



Annual Report to Congress Fiscal Year 2022

U.S. Department of Labor
Veterans' Employment and Training Service

200 Constitution Avenue, N.W., Washington, DC 20210

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This report has been prepared in accordance with Title 38, United States Code (U.S.C.) §§ 4107(c), 4212(c), 4215(d), and 2021(d), as well as the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, Division O of P.L. 115-31.

The report describes how the various programs administered by the Department of Labor's (DOL's) Veterans' Employment and Training Service (VETS), along with its partner agencies, helped to facilitate smooth transitions to civilian employment for those serving in our military and provided continuing employment assistance for veterans, military spouses, and caregivers.



Executive Summary

The Veterans' Employment and Training Service (VETS) serves as an integrated employment, training, and compliance agency within the Department of Labor (DOL or the Department). VETS administers programs designed to address the employment, training, and job security needs of over 196,000¹ military service members who transition to civilian life each year, 8.8 million military veterans in the U.S. civilian labor force,² over 770,000 National Guard and Reserve members,³ and nearly 950,000⁴ military spouses (594,110 active duty and 354,255 Guard and Reserve spouses).

Our mission is to **prepare** America's veterans, transitioning service members, and military spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.

Our vision is to enable all veterans, transitioning service members, and military spouses to reach their full potential in the workplace. We work to achieve this vision through three agency priorities:

1. Getting the military to civilian employment transition right.
2. Leveraging partnerships to maximize employment outcomes.
3. Promote and advance equity, inclusion, and accessibility for underserved communities.

In calendar year (CY) 2022, the average veteran unemployment rate was 2.8 percent, which was lower than the average nonveteran unemployment rate of 3.6 percent.² CY 2022 proved to be another recovery period for veterans and nonveterans, as unemployment rates were lower than CY 2021 for both groups. The nonveterans' unemployment rates decreased by a larger proportion; however, through the collective work of VETS and our partners, we have seen veteran unemployment rates consistently below that of non-veterans, as reflected in **Chart 1**.

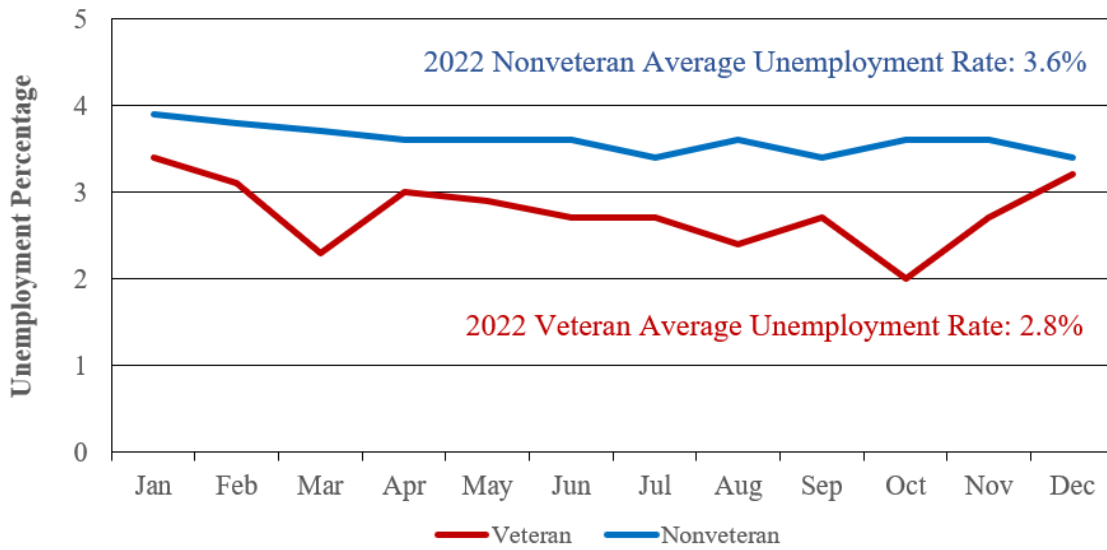
¹ Source: Department of Defense (DOD), Improvements to the Transition Assistance Program (TAP) Congressional Report, August 2022.

² Bureau of Labor Statistics (BLS), [Civilian noninstitutional population aged 18 years and over, 2022](https://www.bls.gov/cps/cpsaat48.htm), (<https://www.bls.gov/cps/cpsaat48.htm>).

³ DOD, Defense Manpower Data Center, Military Personnel, [Selected Reserve Personnel by Reserve Component and Rank/Grade \(Updated Monthly\), September 2022](https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports), (<https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports>).

⁴ Military OneSource – [Demographics Profile](https://demographics.militaryonesource.mil/), 2021, (<https://demographics.militaryonesource.mil/>).

Chart 1. Monthly Unemployment Rate of Veterans and Nonveteran Counterparts in 2022⁵



⁵ BLS – [Labor Force Statistics from the Current Population Survey \(CPS\)](https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601), (https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601).

Introduction

VETS is an integrated employment, training, and compliance agency of DOL. VETS programs contribute to the Department’s Strategic Goal 1, “Build Opportunity and Equity for All,” and 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 programs contribute to these goals, as reflected in our Mission Statement: “To **prepare** America’s veterans, transitioning service members, and military spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.” This annual report describes VETS’ program activities during fiscal year (FY) 2022.

Information on the workforce activities described in this report are provided either by CY, FY, or program year (PY).

- Data collected on a CY basis cover the period from 1/1/2022 – 12/31/2022 (CY 2022).
- Data collected on a FY basis cover the period from 10/1/2021 – 9/30/2022 (FY 2022).
- Data collected on a PY basis cover the period from 7/1/2021 – 6/30/2022 (PY 2021).

The Transition Assistance Program

Program Overview

The Transition Assistance Program (TAP) provides training, resources, and assistance to separating and retiring service members on active duty, Guard, Reserve, and their spouses (participants), as defined in 10 U.S.C. § 1144. TAP is a cooperative effort by DOL, the Department of Defense (DOD), the Department of Education (ED), the Department of Homeland Security (DHS), the Department of Veterans Affairs (VA), the Small Business Administration (SBA), and the Office of Personnel Management (OPM). VETS administers a portion of the TAP curricula as a required component of the program, both domestically and at overseas installations, providing job preparation and employment resources to assist participants entering the civilian workforce. The number of TAP courses provided is based on the requirements of the Armed Services.

Benefits and Services

Mandatory Workshop

The DOL Employment Fundamentals of Career Transition (EFCT) workshop is standardized so all participants receive the same high-quality instruction. In accordance with the National Defense Authorization Act (NDAA) of FY 2019, the EFCT is the mandatory one-day course of instruction for employment preparation. The workshop is designed to lay the foundation for the transition from military to civilian life. The one-day workshop introduces the essential tools and resources

needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process.

Elective Workshops

In addition to the EFCT workshop, DOL also provides two elective workshops: the DOL Employment Workshop (DOLEW) and the Career and Credential Exploration (C2E) workshop. The DOLEW is a comprehensive two-day workshop that covers emerging best practices in career employment, including in-depth training to assist participants in developing interview skills, building effective resumes, and using emerging technology to network and search for employment. The C2E workshop offers participants a unique opportunity to complete a personalized career development assessment of their occupational interests and abilities. Participants are guided through a variety of career considerations, including labor market projections, educational opportunities, apprenticeship opportunities, certification requirements, and licensure requirements.

Special Population Workshops

Transition Employment Assistance for Military Spouses

In FY22, VETS provided Transition Employment Assistance for Military Spouses (TEAMS) curricula workshops to military spouses and caregivers who were transitioning with their service member out of the service. TEAMS assists military spouses in their career endeavors with training on employment essentials tailored to their unique circumstances. A total of 1,203 participants attended 270 separate TEAMS workshops, which included the following nine courses:

- Marketing Me
- Career Credentialing
- Resume Essentials
- Your Next Move
- Federal Hiring
- Interview Skills
- LinkedIn Basic Profiles
- LinkedIn Job Searches
- Salary Negotiating

In the last quarter of FY22, VETS developed a new TEAMS course titled “Flexible Job Options” to allow participants to explore the rise of flexible work agreements, gig economy jobs, and temporary or contract work, among other options. In October 2023, VETS will add this course to the standard TEAMS curricula.

For more detailed information about the individual courses offered, visit the [TEAMS website](https://www.dol.gov/agencies/vets/programs/tap/teams-workshops) (<https://www.dol.gov/agencies/vets/programs/tap/teams-workshops>).

Wounded Warrior and Caregiver Employment Workshop

In the third quarter of FY22, VETS implemented a self-paced, fully accessible online curriculum designed specifically to address the employment needs of wounded, ill, and/or injured transitioning service members and their caregivers. The Wounded Warrior and Caregiver Employment Workshop (WWCEW) offers an adaptation of the DOL one-day EFCT mandatory workshop and replaces that mandatory workshop for these service members. The training is fully virtual and divided into six self-paced modules and a corresponding live, facilitator-led discussion and activity session to solidify ideas presented in the modules and provide participants with an opportunity to ask questions. In FY22, over 17,000 individuals completed the self-paced online modules.

Pilot Programs

Employment Navigator and Partnership Pilot

In FY22, VETS continued the Employment Navigator and Partnership Pilot (ENPP) at select military installations worldwide. VETS initiated ENPP at 13 installations and added six satellite locations to better support service members in Hawaii; Okinawa, Japan; and Norfolk, Virginia. This pilot provides one-on-one, personalized support to help transitioning service members and their spouses obtain employment and meet their training needs outside of the traditional TAP classroom. The pilot supports participants in selecting career pathways and connecting them to partners and resources, based upon their interests, aptitudes, and values, in pursuit of better employment-related outcomes.

VETS started ENPP with nine non-governmental test partners. In FY22, VETS implemented an application process to add other non-governmental partners to the pilot. VETS reviewed and approved 24 new ENPP non-governmental organizations, and now conducts the pilot with a total of 33 partners. The pilot leverages the employment and training resources and expertise available from approved government and non-governmental partners to provide the following services: apprenticeship opportunities, digital matching, employment mentorship, employment networking, hiring events, placement services, referrals to employment opportunities, training services, and wraparound services.⁶ Employment Navigators (ENs) are available to assist participants, both virtually and in-person, from the earliest stage of their transition during pre-separation through their separation from military service. Partners continue to assist service members after their separation.

⁶ Wraparound services may include medical support, legal counsel, job search and/or placement services, housing support, financial assistance, entrepreneurship training, and education and training assistance.

Off-Base Transition Training Pilot

In January 2021, the President signed the Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020 (P.L. 116-315). Section 4303 directed DOL to provide TAP to veterans and their spouses at locations other than active military installations for a period of five years to improve employment-related outcomes in areas with high veteran unemployment.

VETS conducted deliberate planning for pilot implementation. The agency assigned a temporary federal project lead and identified the initial five pilot states (California, Massachusetts, North Carolina, Pennsylvania, and Texas). Pilot state selection was based on the most recent available Bureau of Labor Statistics (BLS) data, for CY 2019, with the determining factors being the five states with the highest rates of veteran unemployment and usage of Unemployment Compensation for Ex-Service Member (UCX) benefits. VETS modified the TAP Services contract to support the pilot, and the vendor began development of the modular pilot curriculum.

In FY22, the Off-Base Transition Training (OBTT) pilot began its first year of operations. The OBTT pilot was launched in five initial states and, based on veteran population densities as required by legislation, was expanded to an additional eight metropolitan areas by January 2022. The OBTT curriculum was tailored specifically for veterans, based on current topics related to employment covered during traditional TAP workshops. For additional information and context, see the [Off-Base Transition Training Pilot Annual Report to Congress – FY2022](https://www.dol.gov/sites/dolgov/files/VETS/files/DOL-VETS-Report-to-Congress-Off-Base-Transition-Training-Pilot-FY2022.pdf) (<https://www.dol.gov/sites/dolgov/files/VETS/files/DOL-VETS-Report-to-Congress-Off-Base-Transition-Training-Pilot-FY2022.pdf>).

The OBTT pilot offers four in-person instructor-led employment skills and workforce development workshops. Implementing these two-hour modularized versions of topics covered in the standard TAP curriculum allowed veterans and spouses of veterans (participants) to select the topics they needed to support their employment goals. Additionally, VETS launched 10 two-hour virtual instructor-led workshops. The option of virtual workshops helped meet the needs of participants who were unable to attend in-person training. An Employment Resource Coordinator (ERC) was placed in each metropolitan area to coordinate and schedule classroom training with partner organizations.

Funding

Funding for TAP is appropriated from the Unemployment Trust Fund. In FY22, the program appropriation totaled \$32,379,000. Of this amount, \$26,455,973 was obligated to VETS TAP contracts, and \$5,923,027 was obligated for data systems, material printing and distribution, and program support.

Accomplishments and Performance

In FY22, DOD, DOL VA, and SBA, along with other interagency partners collected and analyzed survey results regarding participants' satisfaction with the TAP curricula and delivery methods. Survey results indicated 96 percent of participants would use what they learned in their own transition planning and 94 percent reported that the EFCT workshop enhanced their confidence in transition planning.

TAP course administrators tabulate and report the number of participants in all three DOL-sponsored workshops, both domestic and international, which are provided in **Tables 1, 2,** and **3** below. A separate row is included in each table to report the number of participants that were military spouses.

Employment Fundamentals of Career Transition Workshop

As displayed in **Table 1**, DOD's demand for EFCT activity increased between FY21 and FY22. In addition to workshops delivered in the continental United States, VETS currently delivers EFCT workshops at sites in Bahrain, Belgium, Cuba, Germany, Greece, Guam, Italy, Japan, Korea, Netherlands, Portugal, Qatar, Romania, Spain, Turkey, and the United Kingdom.

Table 1. Employment Fundamentals of Career Transition Workshops and Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Workshops	5,167	6,052	+17%
Participants	109,888	149,229	+36%
Military Spouses	-	640	-

DOL Employment Workshop

Table 2 displays the number of participants in the DOLEW for FY22, based on DOD demand.

Table 2. DOL Employment Workshops and Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Workshops	4,105	4,586	+12%
Participants	67,762	82,253	+21%
Military Spouses	-	387	-

Career and Credential Exploration Workshop

Table 3 displays the C2E workshop activity and participant count for FY22, based on DOD demand.

Table 3. Career and Credential Exploration Workshops and Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Workshops	973	1,115	+15%
Participants	11,284	15,341	+36%
Military Spouses	-	74	-

Transition Employment Assistance for Military Spouses

Table 4 displays the TEAMS workshop activity and participant count for FY22.

Table 4. Transition Employment Assistance for Military Spouses, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Workshops	-	270	-
Participants	-	1,203	-

Wounded Warrior and Caregiver Employment Workshop

Table 5 displays the WWCEW workshop activity and participant count for FY22, based on DOD demand.

Table 5. Wounded Warrior and Caregiver Employment Workshops and Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Participants	-	17,000	-

Employment Navigator and Partnership Pilot

Table 6 displays the ENPP activity and participant count for FY22.

Table 6. Employment Navigator and Partnership Pilot Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Participants	-	5,369	-
Military Spouses	-	340	-

Off-Base Transition Training Pilot

Table 7 displays the OBTT pilot activity and participant count for FY22, based on DOD demand.

Table 7. Off-Base Transition Training Participants, Fiscal Year 2021-2022

Category	FY21	FY22	Difference
Participants	-	1,583	-

Program Management and Integrity

In FY22, VETS conducted a biennial revision of the EFCT and DOLEW curricula. The process incorporated extensive input from curriculum and instructional design subject matter experts, two years of annual facilitator surveys, DOD Transition Assistance Participant Assessment (TAPA) results, TAP vendor assessments, and VETS field staff feedback. In January 2023, VETS implemented the revised curricula. The revised EFCT will be a true “fundamentals” workshop focused on the **what** of career transition. The revised DOLEW will focus on the **how** of career transition. In revising the curricula, VETS has endeavored to reduce the perceived duplication of topics covered in the DOD Military Occupational Code Crosswalk, EFCT, and DOLEW.

TAP Data Analytics

In FY 2016, VETS began daily data transfer from the Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI) to gain a better understanding of transitioning service members, to assist VETS to better serve them. In FY22, VETS updated the data-sharing agreement with DMDC to expand the data transferred to DOL. In addition, VETS completed the required data-sharing agreements with the U.S. Department of Health and Human Services (HHS) needed to merge VDEI data with wage information from the National Directory of New Hires (NDNH), to understand employment-based outcomes for TAP participants. VETS worked with DOL’s Office of the Chief Information Officer (OCIO) to upgrade the information technology (IT) system required to receive, store, and analyze the merged data. VETS and OCIO completed the system upgrade in the first quarter of FY 2023.

Merging the two data sources will allow VETS to analyze: a) correlation between military occupation and employment status; b) correlation between employment status and timing and number of TAP courses taken; c) overall percentage of TAP participants becoming employed, and wages earned (Workforce Innovation and Opportunity Act (WIOA) metrics); and d) employment status broken down by age, race, ethnicity, and other demographic characteristics. VETS projects to finalize NDNH-related analysis by the end of FY23. NDNH employment outcomes, including wages, will not be developed until FY 2024. Once measures have been developed, VETS will seek to establish a baseline year to fine-tune the measurement tools and ensure accuracy.

