the number of HVRP participants the same at 19,500 as it evaluated the effects of the COVID-19 pandemic on the HVRP Program. Now that VETS has initial data from PY 2020 (14,744 HVRP participants) and one quarter of data for PY 2021, the bureau has revised its performance target and anticipates serving closer to 18,000 HVRP participants in FY 2023/PY 2022 (July 1, 2022 - June 30, 2023).

In PY 2020, VETS' placement rate for participants in the 2nd quarter after exit was 53.0 percent. The Employment Rate for participants in the 4th quarter after exit was 33.3 percent, while median earnings in the second quarter after exit were \$7,540. The decrease in employment rates between the 2nd and 4th quarters highlight the difficulties this population has with employment retention and HVRP grantees' ability to contact participants more than one year after exiting the program.

In PY 2021, VETS set national targets of 54 percent for Employment Rate 2nd quarter after exit, and significantly increased the target for Median Earnings 2nd quarter after exit from \$4,200 in PY 2020 to \$7,000 in PY 2021. In PY 2022, VETS national target for Employment Rate 2nd quarter after exit will remain at 54 percent and Median Earnings will increase to \$7,100.

VETS will continue to examine grantee co-enrollment data by cross-referencing against the Workforce Integrated Performance System (WIPS).

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	1,923	1,976	1,976	0
25.3	Other goods and services from Federal sources 1/	2,477	1,024	1,024	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	53,100	54,500	59,500	5,000
	Total	57,500	57,500	62,500	5,000
	1/Other goods and services from Federal sources				
	HHS Services	577	24	24	0
	Services by Other Government Departments	1,900	1,000	1,000	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$5,000**

Direct FTE **0**

	Estimate	FTE
Base	\$57,500	0
Program Increase	\$5,000	0
Program Decrease	\$0	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) is codified at 38 U.S. Code § 4109. NVTI, established in 1986, further develops and enhances the professional skills of veterans' employment and training service providers throughout the United States. NVTI provides instruction in competency-based training courses that are intended to increase the service providers' productivity through increased knowledge. NVTI offers a variety of veterans' employment and training to professionals, including employment service personnel, veterans service organization leaders, Federal and State staff, Department of Defense personnel, Native American groups which work with veterans, county veterans' service representatives, and others.

Consistent with the Administration's goal to spend taxpayer dollars most efficiently and effectively as possible, NVTI continues to prioritize and transition to leveraging technological training solutions, such as online training modules, to increase access to training resources. This continued use of technology will expand new course offerings, experiences, and learning materials. It aims to continue to support learning 24 hours a day, 7 days a week; increase student engagement and motivation; and accelerate learning. As a result of the COVID-19 pandemic, DOL VETS has expanded its capacity for virtual delivery of previously in-person training classes.

The program is funded by VETS and operated by a competitively awarded contract with its training facility located in Dallas, Texas. To date, over 70,000 veterans' employment and training professionals have attended NVTI training.

Training is provided to:

- DVOP specialists, LVER staff, and other DOL-funded staff who provide services to veterans; and
- Federal staff who conduct USERRA investigations, Veterans' Preference investigations, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) established that DVOP specialists and LVER staff complete NVTI training within 18 months of employment. Further, DOL requires that all federal VETS staff who will be assigned investigations complete the USERRA and Veterans' Preference training sessions prior to actively investigating complaints from veterans, with the majority of these courses being offered online. Federal staff who oversee formula and competitive grants programs attend the grants management courses.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$3,414	0
2019	\$3,414	0
2020	\$3,414	0
2021	\$3,414	0
2022	\$0	0

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

The FY 2023 budget requests \$3,414,000 for the NVTI that will allow the continuation of the delivery of courses. NVTI offers courses both in-person and online to accommodate participants' needs. Whether taking a class virtually or in a classroom, the participant will have an engaging, dynamic learning experience. The NVTI contract operator works alongside DOL to implement a curriculum that meets the needs of its student population. The curriculum is reviewed, updated, and augmented with new courses and training resources each fiscal year.

In FY 2023, NVTI will transition to a new contract. Under the new contract, the JVSG Career Roadmap Certificate program will expand from only being offered to the JVSG funded staff, to being offered to the larger NVTI community of veteran service providers. In order to complete each certificate level, staff would be required to take and pass specific courses as part of the curriculum within each certificate level. The newly developed career roadmap will provide the JVSG staff, and any other participant a tangible way to track their career progress, plan their development activities, and provide proof of their achievement and competency in their profession.