ENPP Research Projects

In FY22, VETS launched or continued the following research projects to evaluate the ENPP pilot:

- **VETS Employment Navigators Evaluation:** The goal of this evaluation is to understand how ENs provide support to transitioning service members to help them find employment faster and obtain higher wages. It will also include a

feasibility study for an impact evaluation. The study will examine the elements (if any) that distinguish a VETS EN from other case management support to veterans, including supports from Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER). This evaluation began in FY22 and will last five years.

- **TAP Evaluation and Employment Navigation (TEEN) Study:** The goal of this project is to combine three data sources: 1) armed forces administrative data from the VDEI with DOD, 2) navigator's data from VETS' TAP Employment Navigator System (TENS), and 3) employment data from the NDNH. The data obtained from combining these data sources will allow DOL to analyze the challenges faced by separated and retired service members. More specifically, these data will help VETS better understand 1) the employment outcomes of the TAP initiative and 2) the role of ENs on employment outcomes for transitioning service members. In FY22, VETS worked with DOL's OCIO to upgrade the IT system required to receive, store, and analyze the merged data. VETS and OCIO completed the system upgrade in the first quarter of FY23. VETS projects the NDNH-related analysis to be finalized by the end of FY23. NDNH employment outcomes, including wages, will not be developed until FY24. Once measures are developed, VETS will seek to establish a baseline year to fine-tune the measurement tools and ensure accuracy.
- **VETS TAP Employment Navigator Formative Study:** The goal of this formative study is to examine the implementation of the ENPP. The study is being conducted in two stages: 1) an examination of the first six months of the pilot and 2) an examination of the last six months of the pilot and variation across pilot sites. The data sources for this study include interviews and focus groups with stakeholders, performance data, and a survey of participants. The final report is expected to be completed in FY23.

DEIA Efforts

In FY22, VETS implemented the TEAMS and WWCEW transition workshops specifically to address the employment-related needs of military spouses and transitioning service members undergoing medical separation or retirement. Also, the implementation of the NDNH data-sharing agreements will allow VETS, for the first time, to capture demographic breakout information for numerous categories of transitioning service members.

Challenges

VETS overcame multiple challenges in FY22 to complete all data-sharing agreements and to start upgrading agency IT systems to receive, store, and analyze NDNH data. These efforts will allow VETS to capture outcome data for transitioning service members and military spouses for the first time.

Jobs for Veterans State Grants and the Public Workforce System

Program Overview

VETS coordinates with DOL's Employment and Training Administration (ETA) to serve veterans through the public workforce system, which supports economic growth by providing workers and employers important resources to maximize employment opportunities. The Jobs for Veterans State Grants (JVSG) program, authorized under 38 U.S.C. § 4102A(b), provides VETS' main integration point, offering employment and training services through state workforce agencies nationwide. The JVSG program assists veterans with significant barriers to employment and other eligible individuals in their transition to employment and assists employers in filling their workforce needs with job-seeking veterans.^{7, 8}

The workforce system operates through a nationwide network of nearly 2,400 one-stop American Job Centers (AJC) that provide services funded and coordinated by DOL, state and local governments, and other federal partners. In PY21, more than 2.5 million Americans, including over 146,000 veterans and 4,400 military spouses, received employment assistance through an AJC.⁹ This assistance may include job search services, career planning and counseling, and job training.

Benefits and Services

Through the JVSG program, VETS provides funds to states to support three types of staff positions: Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representatives (LVER), and Consolidated DVOP/LVER positions (CP), who perform the functions of both DVOP specialists and LVERs. States provide funding allocation plans to improve services and outcomes. These plans include strategies for reaching populations of eligible veterans throughout the state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions.

⁷ In addition to veterans with significant barriers to employment, all Vietnam-era veterans and veterans ages 18-24 are eligible to receive services from a DVOP specialist. See [Veterans' Program Letter \(VPL\) 03-19](#), Designation of Additional Populations Eligible for Services from Disabled Veterans' Outreach Program Specialist (February 7, 2019) (<https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/veterans-program-letter-03-19.pdf>).

⁸ In the Consolidated Appropriations Act, 2015, P.L. 113-235, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in TAP and have been identified as in need of intensive services; members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or wounded warrior transition units; and a spouse or other family caregivers of the wounded warrior.

⁹ Source: WIOA state reporting for the Wagner-Peyser (WP) Employment Service; data for quarter ending June 30, 2022.

Disabled Veterans' Outreach Program Specialists

The primary duty of DVOP specialists is to provide individualized career services to eligible program participants. Individualized career services are designed to: 1) mitigate an individual's barriers to employment through comprehensive and specialized assessments of skill levels and needs; 2) develop an individual employment plan, including group and individual career counseling and planning; and 3) provide short-term instruction to augment skills development, such as interview and communication skills. DVOP specialists may be located at AJCs or co-located with other service providers, such as the VA and DOD Transition Assistance offices.

Local Veterans' Employment Representatives

LVER staff promote veteran hiring through outreach activities that build relationships with local employers. The goal is to connect employers across the country with career-ready veterans. LVERs must be members of a state's business service team. LVERs coordinate with DVOP specialists and other AJC staff to transition veteran clients seamlessly into appropriate employment in the local community.

Consolidated DVOP/LVER positions

VETS approves requests for consolidated DVOP/LVER positions to offer states flexibility to promote a more efficient administration of services to veterans with a particular emphasis on services to disabled veterans, without hindering the provision of services to veterans and employers.

Funding

Funding for JVSG is appropriated from the Unemployment Trust Fund. In FY22, the program's appropriation increased for the first time in five years, totaling \$183 million. Of this, \$173,202,502 was requested by and obligated to states, \$4,602,824 was obligated for data systems and contract support, and \$5,180,000 was reallocated for Departmental priorities. The program lapsed \$14,674, less than 0.006 percent of the appropriation.

The \$10 million gap between the appropriation level and the amount obligated to states is caused by several factors:

- VETS calculates projected allocations to each state six months before the beginning of each fiscal year based on the current appropriation level to give states time to determine their staffing levels for the next year. The increased appropriation level was not known until several months after the annual awards had been issued. VETS encouraged states to apply for additional funding to support special initiatives such as outreach to rural veterans and Native American veterans in their states.

- In FY 2020, a significant number of states reassigned their JVSG-funded positions to support processing an unprecedented number of Unemployment Insurance claims, resulting from the pandemic. Since JVSG funds can only be used for staff performing JVSG-related duties and associated support costs, states did not expend their full 2020 allocations and carried those funds into the next fiscal year.
- FY21 saw a spike in vacancies among DVOP and LVER staff as states struggled to hire and retain qualified candidates. This resulted in continued (although less drastic) under-expenditure of JVSG funding.
- FY22's low unemployment rate exacerbated the struggle to recruit qualified candidates, resulting in a continuation of lower JVSG-funded staffing levels, which was only partially offset by inflated general costs.

Accomplishments and Performance

Priority of Service for Veterans in the Workforce System

Section 2 of the Jobs for Veterans Act (JVA) of 2002, as codified in 38 U.S.C. § 4215, established “Priority of Service” for veterans in DOL-administered job training programs. Under this authority, veterans and eligible spouses¹⁰ receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies to both program participation and access to the full range of services offered by each DOL-funded program.

Veterans’ Participation Rates for Program Year 2021

In CY22, veterans made up 5.4 percent of the civilian labor force aged 18 and over.¹¹ As displayed in **Table 8**, data for PY21 indicate that ETA’s employment and training programs under WIOA and the Wagner-Peyser Act served over 174,000 veterans among over 3 million total participants at AJCs; this results in a 5.5 percent share of participants who are veterans. The table below displays the number of veterans served by several ETA workforce programs.¹²

Table 8. Program Year 2021 Participation in Department of Labor/Employment and Training Administration Programs

¹⁰ See [38 U.S.C. § 4215](#), “Priority of service for veterans in Department of Labor job training programs,” for more on the definition of eligible spouses (<https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title38-section4215&num=0&edition=prelim>).

¹¹ [BLS Website](#), (<https://www.bls.gov/cps/cpsaat48.htm>).

¹² Some programs and states co-enroll participants to ensure integrated service delivery to job seekers. Due to the high levels of co-enrollment, the total number of people served in the WP Employment Service is the recommended representation of the total individuals served in the workforce system.

PY21 DOL/ETA Programs	Number of Veteran Participants*	Total Number of Participants**	Veterans as Percentage of Participants
Wagner-Peyser Employment Service	146,981	2,503,433	5.87%
WIOA Adult	14,914	291,024	5.12%
WIOA Dislocated Worker	10,363	230,115	4.50%
WIOA Youth	265	124,756	0.21%
National Dislocated Worker	1,914	34,615	5.53%

Sources: Program data derived from ETA reporting systems, which track participation levels and services offered to participants. Individuals were counted only once per PY, per program. The data for PY21 programs are for the period of July 1, 2021, to June 30, 2022. Data are based on PY21, Q4 WIOA Performance Records via the Workforce Integrated Performance System (WIPS).

* Based on the DOL definition of “veteran” for purposes of providing priority of service ([Training and Employment Guidance Letter \[TEGL\] 10-09](#)). Total participants do not account for co-enrollment in multiple programs.

** Note that these counts only include participants. Information on veteran status of reportable individuals by program is not available for PY21.

Primary Indicators Used to Evaluate Performance

JVSG utilizes four primary performance indicators defined by WIOA:

- **Employment Rate in the 2nd Quarter After Exit:** The percentage of participants served who are employed in the second quarter after exit from the program.
- **Employment Rate in the 4th Quarter After Exit:** the percentage of participants served who are employed in the fourth quarter after exit from the program.
- **Median Earnings 2nd Quarter After Exit:** The median (mid-point) value of all quarterly wages earned by participants in the second quarter after exit.
- **Effectiveness in Serving Employers:** At present, this measure is in a pilot phase. States are instructed to report on two of the following metrics: participant retention with the same employer from 2nd quarter after exit to 4th quarter after exit; repeat business customers—a count of businesses who reuse workforce services over a three-year period; and employer penetration rate—the proportion of businesses using the core program services out of all employers represented in an area or state served by the public workforce system.

Table 9. Jobs for Veterans State Grants Performance Outcomes, Program Year 2020-2021

Performance Metric	PY20	PY21	Difference
Employment Rate 2 nd Quarter After Exit ¹³	53.3%	53.5%	+0.2%
Employment Rate 4 th Quarter After Exit ¹⁴	51.9%	51.9%	0%
Median Earnings 2 nd Quarter After Exit ¹⁵	\$6,957	\$7,998	+\$1,041

Jobs for Veterans State Grants Services for Participants

In PY21, DVOP staff served 43,520 participants¹⁶ with over 94 percent receiving individualized career services.

In PY21, in accordance with Veterans’ Program Letter (VPL) 03-14, Change 2, VETS revised the calculation methodology for determining the number of disabled veterans served by a DVOP to include both disabled (a compensable VA disability rating of 10 percent or higher) and special disabled, as defined in 38 U.S.C. § 4211(1) and (3). Disabled veterans were underrepresented in this annual report prior to this calculation methodology revision. The PY 2020 number of disabled veterans in **Table 10** has been revised from the number previously reported (19,878) in the FY21 Annual Report to Congress. In addition, VETS added the following three sub-populations to Table 6: 1) low-income veterans, 2) justice-involved veterans, and 3) veterans with no high school diploma or equivalent certificate.

Table 10. Disabled Veterans’ Outreach Program-Served Participant Statistics¹⁷

Population or Sub-Population	PY20	PY21	Difference
All Veterans	42,384	43,520	+1,136
Disabled Veterans	24,609 (58%)	26,575 (61%)	+3%
Low-income Veterans	16,621 (39%)	18,345 (42%)	+3%
Women Veterans	7,222 (11%)	7,668 (18%)	+7%
Homeless Veterans	6,197 (9%)	6,614 (15%)	+6%
Justice-involved Veterans	3,418 (8%)	3,646 (8%)	0%

¹³ Participants who exited the program between July 1, 2020, and June 30, 2021, with reportable wages (employment) during January 1, 2021, to December 31, 2021.

¹⁴ Participants who exited the program between January 1, 2020, and December 31, 2020, with reportable wages (employment) during January 1, 2021, to December 31, 2021.

¹⁵ Participants who exited the program between July 1, 2020, and June 30, 2021, with reportable wages (employment) during January 1, 2021, to December 31, 2021.

¹⁶ This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists, as reported in WIPS. Data is as of June 30, 2022.

¹⁷ The categories in Table 10 include overlapping data because a veteran may be counted in more than one category (e.g., a veteran could be categorized as both a woman veteran and a homeless veteran). Veterans are identified under these categories during the initial intake process at AJCs.

Population or Sub-Population	PY20	PY21	Difference
Veterans with no high school diploma or equivalent certificate	965 (2%)	832 (2%)	0%
Recently separated service member that is long-term unemployed	407 (1%)	556 (1%)	0%

Weighted Outcomes

The JVSG program utilizes a weighted outcome metric to measure the outcomes of incentivizing individualized career services given to veteran participants, as required under the JVA, 38 U.S.C. § 4102A(f). A veteran who receives individualized career services through the JVSG program receives a value (weight) of 1.25, while all other participants receive a weight of 1.0 when calculating individual performance outcomes. This weighting incentivizes case managers to provide higher proportions of individualized career services to veterans with significant barriers to employment. Individualized career services are designed to lead to better employment outcomes, and the weighted measure incentivizes this behavior within the state workforce system. In PY21, 94 percent of all participants received individualized career services from DVOP specialists, which is the same as the PY20 percentage.

There is a significant difference when comparing the Weighted Entered Employment Rate to the unweighted rate. **Table 11** shows a comparison between weighted and unweighted JVSG Entered Employment Rate and counts for the past two PYs. Of the 27,969 JVSG veterans who exited during the PY21 performance period, 14,474 entered employment. Of those who entered employment, 13,854 had received an individualized career service; the other 620 did not. Using the weight of 1.25 for those 13,854 that received an individualized career service results in a weighted entered employment number of 17,318; adding the non-weighted number of 620 veterans served results in a weighted total of 17,938, or a 64.1 percent Entered Employment Rate.

Table 11. Weighted Measure Counts of Participants Who Exited the Program and Received Services Delivered by a Disabled Veterans’ Outreach Program Specialist

Weighted Veterans Measure	PY20	PY21	Difference
Number of Veterans who received staff-assisted services	41,912	27,969	-33.3%
Number of Veterans who received individualized career services	39,201	26,730	-31.8%
Number of Veterans who entered employment*	21,161	14,474	-31.6%
Unweighted Entered Employment Rate	50.5%	51.8%	+2.6%

Weighted Veterans Measure	PY20	PY21	Difference
Weighted Entered Employment Rate	62.3%	64.1%	+2.9%

* “Entered Employment” metric included in this table refers to any participant who was unemployed at time of participation and who found work within the first quarter after program completion.

Program Management and Integrity

Development and Training for Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff

Quality training is essential to DVOP and LVER success. As required by 38 U.S.C. § 4102A(c)(8)(A), as amended by the Veterans’ Benefits Act of 2010, P.L. 111-275 § 103, all newly hired DVOP specialists and LVER staff are required to satisfactorily complete JVSG training delivered by the National Veterans’ Training Institute (NVTI) within 18 months after the date of employment. NVTI provides this training through a competitively awarded contract with VETS. Of the 244 newly hired JVSG state staff satisfactorily completing the required JVSG core courses (four courses for DVOPs and LVERs, five courses for CPs) in FY22, 230 (94 percent) completed the JVSG core courses within 18 months after their employment began. The average number of days from the date of hire to the date of final core course completion is 224 days. The typical newly hired JVSG staff member completes his or her first core course an average of four months after the date of hire. VETS worked with DOL’s Office of Disability Employment Policy (ODEP) to include new training components in the NVTI curriculum to ensure that information relating to employment and accommodations for veterans with disabilities is a part of the information DVOPs and LVERs receive to increase their effectiveness with this population.

Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff and Funding Levels

VETS awards JVSG funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands. The formula, governed by 38 U.S.C. § 4102A(c)(2) and 20 C.F.R. Part 1001 Subpart F, is based on the following factors:

- The number of unemployed individuals in the general population in each state compared with the total number of unemployed individuals in the general population across all states; and
- The number of veterans in the civilian labor force in each state compared with the total number of veterans in the civilian labor force across all states.

In accordance with the JVA, 38 U.S.C. § 4102A, states may determine the ratio of DVOP specialists and LVER staff based upon local economic conditions and a state’s plan for meeting the employment service needs of the program’s target population.

Table 12 provides FY21 and FY22 funding and staffing levels for DVOP specialists, LVERs, and CP staff.¹⁸

Table 12. Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff Funding¹⁹

Staff Funding	FY21	FY22	Difference
DVOP Specialist Staff			
DVOP funding	\$108,260,170	\$105,205,716	-2.8%
Projected DVOP staffing	1,162	1,101	-5.2%
Actual DVOP positions supported	978	942	-3.7%
Average cost per position	\$100,939	\$103,713	+2.7%
LVER Staff			
LVER funding	\$56,096,044	\$56,891,494	+1.4%
Projected LVER staffing	551	553	+0.4%
Actual LVER positions supported	473	427	-0.2%
Average cost per position	\$112,424	\$122,924	+9.3%
Consolidated Position Staff			
Consolidated funding	\$9,587,779	\$11,578,514	+20.8%
Projected consolidated staffing	109	126	+15.6%
Actual consolidated positions supported	87	108	+24.1%
Average cost per position	\$101,836	\$104,168	+2.3%

Disabled Veteran Program

The Disabled Veteran Program researches and seeks to address the high unemployment and low labor force participation rate of veterans with service-connected and non-service-connected disabilities. The Disabled Veteran Program seeks to build evidence on how to increase employment and advancement opportunities for veterans with disabilities by working with federal, state, and private partners to promote the hiring of veterans with disabilities, improve coordination of available employment services and supports, and identify and share employment best practices for hiring, retaining, and advancing veterans with disabilities in the workforce.

¹⁸ Funding amounts and projected staffing: FY22 JVSG Annual Funding Modification (AFM) requests. Actual positions supported: FY22, Q4 JVSG Expenditure Detail Report (EDR).

¹⁹ The funding amounts represent allocations based on the projected staffing estimates in states’ AFM requests. See VPL 02-20 for more information on AFM requests for JVSG. The results in this table reflect updated figures and may not align with those contained in the Congressional Budget Justification (CBJ), which included best estimates at the time drafted.

Implementing a Uniform National Threshold Veterans Entered Employment Rate

The JVA amended 38 U.S.C. § 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulations, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to assess states' performance in helping veterans meet their employment needs. To establish this UNTEER for veterans, data were compiled from each state using participant services funded from either the Wagner-Peyser (WP) Employment Service or JVSG. In [VPL 03-15](#), VETS defines "Entered Employment" as "of those participants who were unemployed at time of initial participation, the percentage of those who were subsequently employed in the first quarter after program exit." UNTEER requires this specific use of the Entered Employment definition. The UNTEER calculation methodology includes eligible veterans and other eligible persons who were 1) served by either JVSG or WP participants, 2) unemployed at program entry, and 3) exited without an "other reason" for exit within the WIOA-aligned four-quarter timeframe.

The UNTEER for veterans for PY21 was set at 46.9 percent, 90 percent of the national entered employment rate of 52.1 percent. Full [UNTEER results](#) are available online (<https://www.dol.gov/agencies/vets/programs/grants/state/jvsg/unteer>).

Incentive Award Analysis

Under 38 U.S.C. §§ 4102A and 4112, as amended by the JVA, VETS provides funds for performance incentive awards to be administered by states to recognize quality employment, training, and placement services for veterans. One percent of a state's total JVSG PY grant allocation is reserved for the following:

- Encouraging the improvement and modernization of employment, training, and placement services for veterans; and
- Recognizing eligible employees and employment service offices for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

States use these incentive funds to provide cash awards to individual staff recipients or employment service offices per their VETS-approved JVSG State Plan's²⁰ incentive award description. States may also provide nonfinancial awards, using funds from the JVSG base allocation, i.e., the remaining 99 percent of the grant that does not include set-aside incentive funds.

During FY22, in the course of a draft policy review, VETS became aware of a misunderstanding by the agency of the statutory provisions governing performance incentives. Previously, VETS understood §§ 4102A and 4112 to allow states to

²⁰ State Veterans' Service Plans are developed by states to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

charge both cash and nonfinancial incentive awards to their one-percent incentive award allocation. As this understanding was found to be inconsistent with some of the text and legislative history of the JVA, the agency immediately issued clarifying guidance²¹ to states informing them that only *cash* incentive awards may be charged to the one-percent incentive allocation, and that funds used for nonfinancial awards must come from the state's JVSG base allocation. VETS had also misunderstood the one-percent incentive allocation to be able to be waived or declined, and the agency's clarifying guidance informed all states that they would be required to receive and have a plan for expenditure of incentive award allocations on cash awards in each future fiscal year, beginning in FY23.

In FY22, the incentive allocation for all states totaled \$1,757,012. Of this total, 38 state agencies (including one territory) received \$1,094,941 for staff and office incentive awards. Sixteen state agencies declined receipt of a total of \$662,071 in incentive award funds due to legislative restrictions, state policies, union agreements, or other unspecified reasons. These declined funds were used for special initiatives proposed by states, including temporary increases to DVOP and LVER staffing. Of the amount states requested, agencies obligated \$834,244 by the end of the fiscal year, leaving \$260,697 to be de-obligated during grant closeout. The high percentage of unobligated incentive funds (24 percent) was primarily due to the mandate that incentive award allocations be used only for cash awards. States that were without a plan to expend incentive award funds on cash awards were unable to obligate these funds at the end of the fiscal year.

DEIA Efforts

In FY22, VETS completed a data integrity analysis that demonstrated our commitment to working with state partners to improve the integrity of data received and to analyze historical data to identify inequities among marginalized communities. As a result of the analysis, VETS identified intake and reporting practices that misattributed services provided by DVOP staff to LVER staff, which, in sufficient numbers, could negatively impact states' performance outcomes. VETS also created a new annual performance outcomes report that displays the national and state-level targets and outcomes for each of the three WIOA outcome measures, including category breakouts by eligibility characteristics, gender, ethnicity, race, age, and significant barriers to employment. The PY21 JVSG Targets and Outcomes report is available on the [DOL website](https://www.dol.gov/agencies/vets/vetoutcomes) (<https://www.dol.gov/agencies/vets/vetoutcomes>).

In addition, NVTI piloted new courses. One, titled, "Unconscious Bias: Diversity, Equity, Inclusion and Accessibility (DEIA) in Veteran Services," gave students valuable insights and perspectives about bias that are useful in reconciling values, attitudes, and behaviors

²¹ [Grant Officer's Memorandum 02-22, Jobs for Veterans State Grants Incentive Award Program Update](https://www.dol.gov/sites/dolgov/files/VETS/files/GOMemo-02-22.pdf), (<https://www.dol.gov/sites/dolgov/files/VETS/files/GOMemo-02-22.pdf>).

associated with a broader diversity and inclusion conversation. This course highlights the nuances and relationships between DEIA organizational culture and unconscious bias on decision-making for veteran service providers. In support of Agency and Departmental DEIA efforts, VETS also created three podcasts in FY22: 1) Serving Women Veterans; 2) Serving Justice-Involved Veterans; and 3) Supporting Veterans with Accessibility Needs.

Challenges

VETS is examining how to modernize the JVSG program. The DVOP position was established by statute in 1974, during which time Vietnam-era veterans faced significant challenges reintegrating into the labor force. Since then, the nation has come to more fully appreciate military service and the value veterans bring to the workforce. Through a comprehensive Customer Experience initiative using a human-centered design approach, VETS seeks to gain insights about the needs of today's veterans and will develop appropriate initiatives to modernize the program.

Homeless Veterans' Reintegration Program

Program Overview

The Homeless Veterans' Reintegration Program (HVRP) provides services to help veterans experiencing or who are at risk of homelessness obtain meaningful employment and to stimulate the development of effective service delivery systems to address the complex problems they face.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement (FOA). Eligible entities include state and local Workforce Development Boards, Native American governments (federally recognized), Native American organizations (other than federally recognized tribal governments), for-profit/commercial organizations, state agencies, and non-profits, including community- and faith-based organizations, and public, state, and private institutions of higher education. Veterans are provided with case management, employment and training services, and links to supportive services within their communities. Job placement, training, job development, career counseling, and resume preparation are among other services provided by grantees.

Successful grant applicants must specifically describe clear strategies to provide needed career exploration and placement services, career training, and support services. Applicants must also demonstrate how their outreach to homeless veterans will build an effective level of collaboration with other programs and entities, such as the U.S. Department of Housing and Urban Development - VA Supportive Housing (HUD-VASH) program; grantees in VA's Grant and Per Diem Program; and grantees in VA's Supportive Services for Veteran Families (SSVF) program.

Benefits and Services

Homeless Veterans' Reintegration Program

HVRP serves three different categories of veteran populations: 1) homeless women veterans and homeless veterans with children; 2) incarcerated veterans; and 3) all other veterans experiencing or who are at risk of homelessness that meet the criteria of the latest FOA. Each HVRP participant receives customized employment and training services to address their specific barriers to employment. Services may include occupational, classroom, and on-the-job training, as well as job search, placement assistance, and post-placement follow-up services. DVOP specialists and LVER staff also support HVRP grantees by providing workforce system resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services.

Homeless Veterans' Stand Down Grants

Each year, VETS utilizes a small portion of HVRP funds to support Stand Down events.²² These events are held in local communities. Stand Down grantees partner with federal, state, tribal, and local entities and businesses, along with veteran, community, social, and faith-based organizations, to organize and hold Stand Down events for veterans experiencing or at risk of homelessness. The critical services provided at Stand Down events are often the catalyst that enables those individuals to reenter the workforce and must include:

- health screenings/examinations;
- housing/shelter referral;
- mental health services;
- DOL employment and job training assistance; and
- veterans' benefit counseling, ideally provided by the U.S. Department of Veterans Affairs.

Other services typically offered at Stand Down events include:

- social and community services;
- legal advice and services;
- personal care/hygiene services such as showers, haircuts, etc.;
- clothing (cold weather, underwear, boots, etc.);
- outdoor gear for individual use (backpacks, tents, sleeping bags);
- food (lunch/dinner/snacks/drinks); and/or
- other goods or services.

VETS awarded \$254,835 for 34 Stand Down events in FY22.

Funding

In PY21, DOL awarded \$52.9 million to 153 grantees. Specifically, DOL awarded 35 newly competed grants and approved 118 grantees to receive incremental funding. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, such as formerly incarcerated veterans, women veterans, and those with children.

Accomplishments and Performance

In PY21, roughly 72 percent of the 16,923 HVRP participants were co-enrolled (totaling 12,117) in various programs offered at AJCs. Co-enrollment increases the array of comprehensive services that currently and formerly homeless veterans may receive in AJCs,

²² The maximum amount awarded to HVRP-eligible entities to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event.

such as, but not limited to, JVSG, WIOA titles I and II, state vocational rehabilitation, the WP Employment Service, and Veteran Readiness and Employment (VR&E) through VA.²³

For example, a formative evaluation funded by DOL’s Chief Evaluation Office (CEO) found that HVRP participants who co-enrolled in the WP Employment Service program were observed to have longer enrollment periods in AJC programs (22 days) than other veterans experiencing homelessness who enrolled in the WP Employment Service (8 days). These HVRP participants also received additional types of services at an AJC, including individualized career services, staff-assisted career guidance services, individual employment plans, and services from a DVOP specialist.²⁴

Table 13 provides information from the HVRP program for the most recently completed two PYs. HVRP enrollment increased by 13 percent from the PY20 total of 14,744 to the PY21 total of 16,923. The average cost per participant in PY21 of \$2,278 represents a decrease of \$627 (or 2 percent) from the PY20 average of \$2,905. The average hourly wage at placement increased by seven percent from \$16.23 in PY20 to \$17.47 in PY21.

Table 13. Homeless Veterans’ Reintegration Program Participant Statistics, PYs 2020 and 2021²⁵

HVRP Participants	PY20	PY21	Difference
HVRP			
Participants enrolled	14,744	16,923	+2,179
Average cost per participant	\$2,905	\$2,278	-\$627
Average cost per placement	\$6,015	\$4,880	-\$1,135
Average hourly wage at placement	\$16.23	\$17.47	+\$1.24
HVRP Subset: Homeless Women Veterans and Homeless Veterans with Children			
Participants enrolled	2,469	2,842	+373
Average cost per participant	N/A	N/A	N/A
Average cost per placement	N/A	N/A	N/A
Average hourly wage at placement	\$17.13	\$18.14	+\$1.01
HVRP Subset: Incarcerated Veterans’ Transition Program			
Participants enrolled	1,537	1,242	-295
Average cost per participant	N/A	N/A	N/A

²³ The VA, VR&E program was previously known as Vocational Rehabilitation and Employment.

²⁴ [Services Provided to HVRP Participants at American Job Centers](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/HVRPEval-ServiceReceiptBrief.pdf) (https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/HVRPEval-ServiceReceiptBrief.pdf).

²⁵ The results in this table reflect updated actuals and do not always align with the CBJ, which included best estimates at the time drafted.

HVRP Participants	PY20	PY21	Difference
Average cost per placement	N/A	N/A	N/A
Average hourly wage at placement	\$15.21	\$16.29	+\$1.08

Note: N/A = In PY 2016, VETS combined three separate funding competitions into one. The average cost per participant and average cost per placement were not available in PY20 and PY21, as these population groups were no longer able to be separated out from grantee data submissions. Further, combining these grant competitions reduced the number served specifically by those grant types, but the number of homeless veterans served increased overall.

Program Management and Integrity

In FY22, VETS transitioned from a legacy grants management system to GrantSolutions (GS), the DOL-selected enterprise system designed to meet the modern security requirements and logistical needs of all DOL agencies. The transition to GS has been a significant effort, with over a year of development, planning, and preparation borne by a small group of VETS subject matter experts. Every challenge VETS encountered in transitioning to GS was new and our efforts to meet and overcome these challenges will help to facilitate the transition of other DOL agencies to this new grants management system.

DEIA Efforts

In FY22, VETS posted the HVRP outcomes for key performance indicators, including demographic breakouts for age, gender, ethnicity, and race, on the [DOL website](https://www.dol.gov/agencies/vets/programs/hvrp) (<https://www.dol.gov/agencies/vets/programs/hvrp>).

In addition, VETS completed a service delivery area analysis to identify areas with the highest rates of veteran homelessness, including communities most affected by poverty, and analyzed historical data to target communities that may not know about HVRP services. Of the top 50 U.S. Department of Housing and Urban Development (HUD) Continuums of Care (CoC) with point-in-time estimates for veterans experiencing homelessness, there were 13 CoCs with either no history of an HVRP grant, no active HVRP grant, or too few HVRP grants (underserved); six of these CoCs are in communities with a high veteran poverty rate. VETS used the results of this analysis to create an interactive map, by county, of all HVRP grantee service areas.

Challenges

VETS is developing a new performance reporting system called the VETS Grantee Reporting System (VGRS) to replace the current manual reporting process in which grantees submit quarterly reports on customized portable document format (PDF) forms and Excel workbooks that must be manually compiled for data analysis. VGRS will replace Excel and PDF forms with an online system that collects, organizes, and stores grantee-submitted information in an enterprise database for analysis, querying, and reporting. The new system will improve the grantee reporting experience and enhance VETS' ability to monitor its grants portfolio more efficiently and effectively. VETS is continuing with system development and is on track to meet its goal of a VGRS minimum viable product (MVP)

launch by July 1, 2024. The launch may be delayed if any significant development or implementation issues arise.

Compliance and Investigations

Program Overview

VETS is responsible for administering, interpreting, and enforcing the Uniformed Services Employment and Reemployment Rights Act (USERRA or the Act) under 38 U.S.C. §§ 4301-4335, investigating complaints alleging violations of veteran preference in federal hiring under 5 U.S.C. § 3330a, and collecting federal contractor data that is provided to the Office of Federal Contract Compliance Programs (OFCCP) for their use under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), 38 U.S.C. § 4212. This report includes a brief description of USERRA and VETS' administration of the Act. Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress. The most recent USERRA annual reports can be found on the [VETS website](https://www.dol.gov/agencies/vets/programs/userra) (<https://www.dol.gov/agencies/vets/programs/userra>).

Benefits and Services

Uniformed Services Employment and Reemployment Rights Act

USERRA prohibits discrimination against persons because of their service in the military; encourages non-career service in the military by eliminating or minimizing the disadvantages to civilian careers and employment that can result from such service; minimizes the disruption to the lives of persons performing service in the military as well as to their employers, their fellow employees, and their communities by providing for the prompt reemployment of such persons upon their completion of service; and prohibits retaliation against individuals who attempt to enforce their rights under USERRA and against those who testify or participate in any proceeding under the Act.

Veterans' Employment Opportunity Act

Under 5 U.S.C. § 3304(f), as added by the Veterans' Employment Opportunity Act (VEOA), preference eligibles (as defined in 5 U.S.C. § 2108(3)) or those veterans who separated from the Armed Forces under honorable conditions after three years or more of active military service are allowed to apply for certain federal positions under special merit promotion opportunities that are typically reserved only for internal candidates. Pursuant to 5 U.S.C. § 3330a(a)(1), VEOA also provides that preference eligibles or veterans described in section 3304(f) who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with DOL.

Vietnam Era Veterans' Readjustment Assistance Act of 1974

The reporting requirement (VETS-4212 report) established under the VEVRAA, as amended by 38 U.S.C. § 4212(d)(1), requires that contractors and subcontractors awarded qualifying federal contracts annually report on the total number of their

employees who belong to certain categories of veterans and the number of those employees newly hired during the reporting period.

Funding

USERRA, Veterans' Preference (VP), and VETS-4212 programs do not receive direct funding. Program, administrative, and operational costs are funded indirectly through Federal Administration (FA) funds.