FY 2022

Under the FY 2022 Annualized Level of the C.R., the funding level would be \$3,414,000 for NVTI. This funding will allow the continuation of the delivery of courses, both in-person and online to accommodate participant needs. Whether taking a class virtually or in a classroom, the participant will have an engaging, dynamic learning experience. The NVTI contract operator works alongside DOL to implement a curriculum that meets the needs of its student population. The curriculum is reviewed and updated with new courses and training resources annually.

FY 2021

The FY 2021 enacted level was \$3,414,000 for the NVTI to continue to instruct approximately 4,100 course completions focused on improving the quality of employment services provided to veterans through professional skills enhancement courses such as advanced training courses in career development, career coaching, advanced business services, and advanced case management. In addition to the delivery of 40 professional development classes, webinars, podcasts, and micro learnings, the requested funding level provided for resources to update the curricula for the USERRA 101 and 102 online e-learning courses as well as the development of

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

one new online scenario-based workshop entitled, "Collaboration among DVOPs and LVERs." This workshop explored best practices in collaboration and cooperation among DVOP specialists and LVER staff.

The funding also allowed for the current curriculum catalog to be maintained and updated as appropriate. The goal was to refresh or update existing courses regularly to ensure the information being taught is current. The employment services industry is rapidly changing and it is important for the NVTI curriculum to keep up with the latest industry standards.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.	FY 2023 Request
	Target	Result	Target	Target
National Veterans' Employment and Training Service Institute				
Strategic Goal 1 - Build Opportunity and Equity for All				
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.				
VETS-NVTI-03	Percent of students taking in-person courses.		50%[p]	50%[p]
VETS-NVTI-04	Percent of students taking virtual courses		50%[p]	50%[p]

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Workload and Performance

In FY 2021, VETS began tracking the number of student participants taking in-person courses relative to those selecting virtual instruction. VETS will continue to track and report this information, as well as the total number of NVTI participants completing coursework. In FY 2021, 5,834 total students completed courses and in FY 2022, VETS anticipates over 5,000 participants will complete courses. The COVID-19 pandemic had minimal effect on the availability of NVTI courses, as all in-person instruction was adapted to instead provide virtual offerings. As a result, NVTI experienced an overall increase in enrollees and attendance for all courses during the COVID-19 pandemic, particularly for virtual instruction. In-person instruction is set to begin again in FY 2022 and VETS will offer 50 percent of instruction in-person and the other 50 percent virtually to allow prospective participants the opportunity to obtain the training in the modality of instruction they need.

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE
INSTITUTE**

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	3,414	3,414	3,414	0
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2023 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Federal Employees' Compensation Act (FECA) 0

Travel and transportation of persons 0

Other services from non-Federal sources 0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

	Estimate	FTE
Base	\$3,414	0
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	47,048	44,048	53,675	9,627
FTE	225	233	261	28

NOTE: FY 2021 reflects actual FTE. Authorized FTE for FY 2021 was 232. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

Introduction

The Federal Administration – USERRA Enforcement program activity funding provides for the salary and benefits, travel, and training for all of VETS’ current staff in the national office, six regional offices, and offices in each state, the District of Columbia, and Puerto Rico. This activity provides overall leadership, support, and direction for agency operations and develops operating plans to execute the Administration’s vision.

The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and staff that provide administrative and operational support, oversight, and technical direction for VETS’ programs.

The six regional offices provide program management and oversight of grant activities and compliance investigations. They also participate in outreach and engagement activities. Each regional office is led by a Regional Administrator and includes a Deputy Regional Administrator, a Senior and Regional Investigator, and one or more Veterans Program Specialists. Each state is assigned a director who serves as the Grant Officers’ Technical Representative for the state’s formula and competitive grantees.

VETS is responsible for administering, interpreting, and helping enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA), pursuant to 38 U.S.C. 4301, et seq. VETS staff conduct formal investigations of complaints received from individuals who believe their employment or reemployment rights were violated. Upon completion of an investigation, if the evidence supports the allegations raised in the complaint, VETS works with both the employer and complainant to obtain the appropriate relief under the law. If the complainant is dissatisfied with the results of the investigation, he or she may request that the case be referred to either the U.S. Department of Justice for non-federal cases, or to the U.S. Office of Special Counsel for federal cases for consideration of representation in either U.S. District Court or before the Merit Systems Protection Board, as appropriate. In-depth summaries of VETS’ USERRA enforcement activities, including data on cases opened during the last fiscal year, are provided in the Department’s USERRA Annual Report to Congress. VETS also conducts public outreach to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an online USERRA advisory tool to assist veterans in understanding employee eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. This electronic advisory tool helps veterans

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

determine the types of preferences and benefits to which they may be entitled, explains the process for filing a complaint, and provides an electronic claim form.