Accomplishments and Performance

USERRA

VETS conducts Compliance Assistance activities to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an [online USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/) (https://webapps.dol.gov/elaws/vets/userra/) to assist veterans, service members, and others in understanding eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. The Advisor helps employees determine whether their complaint may be covered under USERRA and provides instructions on how to file USERRA complaints electronically. In FY22, VETS completed 1,049 Compliance Assistance events, which aided more than 4,000 individuals nationwide, including service members, members of professional groups, and the general public. VETS coordinates outreach on USERRA by working closely with other agencies, including DOD's Employer Support of the Guard and Reserve (ESGR).

Table 14 displays the total number of USERRA cases investigated during FY22 and case outcomes. Of the 1,009 complaints received in FY22, the 146 cases carried over from FY21, and the 5 cases reopened during FY22, VETS closed 976 cases. On average, cases were closed in 56 days.

Table 14. Fiscal Year 2022 USERRA Cases

Category or Subcategory	Number or Percentage of Cases
Total new unique cases opened	1,009
Cases carried forward from prior periods	146
Cases reopened from prior periods during FY22	5
Total cases closed during FY22	976
Percent of cases closed during FY22 within 90 days	82.0%
Percentage of cases closed during FY22 that contain claims that were substantiated and were resolved prior to closure	86.2%
Average number of days case was open	56

VEOA

VETS maintains a VP Advisor that provides information and advice in an electronic format to employers and individuals regarding veterans' preference issues. In particular, the VP Advisor helps veterans 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. The VP Advisor can be found on the [Department's Employment Laws Assistance for Workers and Small Businesses \(ELAWS\) website](https://webapps.dol.gov/elaws/vetspref.htm) (<https://webapps.dol.gov/elaws/vetspref.htm>).

Table 15 displays the total number of VEOA and VP cases investigated during FY22 and case outcomes. Of the 178 complaints received in FY22 and the 9 cases carried over from FY21, VETS closed 176 cases. On average, cases were resolved in 22.1 days.

Table 15. Fiscal Year 2022 VP Cases

Category or Subcategory	Number or Percentage of Cases
Total Cases	186
Cases Carried Forward from FY21	9
Cases Opened During FY22	178
Total Cases Closed During FY22	176
Percent of FY22 Cases Closed within 60 days	98.3%
Percent of FY22 Cases Closed within 90 days	99.4%
Average Number of Days Case Was Open	22.1

VEVRAA

[VEVRAA](https://www.dol.gov/agencies/ofccp/vevraa) (<https://www.dol.gov/agencies/ofccp/vevraa>) requires federal contractors and subcontractors of any department or agency of the United States with a contract in the amount of \$150,000²⁶ or more to take affirmative action to employ and advance in employment qualified covered veterans, 38 U.S.C. § 4212(a)(1). VEVRAA also requires that these contractors list employment openings, except for executive and senior management positions, with an appropriate employment service delivery system, most commonly a one-stop center as defined under WIOA, P.L. 113-128. OFCCP is responsible for the Department's administration and enforcement of the statute. DOL monitors VEVRAA compliance through periodic ETA audits of the public workforce system; collection and review of annual employment reports by VETS; and through compliance evaluations and investigation of submitted complaints by OFCCP.

²⁶ The Federal Acquisition Regulatory Council adjusted the dollar threshold under VEVRAA to \$150,000 from the original threshold of \$100,000, 48 C.F.R. 1.109.

DOL is required by VEVRAA to report annually to Congress:

1. The number of contractors who listed an employment opening (**Table 16**),
2. The number of complaints filed with DOL (**Table 17**),
3. The actions taken thereon and the resolutions thereof because of DOL’s investigations (**Table 17**),
4. The nature, type, and number of positions listed by contractors (**Table 18**), and
5. The number of qualified covered veterans receiving priority in employment referrals pursuant to 38 U.S.C. § 4212(a)(2)(B).

The VETS-4212 reports must be filed annually by September 30, the close of the fiscal year. **Table 16** provides a summary of the reports filed during FY21 and FY22.

Table 16. VETS-4212 Annual Federal Contractor Reporting as of September 2022²⁷

Category	FY21	FY22	Change
Total Federal Contractors Filing	13,545	15,095	+11.4%
Total Submitted Reports	291,128	341,228	+17.2%
All Protected Veterans Employed	866,939	1,052,450	+21.4%
Total All Employees	22,149,807	25,726,509	+16.1%
All Protected Veterans Newly Hired	198,407	266,778	+34.5%
Total All New Hires	5,359,817	8,464,371	+57.9%

In FY22, OFCCP concluded 899 compliance evaluations (866 neutrally scheduled supply and service and 33 scheduled construction); of these, 63 (or 7 percent) remedied VEVRAA violations. **Table 17** provides a summary of VEVRAA complaint outcomes during FY22.

Table 17. VEVRAA Complaint Outcomes during Fiscal Year 2022

Closure Disposition	Complaints	Ratio
Closed – Referred to the U.S. Equal Employment Opportunity Commission (EEOC)	110	40.3%
Closed – Jurisdiction	42	15.4%
Closed – Untimely	1	0.4%
Closed – Dual Filed	9	3.3%
Closed – Other	78	28.6%
Notice of Right to Sue Provided (Section 503 of the Rehabilitation Act of 1973/Americans with Disabilities Act of 1990 ONLY)	2	0.7%

²⁷ The numbers reflected in this table included VETS-4212 reports filed after the filing season ended on September 30. Due to several factors beyond contractors’ control (e.g., severe weather), the Department allowed filing beyond the season deadline without penalty.

In FY22, 11,937 contractors reported to VETS that they had job openings during the preceding 12-month period.

Table 18. Nature and Number of Positions Filled during Fiscal Year 2022

Nature/Type of Position	Protected Veterans Hired	All Hires	% Of Protected Veterans
Executive/Senior-Level Officials/Managers	1,489	30,747	4.8%
First/Mid-Level Officials/Manager	17,154	349,379	4.9%
Professionals	78,843	1,629,031	4.8%
Technicians	20,481	452,445	4.5%
Sales Workers	13,684	773,055	1.8%
Administrative Support Workers	22,193	1,016,483	2.2%
Craft Workers	25,923	364,967	7.1%
Operatives	35,307	1,038,162	3.4%
Laborers/Helpers	24,455	1,533,210	1.6%
Service Workers	23,496	1,122,253	2.1%
TOTAL	263,025	8,309,732	3.2%

Currently, the public workforce system does not track information about the quantity and rate at which qualified covered veterans are given priority in referral to employment with federal contractors and subcontractors.

Program Management and Integrity

Nondiscrimination and Equal Employment Opportunity Requirements

DOL’s OFCCP is responsible for enforcing the nondiscrimination and equal employment opportunity requirements of VEVRAA. OFCCP’s implementing regulations are found in 41 C.F.R. Part 60-300. VEVRAA prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. OFCCP’s regulations also make it unlawful for federal contractors to discriminate in employment against a qualified individual because that individual is known to have a family, business, social, or other relationship or association with a protected veteran. Covered contractors and subcontractors are required to engage in outreach to veterans and establish an annual hiring benchmark against which they measure their progress. Violations of VEVRAA are identified through complaint investigations and compliance evaluations of covered federal contractors and subcontractors.

DEIA Efforts

In FY22, VETS took steps to review compliance and investigation program policies, documents, and data elements to identify DEIA program milestones for FY23.

VETS identified that all program letter templates needed to be edited for accessibility and compliance with section 508 of the Rehabilitation Act. VETS also identified the need to improve data capture of claimant demographics and is developing a new VETS 1010 claim submission form, which will allow for entry of claimants' disability status, age, race, ethnicity, and gender. In coordination with the Department's Office of the Solicitor, throughout FY22, VETS created the fields necessary to capture these demographic data and, upon finalization of the VETS 1010 form, they will be available to collect data.

Challenges

The reporting requirements of 38 U.S.C. § 4212(c) include: 1) the number of contractors who listed an employment opening; 2) the number of complaints filed with DOL; 3) the actions taken thereon and the resolutions of DOL's investigations; 4) the nature, type, and number of positions listed by contractors and; 5) the number of qualified covered veterans receiving priority in employment referrals pursuant to 38 U.S.C. § 4212(a)(2)(B). VETS regularly satisfies all requirements, except the number of qualified covered veterans receiving priority in employment referrals. The reporting of this information requires the public workforce system to be able to identify which job seekers are eligible for the priority described, which employers listing positions within the public workforce system are subject to 38 U.S.C. § 4212 requirements, and which job seekers received priority over others in their referral to employment. Each of the described data elements are not available to VETS, which prevents us from reporting on this outcome.

Honoring Investments in Recruiting and Employing Vets Medallion Program

Program Overview

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act), P.L. 115-31 (Division O), required the Secretary of Labor to establish a program to recognize employer efforts to recruit, employ, and retain veterans.

Benefits and Services

The Act requires the Secretary to submit to Congress annual reports on:

1. The fees collected from applicants for HIRE Vets Medallion Awards in the prior year and any changes in fees to be proposed in the present year;
2. The cost of administering the HIRE Vets Medallion Award Program in the prior year;
3. The number of applications for HIRE Vets Medallion Awards received in the prior year; and
4. The HIRE Vets Medallion Awards awarded in the prior year, including the name of each employer to whom a HIRE Vets Medallion Award was awarded, and the level of medallion awarded to each such employer.

These data, along with additional information, are provided below. There are different award criteria for large employers (500 or more employees), medium employers (51–499 employees), and small employers (50 or fewer employees), and for gold- and platinum-level awards for each category of employer.

Funding

Congress intended the HIRE Vets Medallion Program (HVMP) to be self-funded and administered utilizing a non-refundable fee paid by award applicants. However, to date, HVMP has not been entirely self-funded; administration of the program is dependent on annual appropriations language that allows VETS to expend up to \$500,000 of its FA funds to offset costs not covered by collected application fees. The HVMP shortfall decreases the amount of resources available to other VETS programs funded through the FA appropriation.

Accomplishments and Performance

VETS received 838 paid applications for the HIRE Vets Medallion Award in CY22, a 3 percent decrease from CY21. Of the 838 applications, the Secretary of Labor approved 835 applications for award, with 3 applications denied. The breakdown of approved applications by award type is as follows: 288 small gold (SG), 147 small platinum (SP), 181 medium gold (MG), 129 medium platinum (MP), 68 large gold (LG), and 22 large platinum (LP). VETS collected \$143,925 in application fees and proposed no changes to the fees. The cost of administering the HIRE Vets Medallion Award Program in the prior year was \$494,352.

Appendix IV contains the 835 recipients for CY22 in alphabetical order by employer name, along with their doing business as (DBA) name (as applicable), city and state or territory, and award type. The program website is www.HIREVets.gov, and the HIRE Vets Medallion Award listing may also be seen at www.HIREVets.gov/Awardees via a map function.

Program Management and Integrity

In CY22, VETS maintained basic operability of the [HIREVets.gov](http://www.HIREVets.gov) website, maintained marketing procedures, prepared a plan to fund and fix all identified errors and operational limitations of the online application system in 2023, and held a Secretary’s Roundtable discussion with three recipients as part of the annual [HIRE Vets Medallion Award Event](#) (www.HIREVets.gov/Ceremony).

DEIA Efforts

Executive Order (EO) 13985, EO 14035, the Department’s Equity Action Plan, and the Department’s DEIA Strategic Plan (FY 2022 – 2026) require VETS to review its programs and services to identify opportunities to improve and advance DEIA within each program and service. For the HIRE Vets Medallion Awards Ceremony hosted by then Secretary of Labor Marty Walsh, VETS ensured there was a diverse panel of employers represented.

Challenges

The HIRE Vets Medallion Award Program is at significant risk, as application fees do not cover costs. Program costs are increasing, the veteran workforce is decreasing, and application rates and revenues are flat. However, VETS is concerned that increasing application fees will likely result in a decrease in application rates, and uncovered program costs will continue to be a problem. For example, average fees would need to increase by over 600 percent, from an average of \$170 to \$1,200, while sustaining a 33 percent decrease (or less) in applications for the HVMP to break even.

Potential changes to sustain the program and still meet Congressional intent include:

- Permanently allowing employers to receive an award every year;
- Allowing application fees to offset the cost of the program, versus covering all costs borne by the program;
- Lowering the threshold for large employers to obtain the award; and
- Adjusting the base hiring percentage criteria to equal the percentage of veterans in the civilian labor force (current requirements were set on the 7 percent rate from 2015; in 2023, it is 5.4 percent, making it increasingly difficult for an employer to meet the criteria of the award every year).

Veterans Employer Outreach Program

Program Overview

VETS continues the Veteran Employer Outreach Program (VEOP) to make it easier for employers to find, hire, train, and retain veterans by leveraging federal, state, and local resources.

Benefits and Services

Through its National-to-Local Engagement and Integration Strategy, VEOP coordinates employment opportunities for veterans among the public and private sectors and in local communities, leveraging the workforce system and its network of nearly 2,400 AJCs nationwide. Through outreach activities and in response to employers seeking assistance in hiring veterans, VETS staff connects employers with state workforce agencies and other resources facilitating veteran employment.

Funding

The VEOP program does not receive direct funding. Program, administrative, and operational costs are funded indirectly through FA funds.

Accomplishments and Performance

In FY22, VETS' Regional Veterans' Employment Coordinators (RVEC) engaged with 2,180 employers.

Program Management and Integrity

VETS has no new or significant FY 22 efforts to report.

DEIA Efforts

RVECs conducted outreach and attended events that represented underserved communities, such as the National Women Veterans Leadership and Diversity Conference in support of National Unity Week, the National LGBT Chamber of Commerce (NGLCC) in partnership with Women Impacting Public Policy (WIPP), and the National Business Inclusion Consortium (NBIC).

Challenges

VETS has no significant FY 22 challenges to report.

Advisory Committee on Veterans' Employment, Training, and Employer Outreach

Program Overview

The Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO) is a congressionally mandated advisory committee authorized under 38 U.S.C. § 4110 and is subject to the Federal Advisory Committee Act (FACA).

Benefits and Services

ACVETEO was established, and is required, to:

- Assess the employment and training needs of veterans and their integration into the workforce;
- Determine the extent to which the programs and activities of the Department are meeting such needs;
- Assist the Assistant Secretary of Labor for Veterans' Employment and Training (ASVET) in carrying out outreach activities to employers with respect to the training and skills of veterans and the advantages afforded to employers by hiring veterans;
- Make recommendations to the Secretary, through the ASVET, with respect to outreach activities and employment and training needs of veterans; and
- Carry out such other activities deemed necessary to make required reports and recommendations.

Funding

ACVETEO does not receive direct funding. Administrative and operational costs are funded indirectly through FA funds.

Accomplishments and Performance

In FY22, ACVETEO met all title 38 requirements by conducting four quarterly meetings and submitting the 2022 ACVETEO Annual Report to Congress.

Program Management and Integrity

The recommendations made in the 2022 ACVETEO Annual Report to Congress available on [VETS' website](https://www.dol.gov/sites/dolgov/files/VETS/files/ACVETEO-2022-Annual-Report.pdf) (https://www.dol.gov/sites/dolgov/files/VETS/files/ACVETEO-2022-Annual-Report.pdf), will help DOL improve employment programs for transitioning service members, veterans, and their spouses.

DEIA Efforts

Since 2019, ACVETEO has had a dedicated subcommittee tasked to make recommendations in support of "Underserved Populations." Additionally, ACVETEO has two members representing the Japanese American Veterans Association and the National Association for Black Veterans.

Challenges

VETS has no significant FY22 challenges to report.

Appendix I: Interagency Collaboration

In support of its mission, the Veterans' Employment and Training Service (VETS) has established strong partnerships with other Department of Labor (DOL) agencies, as well as the Department of Defense (DOD), the Department of Veterans Affairs (VA), and the Small Business Administration (SBA).

Women's Bureau

The Women's Bureau and VETS maintain a collaborative relationship to address issues relating to women veterans. The agencies work together to empower women veterans and military spouses to successfully compete for jobs in the civilian labor force, while also advocating for their equality and economic security for themselves and their families, and to promote quality work environments.

Office of Federal Contract Compliance Programs

The Office of Federal Contract Compliance Programs (OFCCP) collaborates with VETS to support outreach to employers that are federal contractors seeking to recruit and hire veterans. Together, VETS and OFCCP support the employment of protected veterans through the reporting requirements of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); this Act helps employers monitor the success of their recruitment and outreach efforts in attracting protected veterans.

Bureau of Labor Statistics

The Bureau of Labor Statistics (BLS) is an important partner. They draft the annual Employment Situation of Veterans, which provides critical statistics on how veterans compare to nonveterans in the labor market, such as labor force participation, unemployment rates, and occupational analyses. VETS and VA also directly fund a Veterans Supplement to the Current Population Survey (CPS), which provides additional information—such as data on veterans with a service-connected disability—that complements the monthly labor force estimates on veterans derived from the basic monthly survey.

Employment and Training Administration

VETS collaborates closely with the Employment and Training Administration (ETA), which administers the public workforce system and key workforce programs that serve veterans and military spouses. VETS works with various ETA programmatic offices to ensure that Priority of Service for veterans and eligible spouses is provided, guidance to grantees includes a veteran focus, and statistics and analytics for veteran outcomes are achieved. VETS routinely coordinates with ETA on policy and performance issues. For example, VETS collaborated with ETA on the publication of the Training and Employment Guidance Letter (TEGL) 23-19, Workforce Innovation and Opportunity Act (WIOA) Desk Reference, which provides guidance to American Job Center (AJC) staff regarding the use of data validation for veterans and eligible spouses. Also, ETA and VETS support the federal response to Ending Veteran Homeless by jointly

serving on the U.S. Interagency Council on Homelessness (USICH). Below are examples of the ETA-funded programs that serve veterans among their participants:

- ***Workforce Innovation and Opportunity Act Adult, Youth, and Dislocated Worker Programs***

The WIOA Adult, Youth, and Dislocated Worker programs, authorized under title I of WIOA, are designed to provide quality employment and job training services to assist eligible individuals in finding and obtaining meaningful employment and to help employers find the skilled workers they need to compete and succeed in the 21st-century economy.

- ***National Dislocated Worker Grants***

Dislocated Worker Grants (DWG) provide resources to states and other eligible applicants to respond to large, unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including veterans, and meet the increased demand for WIOA employment and training services. Depending on the circumstances, WIOA authorizes DWG funds to temporarily employ dislocated workers or helps them obtain new work. WIOA makes DWG resources available to areas experiencing higher-than-average demand for employment and training activities for dislocated veterans and spouses.

- ***Indian and Native American Program***

This program provides unemployed Native American, Alaskan Native, and Native Hawaiian adults and youth with intensive training and support services. With this assistance, members of these indigenous communities are better equipped to find and take advantage of a broad array of employment opportunities.

- ***Registered Apprenticeship***

ETA's Office of Apprenticeship (OA) oversees the National Apprenticeship System and is responsible for administering, registering, and supporting Registered Apprenticeship programs. Registered Apprenticeship is an industry-driven, high-quality career pathway validated by DOL (or a State Apprenticeship Agency) through which sponsors and employers can develop and prepare their future workforce, and individuals obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

Office of Disability Employment Policy

The Department's Office of Disability Employment Policy (ODEP) collaborated with VETS in multiple ways to increase the provision of effective services to, and positive outcomes for, veterans with disabilities. Disability-related information on accommodations, financial literacy, and employment service strategies was added to the National Veterans' Training Institute (NVTI) curriculum, with targeted webinars implemented for the VETS system. ODEP actively

participated as a member of the Advisory Committee on Veterans Employment, Training, and Employer Outreach (ACVETEO), including making several presentations on employment strategies and accommodations for veterans with disabilities.

Department of Labor Chief Evaluation Office

In fiscal year (FY) 2022, the Department's Chief Evaluation Office (CEO) completed or continued several veteran-related studies. The topics of these studies included an impact study of the Homeless Veterans' Reintegration Program (HVRP) and an evaluation of the effectiveness of the Transition Assistance Program (TAP). The TAP study focused on the effectiveness of email messaging to transitioning service members to further enhance the overall TAP experience, as well as matching data from the U.S. Army to post-separation wage information from the National Directory of New Hires (NDNH) to be able to analyze employment-related outcomes after TAP. Appendix III contains a brief synopsis of each study along with a link to the full published report.

United States Interagency Council on Homelessness

USICH is an independent federal agency that works to coordinate and catalyze the federal response to homelessness, working in close partnership with senior leaders across 19 federal member agencies. DOL is a member of the USICH Council, served as Chair of the Council in 2020, and was the Co-Chair of the USICH Interagency Working Group on Employment and Homelessness. The Chair and Vice Chair of USICH are selected annually by the member agencies. This partnership builds awareness of the HVRP program among the other federal agencies. This has resulted in a more robust relationship between VETS' HVRP grantees and grantees from HUD's Continuum of Care and VA's Supportive Services for Veteran Families (SSVF) and Grant and Per Diem (GPD) programs. USICH meets quarterly where grantees from the 19 federal agencies co-present best practices, highlighting their successes in carrying out the Federal Strategic Plan to Prevent and End Homelessness.

Department of Veterans Affairs

DOL partners with VA to provide efficient service to veterans with disabilities who receive services through VA's Veteran Readiness and Employment (VR&E) program, 38 U.S.C., Chapter 31. Following VR&E's determination that a veteran or service member is entitled to Chapter 31 benefits, local VR&E, VETS, and AJC staff coordinate efforts to provide local labor market information (LMI) to be used in developing the veteran's Individual Written Rehabilitation Plan (IWRP) and providing employment services to assist the veteran in securing suitable employment.

DOL and VA have a longstanding Memorandum of Understanding (MOU) between VETS and the VR&E program. The MOU formalizes the interagency partnership that seeks to increase the employment prospects and positive outcomes for veterans enrolled in the Chapter 31 program. An area of interest that both agencies have explored is how to increase the number of veterans enrolled in the Chapter 31 program who enter Registered Apprenticeships. Registered Apprenticeship opportunities continue to grow, offering promising career paths for veterans with

disabilities to earn sustainable wages and achieve their potential. DOL and VA, along with DOL's ODEP, conducted a pilot project that provided training to VR&E, VETS, and public workforce system staff. The project team also assisted in enhancing DOL's apprenticeship website (apprenticeship.gov) and identified policies and practices that could improve the veteran participants' ability to find and complete apprenticeships.

DOL provided consultation to VA per the Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020, which requires VA: 1) to conduct a one-year independent assessment of the Transition Assistance Program (TAP) and provide a report to Congress, and 2) to conduct a longitudinal study on changes to TAP and provide annual progress reports and a final report. The law requires VA to carry out these activities in consultation with DOL, DOD, and SBA, and to submit reports to Congress jointly with these other agencies.

Department of Defense

DOL partners with DOD, the Department of Education (ED), VA, the Department of Homeland Security (DHS), SBA, and the Office of Personnel Management (OPM) to administer TAP. The purpose of TAP is to ensure that active-duty service members, Guard and Reserve members, and their spouses and families make a smooth transition from military to civilian life, and, in particular, to the civilian workforce. In addition to conducting the TAP employment workshops, DOL developed and implemented specialized TAP curricula for the spouses of transitioning service members. DOL is collaborating with DOD and the military services to conduct the Employment Navigation and Partnership Pilot (ENPP), which provides career transition assistance outside the regular classroom instruction. DOL works collaboratively with the other interagency partners to provide program oversight. In conjunction with DOD and VA, DOL co-chairs the TAP Interagency Executive Council, the TAP Senior Steering Group, and the six functional working groups. This collaborative interagency partnership delivers transition assistance annually to approximately 200,000 service members.

VETS partners with DOD's Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI), which began in FY 2016, to gain a better understanding of transitioning service members' characteristics, which helps VETS to better serve them. In FY22, VETS updated the data-sharing agreement with DMDC to expand the data transferred to DOL.

Appendix II: Online and Electronic Tools

The [Department of Labor \(DOL\) Veterans' Employment and Training Service \(VETS\) website](https://www.dol.gov/agencies/vets) (https://www.dol.gov/agencies/vets) provides information on DOL VETS' programs and policies in support of the mission to prepare America's veterans, service members, Guard and Reserve members, and their spouses for careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities. Employers can receive personalized assistance in finding and employing veterans. Veterans can connect with federal, state, and other resources.

The [Military Spouses webpage](https://www.dol.gov/agencies/vets/veterans/military-spouses) (https://www.dol.gov/agencies/vets/veterans/military-spouses), a part of the DOL VETS website, is a public resource designed to assist eligible military spouses in accessing information to support licenses and credentials when transitioning across state lines. Specifically, military spouses can find resource links to guidelines and state laws on professional licensing. Military spouses can search for each licensing board within the state they are moving to by following the links that provide this information. Moreover, the webpage features several helpful links and resources for military spouses.

Transition Assistance Program Employment Navigation System

Beginning in fiscal year (FY) 2021, VETS and the Office of the Chief Information Officer (OCIO) collaborated to procure and develop a client management system (CMS) for the Employment Navigator and Partnership Pilot (ENPP). The Transition Assistance Program (TAP) Employment Navigator System (TENS) is a Salesforce-based platform used to assist Employment Navigators (EN) in managing the service members they are helping during the pilot. The TENS minimum viable product (MVP) went live in the first quarter of FY 2022 (December 2021). VETS continued to build out the MVP during FY22. TENS allows for ease of client management, tracking of services provided, referral to partner organizations, and tracking of outcome data. In FY 2023, VETS will develop added functionality for the system.

[Honoring Investments in Recruiting and Employing \(HIRE\) Vets Medallion Program](http://www.hirevets.gov/) website (http://www.hirevets.gov/) is the outreach platform for the HIRE Vets Medallion Award program, which recognizes employer efforts to recruit, employ, and retain veterans. The site provides information on the HIRE American Military Veterans Act of 2017 and facilitates the award application system. The site features an account holder login system and a dynamic map of all award recipients. Account holders may apply for the award via the system, download materials, and add a universal record locator (URL) to their profile, which adds a hyperlink to the map.

[VETS Case Management System \(VCMS\)](https://cmp.dol.gov/suite/sites/vcms) (https://cmp.dol.gov/suite/sites/vcms) allows claimants to submit claims to VETS involving potential Uniformed Services Employment and Reemployment Rights Act (USERRA) and Veterans' Preference (VP) violations. Claimants may also monitor the status of their claim, request withdrawal and referral actions, and upload evidence and other documents directly to their assigned investigator through the VCMS. VETS' investigators use VCMS as the case file of record to conduct investigations based on the claims

submitted by claimants. VCMS maintains secure copies of all investigative files and case elements and produces data regarding investigations for formal reporting requirements.

[Online Advisors](http://www.dol.gov/elaws/) (<http://www.dol.gov/elaws/>) mimic the interaction a person might have with an employment law expert and, through certain Advisors, provide assistance with filing complaints under specific laws. Two of the most visited Advisors in the Employment Laws Assistance for Workers and Small Businesses (ELAWS) suite were mentioned earlier in this report:

- [USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/) (<https://webapps.dol.gov/elaws/vets/userra/>)
- [Veterans' Preference Advisor](https://webapps.dol.gov/elaws/vetspref.htm) (<https://webapps.dol.gov/elaws/vetspref.htm>)

VETS maintains three additional ELAWS Advisors:

- [e-VETS Resource Advisor](https://webapps.dol.gov/elaws/evets.htm) (<https://webapps.dol.gov/elaws/evets.htm>) assists veterans, transitioning service members, and all those who support them to navigate information and resources quickly and easily on a range of topics, including benefits and compensation, education and training, employment, family and caregiver support, health, homelessness assistance, transportation and travel, and state-specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state, and local services for veterans, service members, and their families and caregivers.
- [Veterans' Employment and Career Transition Advisor](https://webapps.dol.gov/elaws/VeteransCareerTransition.htm) (<https://webapps.dol.gov/elaws/VeteransCareerTransition.htm>) provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning service members and veterans in their reintegration into the civilian workforce.
- [VETS-4212 Report Advisor](https://webapps.dol.gov/elaws/vets/4212) (<https://webapps.dol.gov/elaws/vets/4212>) was developed to help companies determine if they need to submit a VETS-4212 Annual Federal Contractor Report and, if they do, to understand the process for doing so. It was developed by VETS in collaboration with the Office of the Assistant Secretary for Policy (OASP) and Office of Federal Contract Compliance Programs (OFCCP).

[The Veteran and Military Transition Center](https://www.careeronestop.org/Veterans/default.aspx)

(<https://www.careeronestop.org/Veterans/default.aspx>) and [My Next Move for Veterans](https://www.mynextmove.org/vets/) (<https://www.mynextmove.org/vets/>) are two collections of easy-to-use online tools for transitioning service members, allowing them to search for continuing education providers, employment resources, and veteran benefit and assistance programs. The tools also allow transitioning service members and veterans to search for employment by military occupation specialty and provide access to the online employment toolkit.

[TAP Employment Workshop \(EW\) eBook](https://www.dol.gov/agencies/vets/programs/tap) (<https://www.dol.gov/agencies/vets/programs/tap>) is a DOL-provided electronic version of TAP course curricula at the [VETS TAP homepage](https://www.dol.gov/agencies/vets/programs/tap) (<https://www.dol.gov/agencies/vets/programs/tap>). The Department encourages all participants

to download the content for preview prior to taking the course, as well as to keep for post-course reference.

The [National Veterans' Training Institute \(NVTI\)](https://nvti.org) (<https://nvti.org>) website was developed as a resource to provide information on courses offered, application and tuition costs, and travel information. It also features a repository of helpful DOL and VETS links and recent veteran-related workforce news, such as monthly unemployment rates and academic credits provided for military experience.

The [National Veterans' Technical Assistance Center \(NVTAC\)](https://nvtac.org/) (<https://nvtac.org/>) provides training and technical assistance to its grantees and other organizations who are committed to helping veterans experiencing homelessness find employment.

Appendix III: Veterans' Employment and Training Service Fiscal Year 2022 Learning Agenda

Below are items in the Veterans' Employment and Training Service (VETS) Learning Agenda, developed in coordination with the Department of Labor's (DOL) Office of the Assistant Secretary for Policy (OASP) and Chief Evaluation Office (CEO). This list includes completed and ongoing fiscal year (FY) 2022 studies.

Studies Completed in Fiscal Year 2022

1. Homeless Veterans' Reintegration Program Impact Evaluation Study

The goals for this study were to evaluate the effectiveness of the Homeless Veterans' Reintegration Program (HVRP) on participants' employment outcomes using two complementary studies that bring together mixed methods to fully understand the impacts of HVRP: 1) a non-experimental impact study and 2) an implementation study.

The implementation study addressed three main research topics: a) eligibility and enrollment; b) program services and partnerships; and c) other community services. This study included two data-collection activities: 1) a survey of all program year (PY) 2020 grantees and 2) site visits to eight HVRP grantee communities deliberately selected to inform the impact study. In addition to a final report for the implementation study, the evaluation team also produced four evaluation briefs: (i) The Experiences and Perspectives of Veterans Participating in the HVRP; (ii) Co-Enrollment of HVRP Participants in a Program at an American Job Center (AJC); (iii) Services Provided to HVRP Participants at AJCs; and (iv) Providing Public Employment Services to Veterans Experiencing Homelessness: Gaps and Opportunities.

The final report for the implementation study and the evaluation briefs are posted on the [Completed Studies portion of the CEO website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Homeless-Veterans-Reintegration-Program-Impact-Evaluation) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Homeless-Veterans-Reintegration-Program-Impact-Evaluation>).

2. Transition Assistance Program Apprenticeship Pilot Implementation Study

The goal for this descriptive implementation study was to understand the implementation of the Transition Assistance Program (TAP) Apprenticeship Pilot and provide formative feedback to VETS. It examined the types of activities, strategies, and resources that were utilized under the pilot to assist transitioning service members as they learn about, search for, and secure apprenticeships. It reviewed the patterns of placement in apprenticeship opportunities and related successes and challenges. The data collected for this study consisted of three sources: semi-structured interviews, participant data from the TAP4ME data system, and document review.

The final report is posted on the [Completed Studies portion of the CEO website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Apprenticeship-Evidence-Building-Portfolio) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Apprenticeship-Evidence-Building-Portfolio>).

Ongoing Studies in Fiscal Year 2022

1. Homeless Veterans' Reintegration Program Impact Evaluation Study

The goals for this study are to evaluate the effectiveness of HVRP on participants' employment outcomes using two complementary studies that bring together mixed methods to fully understand the impacts of HVRP: 1) a quasi-experimental impact study and 2) an implementation study.

The impact study uses administrative data and a matched comparison group design to compare key employment-related outcomes for HVRP participants with the outcomes of similar veterans experiencing homelessness who did not participate in HVRP.

The impact study analyses are ongoing, and completion is expected in 2024.

2. VETS Employment Navigator and Partnership Pilot Evaluation

The goal of this formative study is to examine the implementation of the TAP Employment Navigator and Partnership Pilot (ENPP). This evaluation will include: 1) a formative study to help inform its implementation; 2) an implementation study; 3) an outcomes study; 4) an assessment on the feasibility of an impact evaluation for ENPP; and 5) a study to understand the customer experience through the eyes of transitioning service members and military spouses.

The evaluation is expected to be completed in FY 2027.

3. Evaluation of the Veterans' Employment and Training Service Transition Assistance Program

The goals for this study are 1) to conduct a quasi-experimental impact analysis of the TAP Transition GPS (goals, plans, success) model on transitioning service members' employment outcomes and 2) to explore the use of a predictive model to help inform the design of TAP models, such as the current TAP model with requirements based on the National Defense Authorization Act (NDAA) of 2019. The data sources for this study include administrative data from the U.S. Department of Health and Human Services (HHS) and West Point Office of Economic and Manpower Analysis.

The final report is expected to be completed in FY 2023.