VETS is also responsible for investigating complaints received from preference-eligible veterans who allege that their veterans' preference rights in federal employment were violated, pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. 3330a, et seq. VETS conducted 240 VEOA investigations in 2021. In addition, VETS collects federal contractor data reporting pursuant to the Vietnam Era Veterans Readjustment Assistance Act.

In addition, pursuant to 38 U.S.C. § 4212, VETS receives and maintains a database of reports received from Federal Contractors who must report on the number of eligible service members and veterans they employ, and their efforts to hire those individuals each calendar year.

VETS staff are also responsible for:

- Grant administration (JVSG and HVRP) – such as reviewing financial statements and grant modifications, conducting formal compliance assessments, performing on-site monitoring trips, desk audits, and regular performance reviews of grants under their purview;
- TAP management; and
- Outreach and engagement with Federal, state, and local governments; private sector employers and trade associations; institutions of higher learning; non-profit organizations; and Veteran Service Organizations to help service members, returning veterans, and families reintegrate into the workforce

The Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets Act) established a program intended to be entirely fee-funded that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a Platinum or Gold HIRE Vets Medallion Award for small, medium, and large employer categories as set forth in 20 CFR 1011, 82 FR 52186. VETS received 870 applications for the HIRE Vets Medallion Award in 2021, a 27 percent increase from 2020. This budget submission reflects an estimated \$166,000 to be collected in FY 2022, and an estimated \$166,000 in fees to be collected in FY 2023.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$42,127	228
2019	\$43,248	219
2020	\$43,548	220
2021	\$47,048	232
2022	\$0	0

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

FY 2023

The FY 2023 budget requests \$53,675,000 for Federal Administration. This is an increase of \$9,627,000 from the FY 2022 Annualized Level of the C.R. amount. This request also continues to include up to \$500,000 for use, if needed, for funding to continue the HVMP program.

Resources in this activity will also allow VETS to continue to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement;
- Grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- Outreach to national and regional employers and veteran advocacy organizations; and
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans' Employment Opportunities Act (VEOA), and the Federal Contractor Program.
- The Disabled Veterans and Women Veterans Programs.

FY 2022

Under the FY 2022 Annualized Level of the C.R., the funding level would be \$52,538,000 for Federal Administration. This is an increase of \$8,490,000 and 28 FTE from the FY 2021 enacted level. This request also continues to include up to \$500,000 for use, if needed, for funding to continue the HVMP program.

VETS will increase our USERRA Investigators by 6 to enhance worker protections, and will fund the review and update of USERRA, Veterans Preference Operations, Training and Guidance material. The requested funding will also fund anticipated Federal pay and locality, and FERS cost increases. In addition to the 6 new USERRA Investigator FTEs, funding will allow for an increase in staffing resources for:

- Increase of \$1 million and 7 FTE for Financial, Operational, and Technical Coordination for financial administration and operational coordination; reviewing financial activities, providing input and managing local response of administrative programs, such as records management and inventory, maintaining, and collecting data as inputs for Agency management and reporting, preparing accurate and timely deliverables.
- Increase of \$1 million and 7 FTE for Policy and Workforce Coordination to further develop coordination with Federal, state, and local governments; private sector employers and trade associations; institutions of higher learning; non-profit organizations; and Veteran Service Organizations to help service members, returning veterans, and families reintegrate into the workforce. This staffing increase supports the Administration's proposal to create a Clean Energy Training Program for Veterans, Military Spouses, and Transitioning Service Members.
- Increase of \$1.683 million and 8 FTE to reconstitute and reframe the accomplishment of core administrative functions that have been only marginally accomplished due to past budgetary constraints and lost FTE to support pay and benefit costs.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Resources in this activity will also allow VETS to continue to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement;
- Grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- Outreach to national and regional employers and veteran advocacy organizations; and
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans' Employment Opportunities Act (VEOA), and the Federal Contractor Program.
- The Disabled and Women Veterans Programs.