4. TAP Evaluation and Employment Navigation (TEEN) Study

The goal of this project is to combine three data sources: 1) armed forces administrative data from the Veteran Data Exchange Initiative (VDEI) with the Department of Defense (DOD), 2) navigator's data from VETS' TAP Employment Navigator System (TENS), and 3) employment data from the National Directory of New Hires (NDNH) with the HHS. The resulting analytic file from combining these data sources will allow DOL to analyze of the challenges faced by separated and retired transitioning service members. More specifically, these data will help VETS to better understand the 1) employment outcomes of the TAP initiative and 2) the role of Employment Navigators (EN) on employment outcomes for transitioning service members.

VETS projects to finalize NDNH-related measures by the end of FY23. NDNH employment outcomes, including wages, will not be developed until FY 2024.

5. VETS Data Strategy Plan

The goal of this project is to compile a comprehensive list of data sources with information on the veteran status and employment outcomes of individuals and assess the value of these data sources for VETS' analytic needs. This is part of CEO's larger project on Administrative Data Research and Analysis (ADRA).

This project started in FY22 and is expected to be completed in 2024.

Appendix IV: Alphabetical Listing of Honoring Investments in Recruiting and Employing Vets Medallion Award Recipients, with Location and Award Type, 2022

As noted above on page 38, award types are: small gold (SG), small platinum (SP), medium gold (MG), medium platinum (MP), large gold (LG), and large platinum (LP).

Employer Name	DBA	City	State/ Terr.	Award Type
3 Reasons Consulting, LLC		Mechanicsville	VA	SG
34ED, LLC	Centegix	Atlanta	GA	SG
3C USA, LLC	Sanitex Global	New York	NY	SG
7G Environmental Compliance Management		Tallahassee	FL	MG
8-koi	8-koi	Melbourne	FL	MG
A&M Transport, LLC	A&M Transport	Glendale	OR	MP
A2 Supply Chain Services, LLC	Restoration 1 of Western Wayne County	Ann Arbor	MI	SP
Abile Group, Inc.		Harwood	MD	MP
ABML, LLC		Deerfield Beach	FL	MG
Academy Securities, Inc.		New York	NY	MG
ACROPOLIS CONTROLS ENGINEERS, PLLC	ACROPOLIS ENGINEERS	Raleigh	NC	SG
Actualized Business Solutions, Inc.	ABSI Aerospace & Defense	California	MD	SG
Adaptive Construction Solutions	Adaptive Construction Solutions	Houston	TX	SP
ADT Commercial		Boca Raton	FL	LG
Advanced Internet Marketing, Inc.	The GBS Group	Virginia Beach	VA	MG
Advanced Technology International		Summerville	SC	MP
Aggregate Resource Industries, Inc.		Springfield	OR	MG
Agile IT Synergy	AITTS	Tampa	FL	SP
Agility Federal, LLC		Phoenix	AZ	SG
AGS, LLC		Las Vegas	NV	LG
Air Quality Solutions Heating & Cooling		Grove City	OH	SP
Air Traffic Engineering Co, LLC	ATEC	Northfield	NJ	MG
Airstreams Renewables, Inc.		Tehachapi	CA	SG
Alaska Joint Electrical Apprenticeship and Training Trues		Anchorage	AK	MG

Employer Name	DBA	City	State/ Terr.	Award Type
All Embracing Home Care, LLC	All Embracing Home Care, LLC	Grand Forks	ND	SG
All In Solutions, LLC		Fredericksburg	VA	MP
All Inclusive Security & Investigation	All Inclusive Security & Investigation	Detroit	MI	SG
Allegient Defense, Inc.		Arlington	VA	MG
ALLO Communications	ALLO Communications	Imperial	NE	LG
Alluvionic, Inc.		Melbourne	FL	SG
ALLY Construction Services, LLC	ALLY Construction Services	Bensalem	PA	SP
AM General		South Bend	IN	SG
AMDEX Corporation	AMDEX Corporation	Rockville	MD	MG
American Corrosion Solutions, Inc.		Corpus Christi	TX	SG
American States Utility Services, Inc.	ASUS	San Dimas	CA	MP
AMERICAN SYSTEMS		Chantilly	VA	LG
American Veteran Solutions, Inc.		Las Vegas	NV	SP
American Warrior Partnership, Inc.		Augusta	GA	SP
AmeriVet Securities, Inc.		New York	NY	SP
Ametrine Inc.		Round Rock	TX	SP
Amphenol Borisch Technologies		Grand Rapids	MI	MG
ANALYGENCE, Inc.		Fulton	MD	MG
Analytic Services, Inc.	ANSER	Falls Church	VA	MP
Analytical Engineering, Inc.		Columbus	IN	SP
Angelion Mobility		Bryn Mawr	PA	SG
ANVIL SYSTEMS GROUP, Inc.		Lorton	VA	SP
Apogee Solutions, Inc.		Chesapeake	VA	MG
A-P-T Research, Inc.		Huntsville	AL	MG
Aptive Resources		Alexandria	VA	MP
Argent Technologies, LLC	Argent Technologies, LLC	Floresville	TX	SG
Armcorp Construction, Inc.	Armcorp Construction, Inc.	Celina	OH	SP
Arsiem Corporation, Inc.		Baltimore	MD	SG
Artemis Electronics, LLC		Prospect	KY	SG
Asheville Buncombe Community Christian Ministries – Veterans Services of the Carolinas	ABBCM	Asheville	NC	SG

Employer Name	DBA	City	State/ Terr.	Award Type
ASJ IT Services, LLC	ASJ Solutions	Chesapeake	VA	SG
Assertic, LLC		Chicago	IL	SG
Assertive Professionals		Southern Pines	NC	SG
Assessment Technologies Group	Assessment Technologies Group	Jacksonville	FL	SP
Assured Consulting Solutions, LLC		Reston	VA	MP
Assured Information Security, Inc.	AIS	Rome	NY	MG
Astound, LLC	Veteran Recruiting	Warrington	PA	SG
Atec, Inc.	Atec, Inc.	Stafford	TX	MG
ATECH, Inc.		Nashville	TN	SG
Atkinson Aeronautics & Technology, Inc.		Fredericksburg	VA	SP
Atlas Sand Company, LLC	Atlas Sand	Austin	TX	MP
Atlas Technologies, Inc.		North Charleston	SC	MG
Atriax, PLLC		Hickory	NC	SG
ATS ESOP Holdings, Inc.	ATS/Acclaim Technical Services	Reston	VA	MG
Attain Technology, Inc.		Providence	RI	SG
Attollo, LLC	Attollo, LLC	New Bern	NC	SG
Aunty's Place Early Learning & Child Care Center, LLC	Aunty's Place Early Learning & Child Care Center, LLC	Auburn	WA	SG
AutoBase, Inc.		Amityville	NY	MP
AVANTUS FEDERAL	Avantus Federal	McLean	VA	LG
Aviate Enterprises, Inc.		McClellan	CA	SP
Aviation Safety Resources, Inc.		Nicholasville	KY	SG
AVIVV, LLC		San Diego	CA	SP
Azimuth Corporation		Beavercreek	OH	MP
Azule Management Group, Inc.		Lakeville	MN	SG
B.A.F.E Group, LLC		Atlanta	GA	SG
Balance Point Construction		Avon	CO	SG
Bancroft Capital, LLC	Bancroft Capital, LLC	Ft. Washington	PA	SP
Banner Defense, Inc.		Madison	AL	SP
Barnett Engineering & Signaling Laboratories, LLC	BESL	Colorado Springs	CO	SG
Battelle Energy Alliance	Idaho National Laboratory	Idaho Falls	ID	LG
Battlespace, Inc.		Las Vegas	NV	MP

Employer Name	DBA	City	State/ Terr.	Award Type
BBP TRANSPORTATION, Inc.		Douglasville	GA	SG
BC Medical	BC Medical	North Highlands	CA	SG
Beagle Hill Services, LLC		Frazeyburg	OH	SG
Beast Code, LLC		Fort Walton Beach	FL	MG
Bell Textron, Inc.		Fort Worth	TX	LG
Best Version Of Yourself Psychology, LLC	Best Version Of Yourself Psychology, LLC	Henderson	NV	SG
Betis Group, Inc.		McLean	VA	SP
Bevilacqua Research Corporation		Huntsville	AL	MP
BGIS		Seattle	WA	LG
Big Ideas, Inc.		New Ulm	MN	SP
Bilbro Construction Company		Escondido	CA	SG
Bison Health, LLC	Bison Health	Las Vegas	NV	SG
Black Bear Technology Solutions, LLC	Black Bear Technology Solutions, LLC	Alexandria	VA	SP
Black Fox, LLC		Baltimore	MD	SG
Black Hills Service Company, LLC	Black Hills Energy	Rapid City	SD	LP
Black Lion Realty		Newport News	VA	SG
Blake Wilson Group, LLC	Blake Wilson Group	Arlington	VA	SG
Blue Light, LLC		Fayetteville	NC	SG
Blue Star Families		Encinitas	CA	MG
Bluecord International, Inc.	Bluecord	Keizer	OR	SP
BlueHalo, LLC		Arlington	VA	MP
BluePath Labs, LLC		Washington	DC	SP
Boingo Wireless		Los Angeles	CA	MG
Booz Allen Hamilton	Booz Allen Hamilton	McLean	VA	LP
Boston Fusion Corp		Lexington	MA	SG
Boston Government Services, LLC		Oak Ridge	TN	MG
Bradley-Morris Holdings, LLC	Bradley- Morris/RecruitMilitary	Chesapeake	VA	MG
Brighton Marine, Inc.		Brighton	MA	SG
Brightstar Innovations Group, LLC		Arlington	VA	SG
Britescape		Seattle	WA	SG
Brusseau Construction	Brusseau Construction	Palos Verdes Estates	CA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
C & G Consulting, Inc.		Manassas Park	VA	SG
Cabot Hosiery Mills	Darn Tough Vermont	Northfield	VT	MG
Caddell Construction	Caddell Construction Co. (DE), LLC	Montgomery	AL	MG
CAE USA, Inc.		Tampa	FL	LP
Calvert Systems Engineering, Inc.	Calvert Systems	Bellevue	NB	MG
Canvas, Inc.		Huntsville	AL	MG
Capco, LLC		Grand Junction	CO	MG
Cape Henry Associates, Inc.		Virginia Beach	VA	MP
Career Learning & Employment for Veterans, Inc.	Operation: Job Ready Veterans (OJRV)	Indianapolis	IN	SP
Career Systems Development Corp	Penobscot Job Corps Center	Bangor	ME	SG
Carolina Staffing	Shirley Swanson DBA Carolina Staffing	Aiken	SC	SG
Carter-Lambert Divisions, LLC		Waldorf	MD	SG
Carvana	Carvana	Tempe	AZ	LG
Casilo Consulting, LLC	Vector Services	Batavia	IL	MP
Cassidy Consulting Group, LLC	C2G	Hertford	NC	SG
Castle Hill Associates, LLC		Waterville	OH	SG
CAVU CONSULTING, LLC	CAVU Construction	Virginia Beach	VA	SP
Cayuse Holdings, LLC		Pendleton	OR	LP
CB Design Group		Alexandria	VA	SP
Celerity Government Solutions, LLC	Xcelerate Solutions	McLean	VA	MG
Charter Trading Corporation		Clear Lake Shores	TX	SG
Chesapeake Bay Helicopters, Inc.		Chesapeake	VA	SP
Choisys Technology, Inc.		Ashburn	VA	SP
Chronic Golf, LLC	Chronic Golf	Hilton Head Island	SC	SG
CCIB	CCIB	Orlando	FL	SG
Cincinnati Incorporated		Harrison	OH	MG
Cintel, Inc.	Cintel	Huntsville	AL	SG
Circle Computer Resources		Cedar Rapids	IA	MP
Circuit Media, LLC		Denver	CO	MP
City of Alpharetta		Alpharetta	GA	MG
City of Cape Canaveral		Cape Canaveral	FL	MP

Employer Name	DBA	City	State/ Terr.	Award Type
City of Harker Heights		Harker Heights	TX	MG
City of St. Charles	City of St. Charles	St. Charles	IL	MG
City of Toledo		Toledo	OH	LP
City of Treasure Island		Treasure Island	FL	MG
Clarklift of Des Moines, Inc.	Forklifts of Des Moines	Des Moines	IA	SG
Clear Creek Group, Inc.		Reston	VA	MP
Client First Technologies, LLC		Fairfax	VA	SP
Client/Server Software Solutions, Inc.	Constellation West	Vienna	VA	MG
Coalfire Systems, Inc.		Westminster	CO	LG
Cognosante		Falls Church	VA	LG
Cognovi Labs	Cognovi Government Services	Dayton	OH	SP
Colorado Sheet Metal JATC		Colorado Springs	CO	MP
Colorado Springs Utilities		Colorado Springs	CO	LG
Communities In Schools of Spokane County	Communities in Schools of Spokane County	Spokane	WA	SG
Community Security Services, LLC	CSSI	Mobile	AL	SP
Compendium Federal Technology, LLC	CFT	Lexington Park	MD	SP
Computer Training Services, LLC	New Horizons Computer Learning Center	Knoxville	TN	SG
COMSETRA, LLC	COMSETRA	Jay	OK	SG
COMSO, Inc.		Columbia	MD	SP
Conceras, LLC		Fairfax	VA	SG
Concordant, LLC		Laramie	WY	SP
Conditioned Air Company of Naples, LLC		Naples	FL	MG
Connectria, LLC		St. Louis	MO	MG
Consolidated Nuclear Security, LLC	Y-12 National Security Complex	Oak Ridge	TN	LG
Constellation Software Engineering Corp	CSEngineering	Annapolis	MD	MG
Construction Helicopters, Inc.	CHI AVIATION	Howell	MI	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Construction Services Group, Inc.		Charleston	SC	SP
Contracting Resources Group, Inc.		Baltimore	MD	MP
Convergint Technologies, LLC	Convergint	Schaumburg	IL	LG
Converse Construction, Inc.	Converse Construction, Inc.	Redding	CA	SG
Converse Electric		Grove City	OH	MG
Core Government Services Corporation	CGS	Charles Town	WV	SG
Core4ce	Core4ce, LLC	Reston	VA	MG
Coronet Technology Enterprises, Inc.	CivilianCyber	Richmond	VA	SP
Corporate America Supports You (CASYS)	VetJobs	Lake St. Louis	MO	MP
Corps Solutions, LLC		Stafford	VA	MG
CoSolutions, Inc.		Sterling	VA	MG
CP Marine, LLC	CPMG, LLC	Juneau	AK	SP
CPS Professional Services, LLC	CATHEXIS	Falls Church	VA	MG
Crane 1 Services	Crane 1 Services	Miamisburg	OH	MG
Criterion Systems, Inc.		Vienna	VA	MG
Critical CxE, Inc.	Critical CxE, Inc.	Annapolis	MD	SP
Cromulence, LLC		Melbourne	FL	MG
Crossworks Technologies, Inc.	Crossworks Technologies, Inc.	Orlando	FL	SG
Cruz Associates, Inc.		Yorktown	VA	MP
CTI Resource Management Services, Inc.	CTI Resource Management Services, Inc.	Jacksonville	FL	MG
Custom Mechanical Systems, Corp	CMS Corporation	Bargersville	IN	MP
Customer Value Partners, LLC	CVP	Fairfax	VA	MG
CymSTAR, LLC	CymSTAR, LLC	Broken Arrow	OK	MG
CymSTAR Services, LLC	CymSTAR Services, LLC	Broken Arrow	OK	MG
Darkblade Systems, LLC		Winchester	VA	MG
DarkStar Intelligence, LLC		Alexandria	VA	MG
Datrose, Inc.		Webster	NY	MG
Dauntless Wine Company		Forest Grove	OR	SG
DD DANNAR, LLC		Muncie	IN	Sg
Dead River Company		South Portland	ME	LG

Employer Name	DBA	City	State/ Terr.	Award Type
Decisive Point Consulting Group, LLC		Waco	TX	MG
Deem Structural Services		Longview	TX	SP
Defense Contracting, Inc.	DCI Solutions	Aberdeen Proving Ground	MD	MP
DEFTEC Corporation		Huntsville	AL	SG
Deiter Bros. Fuel Co., Inc.	Deiter Bros. Heating Cooling Energy	Bethlehem	PA	SG
Delmarva Veteran Builders		Salisbury	MD	SG
Delta Air Lines	Delta Air Lines	Atlanta	GA	LG
DELTA CON GLOBAL, Inc.	Deltacon Security	Sugarland	TX	SP
DEMCO ENTERPRISES, Inc.	Demco Automation	Quakertown	PA	SG
Devine Timoney Law Group	Devine Timoney Law Group	Blue Bell	PA	SP
DIGITAL GLOBAL CONNECTORS, LLC		McLean	VA	SG
DiSorb Systems, Inc.		Philadelphia	PA	SG
Dixon Management Group, LLC	SERVPRO of Belle Meade	Nashville	TN	SG
DK & R Corp		Henderson	NV	SP
Dominion Energy, Inc.		Richmond	VA	LG
Dorrean, LLC		Reston	VA	SG
Dotts Group, LLC		Downingtown	PA	SG
Draken International, LLC		Fort Worth	TX	MP
Drexel Hamilton, LLC	Drexel Hamilton, LLC	New York	NY	SG
DroneShield		Warrenton	VA	SG
DSoft Technology, Engineering & Analysis		Colorado Springs	CO	SP
DuPont de Nemours, Inc.		Wilmington	DE	LG
DWBH, LLC	DWBHCORP	Arlington	VA	SG
Dynamic Planning & Response, LLC		Honolulu	HI	SG
Eagle Systems, Inc.		California	MD	MG
EARLY SERVICES, Inc.		Decatur	AL	SG
Eastern Carolina Vocational Center, Inc. (ECVC)		Greenville	NC	MG
Electric Power Systems International, Inc.		Maryland Heights	MO	LG
Electric Test Instruments, LLC	ETI Precision	Frederick	MD	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Eljen Corporation		Windsor	CT	MG
EM Key Solutions, Inc.		St. Petersburg	FL	SP
EMD, LLC	EMD, LLC	Woodbridge	VA	SG
Employment Source, Inc.	ServiceSource	Fayetteville	NC	MP
Enhanced Veterans Solutions, Inc.		Fairfax	VA	MP
ENSCO Avionics, Inc.		Endicott	NY	MG
ENSCO Rail, Inc.		Springfield	VA	SP
ENSCO, Inc.		Springfield	VA	LG
Entegrity Consulting Group		Dayton	OH	SP
Entergy Corporation		New Orleans	LA	LG
Environet, Inc.		Honolulu	HI	SG
Environmental Chemical Corporation		Burlingame	CA	MP
Eolian		Clearwater	FL	SG
EPS Corporation		Tinton Falls	NJ	MP
Eskridge Enterprises, LLC	Eskridge & Associates	Round Rock	TX	SP
EST Companies	EST Companies, LLC	Tempe	AZ	SG
Etranservices		Fredericksburg	VA	SG
Ever-Green Energy, Inc.		Saint Paul	MN	MG
Evergreen Fire and Security	Evergreen Fire and Security	Tacoma	WA	MP
Eversource Energy		Hartford	CT	LG
Exact Staff, Inc.		Calabasas	CA	MG
Excalibur Legal Staffing, LLC	The Excalibur Group	Washington	DC	SG
Excel Medical Staffing, LLC		Grapevine	TX	SP
Excentium, Inc.		Reston	VA	MP
Exceptional Employees for Exceptional Results, Inc.	E3R, Inc.	San Diego	CA	SG
Expansia Group, LLC	EXPANSIA	Nashua	NH	MP
Expeditionary Technology Services, Inc.		Smyrna	GA	SP
Explosive Countermeasures International, Inc.	ECI	Delaplane	VA	SP
F3EA, Inc.		Savannah	GA	MG
FASTPORT, Inc.		Valparaiso	IN	SG
Federal Acquisition Strategies, LLC		Arlington	VA	SP
Federal Practice Group (Eric S. Montalvo, PLLC)	Federal Practice Group	Washington	DC	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Federal Strategies, LLC	Federal Strategies, LLC	Fredericksburg	VA	SG
FedPoint (LTC Partners)	FedPoint	Portsmouth	NH	MG
FireSAFE		Lakeville	MN	MP
First Choice Counseling Professional Corporation	First Choice Counseling Professional Corporation	University City	MO	SG
First Nation Group, LLC		Niceville	FL	MP
Five Star Global Security, LLC		Fayetteville	NC	SG
Flagship Management, LLC		Bristol	PA	SG
Flatter, Inc.	Flatter	Fredericksburg	VA	MG
Florida is for Veterans, Inc.	Veterans Florida	Tallahassee	FL	SG
Freedom Staffing, LLC		Indianapolis	IN	MG
Fresh Start, LLC	The Groutsmith	Bryn Mawr	PA	SP
Frontier Market Solutions, LLC	Ravenox	Mount Vernon	WA	SG
Fusion Cell, LLC		Windham	NH	SP
Future Tech Career Institute		Chicago	IL	SP
G F G Contractor, LLC	GFG Contractor	Montgomery	AL	SG
Gannon & Scott Phoenix, Inc.		Phoenix	AZ	SG
Gary Gaston Global Career Coaches	G3 Global Career Coach	Arlington	VA	SG
Gary Merlino Construction		Seattle	WA	MG
Gary R Banks Industrial Group, LLC	Banks Industrial Group	West Berlin	NJ	SG
Gatekeeper Intelligent Security	Gatekeeper Security, Inc.	Sterling	VA	SG
Gauss Management Research and Engineering (GMRE, Inc.)		South Ogden	UT	MG
GCubed Enterprises, Inc.	GCubed, Inc.	Stafford	VA	SP
GDM		Bingen	WA	SG
General Dynamics Mission Systems	General Dynamics Mission Systems	Fairfax	VA	LP
General Dynamics NASSCO-Norfolk	General Dynamics NASSCO-Norfolk	Norfolk	VA	LP
General Dynamics-Bath Iron Works		Bath	ME	LG
GenTech Associates, Inc.		Indianapolis	IN	MG
Geo Owl, LLC		Wilmington	NC	MG
Geostabilization International	Geostabilization International	Denver	CO	LP

Employer Name	DBA	City	State/ Terr.	Award Type
Get Off the Drawing Board, LLC	Divergence Academy	Addison	TX	SG
Global C2 Integration Technologies	Global C2 Integration Technologies	Las Vegas	NV	SP
Global Security Services		Davenport	IA	MP
Global Skills Exchange Corporation	GSX, Global Skills X-change	Alexandria	VA	SG
Global Technology & Management Resources, Inc.	GTMR, Inc.	Hollywood	MD	MG
GLOBALFOUNDRIES U.S., Inc.		Malta	NY	LG
Glotech, Inc.		Rockville	MD	MP
Go Energistics		Dallas	TX	SG
Goldbelt C6, LLC		Chesapeake	VA	MP
Gold Falcon, LLC		Chesapeake	VA	MP
Gold Frontier, LLC		Alexandria	VA	MP
Goldbelt Glacier Health Services, LLC		Alexandria	VA	MP
Goldbelt Hawk, LLC		Newport News	VA	MP
Goldbelt Nighthawk, LLC		Newport News	VA	SP
Goldbelt Security, LLC		Juneau	AK	MP
Goldbelt Transportation, LLC		Juneau	AK	SP
Golden Key Group		Reston	VA	MG
Good Samaritan Society – Simla		Simla	CO	SG
Gotham Government Services		McLean	VA	SG
Government Tactical Solutions		Vienna	VA	MP
Grace Federal Solutions, LLC		Raleigh	NC	SG
Green Cell Consulting, LLC		Fredericksburg	VA	SG
Greencastle Associates Consulting, LLC		Malvern	PA	MP
GSI Services Group, Inc.		Honolulu	HI	MG
GSMB Services, LLC	Gold Star Medical Business Services	Horseshoe Bay	TX	SP
GUARDIAN ANGELS MEDICAL SERVICE DOGS, Inc.		Williston	FL	SP
H2 Performance Consulting Corp		Gulf Breeze	FL	MP
Hancock Management, LLC		Derry	NH	SG
Hard4Life NPO	Hard4Life NPO	Union	SC	SG
Harmonia Holdings Group, LLC		McLean	VA	MG
Hawkeye Tracking, Inc.		Lexington Park	MD	SG

Employer Name	DBA	City	State/ Terr.	Award Type
HD Dog Training, LLC		Bensalem	PA	SG
Health by Design		Jacksonville	FL	SG
Helimax Aviation, Inc.	Helimax Aviation, Inc.	McClellan	CA	MG
Helios Defense Solutions, LLC		Eldersburg	MD	SP
Hernandez Consulting and Construction	Hernandez Consulting and Construction	New Orleans	LA	MP
High Order Solutions, LLC		Frisco	TX	SG
HigherEchelon, Inc.		Huntsville	AL	MP
Highland Engineering, Inc.		Howell	MI	SG
Historic Flight Foundation		Spokane	WA	SG
HTM Global, LLC	College of Biomedical Equipment Technology	San Antonio	TX	SG
HudsonAnalytix, Inc.		Cherry Hill	NJ	SG
Huot Construction & Services	Huot Construction & Services	South St. Paul	MN	SG
HurtVet Subcontracting		Park City	UT	SP
Iconix Critical Solutions, LLC		Amsterdam	NY	MP
IDEA HELIX, Inc.		Fremont	CA	SG
Independence Hydrogen, Inc.		Ashburn	VA	SP
Indigo IT, LLC		Reston	VA	MG
Industrial Cooling Corporation		Metuchen	NJ	MG
Industrial Packaging Supplies, Inc.	IPS Packaging & Automation	Fountain Inn	SC	MP
Infinity Technology Services, LLC	ITS, LLC	Colorado Springs	CO	MG
Information Management Group, Inc.	IMG	Fairfax	VA	MG
Inspection Experts, Inc.		Columbia	MD	MP
Inspired Solutions, Inc.	Inspired Solutions of Virginia, Inc.	Woodbridge	VA	SG
Integration Innovation, Inc.	i3	Huntsville	AL	LG
INTELLIDYNE, LLC		Falls Church	VA	MG
Intelligent Waves, LLC	Intelligent Waves	Reston	VA	MG
IntePros Federal		Washington	DC	MG
Interactive Government Holdings, Inc.	Interactive Government Holdings, Inc.	Springfield	VA	MP
Interlake Maritime Services		Middleburg Heights	OH	MG

Employer Name	DBA	City	State/ Terr.	Award Type
International Controls Systems, Inc.		Littleton	CO	SG
International Training Fund		Annapolis	MD	LP
Intrepid Solutions and Services, LLC		Herndon	VA	MG
Intuitive Research and Technology Corporation		Huntsville	AL	LP
Invenergy		Chicago	IL	LG
iostudio, LLC	iostudio, LLC	Nashville	TN	MG
IronMountain Solutions, Inc.	IronMountain Solutions, Inc.	Huntsville	AL	MG
IT Concepts, Inc.		Vienna	VA	MG
IT Veterans, LLC	IT Veterans, LLC	Herndon	VA	SP
J Forrest Group	Forrest Performance Group (FPG)	Fort Worth	TX	SG
Jackson Ryan Construction Services, Inc.		Suffield	CT	SG
Janissary, LLC		Houston	TX	SP
Java Productions, Inc.	JPI	Blacksburg	VA	MG
Jay & Kay Mfg., LLC	Jay & Kay Mfg., LLC	Croswell	MI	SP
JB Management, Inc.		Alexandria	VA	SG
JCTM, LLC		Charlotte	NC	MP
Jersey Tractor Trailer Training, Inc.		Lyndhurst	NJ	SG
Jesus M Salcedo	Yugen Brazilian Jiu-Jitsu	York	PA	SG
JGMS Government Services, LLC	JGMS Government Services, LLC	Grand Junction	CO	SG
Jingoli Nuclear Services, LLC		Lawrenceville	NJ	SP
Jingoli Power, LLC		Lawrenceville	NJ	MP
JIT Staffing, LLC	Just In Time Staffing	Round Rock	TX	SP
JMA Resources, Inc.		East Berlin	PA	SP
Joelle Rabow Maletis & Associates, Inc.	Joelle Rabow Maletis	Mountain View	CA	SP
John H. Northrop & Associates, Inc.	JHNA	Clifton	VA	MG
John Jensen	Isaiah 58-Ministries of Love	Rogersville	AL	SG
John Stevens Berry PC LLO	Berry Law Firm	Lincoln	NE	MG
Jovian Concepts, Inc.		Hanover	MD	MG
JR Kays Trucking, Inc.		Clarendon	PA	SP
JVC Enterprises, Inc.		Byron Center	MI	SG
JVS SoCal		Los Angeles	CA	MG

Employer Name	DBA	City	State/ Terr.	Award Type
K.S. Ware & Associates, LLC		Nashville	TN	SP
KA Logistics, Inc.		Bolingbrook	IL	MG
KaDSci, LLC		Fairfax	VA	SP
Kaiva Services		Tulsa	OK	SG
Kaizen Approach, Inc.		Hanover	MD	SP
KAW Enterprises, LLC		The Villages	FL	SG
Kegman, Inc.	Kegman, Inc.	Melbourne	FL	SG
Kent, Camp and Kate (KCK), Inc.		Arlington	VA	SP
Kentco Corporation	ProteQ	Herndon	VA	SG
Keystone Fire & Security		North Wales	PA	MG
Kingfisher Systems, Inc.		Falls Church	VA	MG
Kingsky Flight Academy, LLC		Lakeland	FL	SG
KIRSH Helmets, Inc.	KIRSH Helmets	Schenectady	NY	SG
KITTENS Cleaning Service, LLC	KITTENS Cleaning Service	Galax	VA	SG
Kitty Hawk Technologies		Honesdale	PA	SG
Knight Federal Solutions, Inc.		Orlando	FL	MG
Knowesis, Inc.		Fairfax	VA	MP
KnowledgeBridge International, Inc.	KBI	Chantilly	VA	SP
Kolme Group, LLC		Phoenix	AZ	SP
Korman, LLC		Waukegan	IL	SG
KSA Integration, LLC		Stafford	VA	SP
Kwest Group, LLC	Kwest Group	Perrysburg	OH	MP
Laura Ebner		Annapolis	MD	SG
LAZARUS ALLIANCE, Inc.	LAZARUS ALLIANCE, Inc.	Scottsdale	AZ	SP
Legacy Ironworks, LLC		Pearland	TX	SG
Legato, LLC		Columbia	MD	SP
Leidos		Reston	VA	LG
Leisureland RV Center	Leisureland RV Center	Boise	ID	SG
Leonardo Electronics US, Inc.	Leonardo Electronics	Arlington	VA	MG
Leryn, Inc.	Smash My Trash	Tampa	FL	SG
Linchpin Solutions, Inc.		Tampa	FL	MP
LinQuest Corporation		Los Angeles	CA	LG
Lockheed Martin		Bethesda	MD	LG
Los Alamos National Laboratory		Los Alamos	NM	LG
Louisiana Energy Services, LLC	URENCO USA	Eunice	NM	MP
Lucas Group		Atlanta	GA	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Lukos, LLC		Tampa	FL	MP
Lynch Consultants, LLC	Lynch Consultants, LLC	Arlington	VA	MP
M Dean Owen, CPA, PSC		Paducah	KY	SG
Magnolia River Services		Decatur	AL	LG
Magnum Opus, LLC	MO Studio	Denver	CO	SG
Mainsail Group, LLC		Bedford	MA	MG
Maise Group, LLC	Maise Technology	Brigham City	UT	SG
Malace HR	Malace HR	Troy	MI	SG
ManTech International Corporation		Herndon	VA	LG
Mark Ronning, LLC	Northwest Veterans Law	Salem	OR	SP
Markon, LLC	Markon Solutions, An Answer Advisory Company	Falls Church	VA	MP
Marxmen Protection Agency		Dundalk	MD	SG
Matrix Providers	Matrix Providers	Denver	CO	LG
Maveris, LLC	Maveris	Martinsburg	WV	MP
MB Solutions, Inc.		Huntsville	AL	MP
MCPc Holdings, Inc.		Cleveland	OH	MG
MEDFORD KNIFE & TOOL, LLC		Phoenix	AZ	SG
Memphis-Shelby County Schools	Memphis-Shelby County Schools	Memphis	TN	LG
Mesa Natural Gas Solutions		Loveland	CO	MP
Messer North America, Inc.	Messer Americas	Bridgewater	NJ	LG
Metal Masters	Eagle Group	Clayton	DE	MG
Metis Technology Solutions, Inc.		Albuquerque	NM	MP
Metro Data, Inc.		Cockeysville	MD	SG
MI Technical Solutions, Inc.		Chesapeake	VA	MP
Miles Technology Solutions, LLC	Miles Enterprise Solutions	Charlotte	NC	SG
Military Officers Association of America	MOAA	Alexandria	VA	MG
Miquin, LLC		Katy	TX	SG
Mischler Financial Group		Corona Del Mar	CA	MP
Mission1st Group, Inc.	Mission1st Group, Inc.	Arlington	VA	MP
MIT Lincoln Laboratory	MIT Lincoln Laboratory	Lexington	MA	LG