FY 2021

The FY 2021 Enacted level was \$44,048,000. The funding provided for Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement, and Grant program administration and oversight; DOL TAP administration, oversight, and improvement. VETS also contributed to the Enterprise Shared Services initiative to create an administrative services delivery model that is streamlined, consistent, and efficient.

Funding allowed the VETS Office of Strategic Outreach (OSO) to connect to national and regional employers and veteran advocacy organizations virtually in response to the COVID-19 pandemic. OSO is responsible for conducting employer outreach to assist employers find, hire, train, and retain veterans, transitioning service members (TSMs), and military spouses. OSO provides additional employment support to Military Spouses by providing occupational licensure portability information to help reduce barriers to employment associated with licensure portability. This information along with additional military spouse employment related content is delivered through a website platform.

The appropriated funding also allowed VETS to:

- Offer federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans' Employment Opportunities Act (VEOA), and the Federal Contractor Program; and
- Continue support for the PREVENTS Task Force to reduce and eliminate veteran suicides;
- Support the Disabled Veterans and Women Veterans Programs that conduct specific studies and research into problems relating to veterans' employment, in particular those with significant barriers to employment, with disabilities, and women veterans.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2021 Revised Enacted		FY 2022 Full Year C.R.	FY 2023 Request
		Target	Result	Target	Target
Federal Administration - USERRA Enforcement					
Strategic Goal 1 - Build Opportunity and Equity for All					
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.					
HIRE Vets Medallion Program					
VETS- HVMP-01	Number of accepted HIRE Vets Medallion applications	1,000	870	1,000	1,000
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days	80.0%	85.6%	84.0%	84.5%
VETS- USERRA-04	Percent of closed USERRA cases meeting the agency's quality standard	95.0%	96.0%	95.0%	95.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Workload and Performance

USERRA workload and performance measures include the percentage of USERRA investigations completed within 90 days and the percentage of closed cases meeting the agency's annual quality standards.

VETS establishes targets for these measures to ensure statutory requirements are met; currently, the target to complete an investigation is within 90 days. The analysis of historic USERRA data has shown that claimant-approved extensions (which are allowable by statute but count negatively for this performance metric) have consistently been around 13 to 17 percent over the past several years. Therefore, VETS plans to use a percentage goal of 84.5 percent as the target for this performance metric in FY 2023. The extension rate increased during FY 2019, and VETS finished the year with 82.8 percent of all USERRA cases closed with the 90-day deadline. It should be noted that no cases went beyond the 90-day threshold without receiving an approved extension from the claimant.

The quality of investigations also remained consistent, with approximately 94 percent of closed cases possessing a quality rating; VETS also will continue a 95 percent target throughout FY 2023.

VETS received 870 HIRE Vets Medallion Program (HVMP) applications in FY 2021, a 27 percent increase from FY 2020. VETS will keep the target of 1,000 accepted applications through the FY 2023 HVMP cycle.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	24,615	24,415	28,105	3,690
11.3	Other than full-time permanent	91	91	91	0
11.5	Other personnel compensation	500	500	576	76
11.9	Total personnel compensation	25,206	25,006	28,772	3,766
12.1	Civilian personnel benefits	8,454	8,254	10,594	2,340
13.0	Benefits for former personnel	28	28	28	0
21.0	Travel and transportation of persons	200	700	812	112
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	950	950	979	29
23.3	Communications, utilities, and miscellaneous charges	120	120	141	21
24.0	Printing and reproduction	50	50	50	0
25.1	Advisory and assistance services	150	150	150	0
25.2	Other services from non-Federal sources	3,506	406	1,897	1,491
25.3	Other goods and services from Federal sources 1/	8,112	8,112	9,671	1,559
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	77	77	246	169
26.0	Supplies and materials	80	80	108	28
31.0	Equipment	50	50	162	112
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	65	65	65	0
	Total	47,048	44,048	53,675	9,627
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,767	7,767	8,696	929
	DHS Services	60	60	60	0
	Services by Other Government Departments	285	285	915	630

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$1,216
Personnel benefits	0
Employee health benefits	673
Federal Employees' Compensation Act (FECA)	-3
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	29
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	929
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
State Administration Workload	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$2,844**

Net Program **\$6,783**

Direct FTE **28**

	Estimate	FTE
Base	\$46,892	233
Program Increase	\$6,783	28
Program Decrease	\$0	0