Employer Name	DBA	City	State/ Terr.	Award Type
Mitchell Technical College	Mitchell Technical College	Mitchell	SD	MG
MITRE Corporation		Bedford	MA	LG
MKS2, LLC		Austin	TX	MG
MLM Services, Inc.	Maintenance and Logistics Management, Inc.	Camp Hill	PA	SG
Monte Sano Research Corporation		Huntsville	AL	MP
Mortgage Research Center, LLC		Columbia	MO	LG
Mosquito Joe SPCA		Lancaster	PA	SG
Mountaineer Community Health Center		Paw Paw	WV	SG
Moyer Brothers Company, Inc.		Luray	VA	SG
MRP Training Solutions, Inc.		San Diego	CA	SG
Murray Automotive Group, Inc.	Murray Chrysler Dodge Jeep Ram	Starke	FL	SG
Murray Ford Mercury, Inc.	Murray Ford Superstore	Starke	FL	MG
Murray Ford of Kingsland	Murray Ford of Kingsland	Kingsland	GA	SG
Nation's Finest		Santa Rosa	CA	MP
Nationwide IT Services, Inc.		Fairfax	VA	MP
Nationwide Pharmaceutical, LLC		San Antonio	TX	SG
Naval Systems, Inc.		Lexington Park	MD	MG
Navigator Development Group, Inc.		Enterprise	AL	MP
Navigator International, LLC		Huntsville	AL	MG
nDepth Security, LLC	nDepth Security	Columbia	MD	SG
Nemean Solutions, LLC		Sierra Vista	AZ	MP
NetCentrics	NetCentrics	Herndon	VA	MP
Netizen Corporation		Allentown	PA	SP
NetLink Solutions, LLC		Broken Arrow	OK	SG
Network Cabling Services	NCS Network Cabling Services	Houston	TX	MG
Neuroscience Associates, LLC	Neuroscience Associates, LLC	Knoxville	TN	SG
NewBridge Partners, Inc.		Herndon	VA	SP
NexTech Solutions, LLC		Tampa	FL	MP
NextEra Energy		Juno Beach	FL	LP
NextGen Federal Systems		Morgantown	WV	MG

Employer Name	DBA	City	State/ Terr.	Award Type
NineLine Veteran Services	NineLine Veteran Services	Fife	WA	SG
Nisga'a Data Systems, LLC		Chantilly	VA	MP
Nisga'a Tek, LLC		Chantilly	VA	MP
NorCal Staffing Group, Inc.	TangoAlpha3	Austin	TX	SG
North America Mattress Corp		Clackamas	OR	SG
North America Consulting Services, Inc.	NACS, Inc.	Point Pleasant	WV	SG
North America Rescue, LLC		Greer	SC	MP
North American Substation Services, LLC		Altamonte Springs	FL	MG
Northrop Grumman Corporation	Northrop Grumman Systems Corporation	Falls Church	VA	LG
Norton Consulting & Investigations		Lakewood	WA	SG
nou Systems, Inc.	nou Systems, Inc.	Huntsville	AL	MG
NTT Global Data Centers Americas, Inc.		Sacramento	CA	MG
Nuss Truck and Equipment	Nuss Truck and Equipment	Roseville	MN	MP
Oaklea Security Services, LLC	Oaklea Simpson Security	Westminster	MD	MP
Oasis Systems, LLC	Oasis Systems	Burlington	MA	LG
Obera, LLC		Herndon	VA	SG
Odin Consulting International, LLC	Odin Consulting International, LLC	Tampa	FL	SG
Odyssey Systems Consulting Group		Wakefield	MA	LG
Offset Strategic Services, LLC		Huntsville	AL	SP
Okaloosa-Walton Jobs and Education Partnership, Inc.	CareerSource Okaloosa Walton	Shalimar	FL	SG
Olympus Solutions, Inc.		Daytona Beach	FL	SG
OMNICOMMANDER, Inc.	OMNICOMMANDER	Miramar Beach	FL	MG
On Target Solutions, Inc.		Hendersonville	TN	SG
On Time Prime, LLC		Daytona Beach	FL	MG
Ondra-Huyett Associates, Inc.	Ondra-Huyett Associates, Inc.	Allentown	PA	SP
Onset Technologies, LLC		Houston	TX	SG
Open Security, Inc.		San Antonio	TX	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Open Systems Technologies Corporation	Open Systems Technologies Corporation	Gainesville	VA	MP
Optimum Low Voltage, LLC	Optimum Fire & Security	Wilmington	NC	SG
Optimus Technologies, Inc.		Pittsburgh	PA	SG
Opto-Knowledge Systems, Inc.	OptoKnowledge	Torrance	CA	SG
Orbit Advanced Technologies, Inc.		Warminster	PA	SG
Orion ICS, LLC	Orion Talent	Cary	NC	MG
Outdoor Services of the Coulee Region, Inc.	Outdoor Services, Inc.	West Salem	WI	SG
Overwatch Mission Critical	Overwatch Mission Critical	Austin	TX	SG
OWT Global, LLC		Tampa	FL	MG
Oxley Enterprises, Inc.		Fredericksburg	VA	SP
P-11 Security, Inc.	P-11 Security	Torrance	CA	SP
PACCAR WINCH, Inc.	PACCAR WINCH, Inc.	Broken Arrow	OK	MG
Pacific Gas & Electric Company (PG&E)		San Francisco	CA	LP
PacifiCorp		Portland	OR	LG
Paris Union School District No. 95	Paris Union School District No. 95	Paris	IL	SG
Parsons Corporation		Centreville	VA	LG
Pathfinder Consultants, LLC		Washington	DC	SP
Patronus Systems, Inc.		Melbourne	FL	MG
Peacemaker Defense Group	Peacemaker Defense Group	Pacific	MO	SG
Pearl Technology, LLC		Peoria Heights	IL	SG
Penn Power Group, LLC	Penn Power Group	Philadelphia	PA	SG
PennFleet Corp		Boothwyn	PA	SG
Pennsylvania Petroleum Association		Middletown	PA	SG
PeopleTec, Inc.		Huntsville	AL	MP
Peraton, Inc.		Herndon	VA	LG
Percival, Inc.		Columbia	MD	SG
Peregrine Technical Solutions		Yorktown	VA	MP
Perfecta Federal, LLC		Springfield	VA	SP
Phase II Staffing and Contracting, LLC	Phase II	Quantico	VA	SP

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Philbrook Construction Services Group, Inc.		Yarmouth Port	MA	SG
Phillips 66		Houston	TX	LG
Phoenix Global Support, LLC		Fayetteville	NC	SP
Phoenix Management, Inc.		Cedar Park	TX	MG
Pikes Peak Library District	Pikes Peak Library District	Colorado Springs	CO	MG
PingWind, Inc.		Annandale	VA	MG
Pinkham Cyr, Inc.		Mooresville	NC	SG
Pittsburgh Hires Veterans		Pittsburgh	PA	SG
PL Consulting, Inc.		Herndon	VA	SG
Planet Technologies, Inc.	Planet Technologies, Inc.	Germantown	MD	MG
Platform Systems, Inc.	Platform Aerospace	Hollywood	MD	MG
PLEXSYS Interface Products, Inc.		Camas	WA	MG
Poutocracy, Inc.		Santa Clara	CA	SG
Powell Strategies, LLC		Annapolis	MD	SG
Precise Systems, Inc.	Precise Systems	Lexington Park	MD	LG
Princeton Plasma Physics Laboratory		Princeton	NJ	LG
Priority 1 Air Resource Operations Arizona LP	Priority 1 Air Rescue (PIAR)	Mesa	AZ	SG
Professional Contract Services, Inc. (PSCI)		Austin	TX	LP
Professional Solutions Delivered, LLC		King George	VA	MP
Programatics, LLC		Alexandria	VA	SP
Project Management Professional Service Corporation	The PMO Squad	Gilbert	AZ	SP
Promising People Enterprises, LLC		Maitland	FL	SG
Property & Environment Management, Inc.		Columbus	OH	SP
Proteum Energy, LLC		Phoenix	AZ	SG
Provalus	Optomi, LLC	Atlanta	GA	MP
Puget Sound Energy		Bellevue	WA	LG
QB Medical, Inc.		Chula Vista	CA	SG
Quadrint, Inc.		Falls Church	VA	MG
Qualis Corporation		Huntsville	AL	MP
Quality Cable Installers, LLC		Houston	TX	SP
Quecon, Inc.		Front Royal	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Quick Services, LLC	QSL	Fayetteville	NC	MP
Quiet Professionals, LLC		Tampa	FL	MP
Quince Medical & Surgical, LLC		Pine Brook	NJ	SG
R3 Strategic Support Group, Inc.	R3 Strategic Support Group, Inc.	Coronado	CA	MP
RADKIN	RADKIN	Houston	TX	MG
Rapid Cycle Solutions		Nokesville	VA	SG
Raytheon Technologies		Waltham	MA	LP
RBR-Technologies		Odenton	MD	MG
Readyop Communications, Inc.		Boca Raton	FL	SG
RealTime, LLC		Dothan	AL	SG
Redsky, LLC		Aldie	VA	SP
RELI Group, Inc.		Catonsville	MD	LP
Reliability & Performance Technologies, LLC	R&P Technologies	Dublin	PA	MG
RELYANT Global, LLC	RELYANT Global, LLC	Maryville	TN	MG
Renaissance Global Services, LLC		Holmdel	NJ	SP
RENCON, LLC	RENCON Door & Glass	Chesapeake	VA	SG
Research and Development Solutions, Inc.	RDSI	Pawcatuck	CT	MG
Resolute ISR, Inc.	Resolute ISR, Inc.	Carson City	NV	SG
Results Technology, Inc.	Results Technology, Inc.	Overland Park	KS	SG
Revolution National Pest Council		Carson	CA	SP
RF Logistics, LLC		Carlsbad	CA	MP
Ricardo Defense, Inc.	Ricardo Defense	Troy	MI	MG
RICHARD GROUP, LLC	RICHARD GROUP, LLC	Glenview	IL	SG
Ridgeline International		Tysons	VA	MG
RightDirection Technology & Solutions, LLC	RDTS	Baltimore	MD	MP
Risk3sixty, LLC		Roswell	GA	SP
Rite Way Heating, Cooling & Plumbing	Rite Way Heating, Cooling & Plumbing	Tucson	AZ	SG
Rite-Solutions, Inc.		Middletown	RI	MP
Road Warrior Logistics, LLC		Modesto	CA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Robert Prosser	National Grid Solutions, LLC	Cypress	CA	SG
Rock Project Management Services, LLC		Renton	WA	SP
rockITdata		Philadelphia	PA	SP
Rocky Mountain Hydrostatics, LLC		Brighton	CO	SP
Rolston Information Systems Assurance	RISA	Lutz	FL	SG
Rosburg Urban Sanitary Authority		Roseburg	OR	SP
RTI Consulting, LLC	RTI Consulting, LLC	Marshall	VA	SG
Rubicon Technical Services, LLC		Kennesaw	GA	MP
Ruchman and Associates, Inc.		Nottingham	MD	MG
S.B, Inc.	Sherman Bros. Heavy Trucking	Harrisburg	OR	MP
Sabre Systems, Inc.		Warminster	PA	MG
SAF, Inc.		Akron	OH	SG
Safe Foods Corporation		North Little Rock	AR	MG
SAFE Project	SAFE Project	Arlington	VA	SP
Safespill		Houston	TX	SP
Saliense Consulting		Tysons	VA	MG
Salute Mission Critical	Salute Mission Critical	Clinton TWP	MI	MP
Sancorp Consulting, LLC	Sancorp Consulting, LLC	Falls Church	VA	SP
Sandia National Laboratories		Albuquerque	NM	LP
Satcom Direct, Inc.		Melbourne	FL	MP
scDataCom, LLC		Savannah	GA	SP
Science Applications International Corporation	SAIC	Reston	VA	LG
Science Systems and Applications, Inc.		Lanham	MD	LG
SDV Command Source, Inc.		Winston-Salem	NC	SP
SDV Construction, Inc.		Albuquerque	NM	SG
SEACORP, LLC		Middletown	RI	MG
Sealing Technologies, Inc.		Columbia	MD	MG
SecureStrux, LLC	SecureStrux	Lancaster	PA	SG
Security 1 Solutions, LLC		Gaithersburg	MD	MG
Semper Fi Doorman	Semper Fi Doorman	Chicago	IL	SG
Semper Valens Solutions, Inc.		Canyon Lake	TX	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Senspex, Inc.		Rio Rancho	NM	SG
Sentar, Inc.	Sentar, Inc.	Huntsville	AL	MG
Sentinels of Freedom Scholarship Foundation		San Ramon	CA	SP
ServiceSource	ServiceSource, Inc.	Oakton	VA	LG
Sevan Multi-Site Solutions, Inc.		Downers Grove	IL	MP
Sharp Decisions, Inc.	Sharp Decisions, Inc.	New York	NY	MG
Shearer & Associates, Inc.		Huntsville	AL	SP
Shen Te Enterprises Incorporated		Tulsa	OK	SG
Shine Systems, LLC	Shine Systems, LLC	Charlottesville	VA	SG
Short Powerline Service, LLC		Glenrock	WY	SG
SHOTSTOP BALLISTICS, LLC		Stow	OH	SG
Sierra Management and Technologies, Inc.		California	MD	MG
Silotech Group, Inc.		San Antonio	TX	MP
SIMCO Electronics		Santa Clara	CA	MG
Simulation Technologies, Inc. (SimTech)		Huntsville	AL	MG
SimVentions, Inc.		Fredericksburg	VA	MP
SixGen, Inc.		Annapolis	MD	MG
SkillStorm Commercial Services, LLC		Jacksonville	FL	MP
Sky Climber Wind Solutions, LLC	Sky Climber Renewables	Delaware	OH	LG
SkyBridge Tactical, LLC		Tampa	FL	MG
SMART Local #46 JATC		Rochester	NY	MP
Smoothstack, Inc.		McLean	VA	MG
SNVC, LC		Herndon	VA	SP
SoCal Airflow Pros	Tactical Air, Inc.	Rancho Santa Margarita	CA	SP
Sodexo Government East		Jacksonville	NC	MP
SOF Intelligence Solutions, LLC		Alexandria	VA	SG
Solutions for Information Design, LLC	SOLID	Fairfax Station	VA	SP
Sonalysts		Waterford	CT	MP
South Carolina Vocations & Individual Advancement, Inc.	South Carolina Vocations & Individual Advancement, Inc.	Greenville	SC	SG

Employer Name	DBA	City	State/ Terr.	Award Type
South Central Workforce Development Board		Bowling Green	KY	SP
Southern California Precision Concrete, Inc.	Precision Concrete Cutting	Escondido	CA	SG
Southern Company		Atlanta	GA	LG
Spartan Construction Services, Inc.		Beaver Falls	PA	SG
Spathe Systems		Tampa	FL	MP
Spectral Labs Incorporated	Spectral Labs Incorporated	San Diego	CA	SG
Spees, LLC	Spees Design Build	Burien	WA	SP
Spezio Property Services, Inc.		Rochester	NY	SG
Spin Systems, Inc.	Spin Systems, Inc.	Falls Church	VA	MP
ST CLAIR & CO		Ypsilanti	MI	SG
Stateline Home Services, LLC	Stateline Gutters	Kingsland	GA	SG
Stellar Solutions, Inc.		Palo Alto	CA	SG
Still Serving Veterans	SSV	Huntsville	AL	SP
Storm Development Services, LLC		Las Vegas	NV	SG
STR		Woburn	MA	LG
StraCon Services Group, LLC		Fort Worth	TX	MG
Strata-G, LLC	Strata-G	Knoxville	TN	MP
Strategic Alliance Business Group		Fairfax	VA	MP
Strategic Medical Equipment Solutions, LLC		Monument	CO	SG
Strategic Staffing Solutions	Strategic Staffing Solutions	Detroit	MI	MP
Sumaria Systems, LLC		Danvers	MA	MG
Summit Aviation, Inc.		Middletown	DE	MP
Summit Technical Solutions, LLC		Colorado Springs	CO	SP
Sunbelt Rentals		Fort Mill	SC	LG
Support The Enlisted Project, Inc.	STEP	San Diego	CA	SG
Survival Systems USA, Inc.		Groton	CT	SG
Synack, Inc.		Redwood City	CA	MG
Syndetix		Las Cruces	NM	SG
Synergy ECP, LLC	Synergy ECP	Columbia	MD	MP
Synergy PT & Athletic Performance		Prince George	VA	SG
Syntelligent Analytic Solutions, LLC	Syntelligent Analytic Solutions, LLC	Falls Church	VA	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Sysco Houston		Houston	TX	LG
Sysmex America, Inc.	Sysmex America, Inc.	Lincolnshire	IL	LG
System Studies & Simulation, Inc.		Huntsville	AL	MP
Systems Planning and Analysis, Inc.		Alexandria	VA	LG
Systems Products and Solutions, Inc.		Huntsville	AL	MG
T and T Consulting Services, Inc.		Falls Church	VA	MP
TAC Industries, Inc.		Springfield	OH	SG
Tactical Engineering & Analysis, Inc.		San Diego	CA	MG
Tactical Rehabilitation		Vero Beach	FL	SG
Tactical Training Center, LLC	TTC, LLC	Flemington	NJ	SG
Talentscale, Inc.		Las Vegas	NV	MG
Tangent Technologies, LLC		McLean	VA	SG
Target Media Mid Atlantic, Inc.	Target Systems	Mechanicsburg	PA	MG
TBL TECH NERDS		Boulder	CO	SG
TCI	TCI	Commerce	CA	LG
Team Carney, Inc.		Alexandria	VA	MP
Team Cymru, Inc.		Lake Mary	FL	MG
Tech62, Inc.	Tech62	Fairfax	VA	SG
Technology Learning Group, Inc.	TLG Learning	Bellevue	WA	SG
Technology Security Associates, Inc.	TSA	California	MD	MG
TechSmart		Seattle	WA	SG
TEL U.S. Holdings, Inc.		Austin	TX	LP
Tele-Consultants, Inc.		Alpharetta	GA	SG
Tenova, LLC	HireMilitary	Fairfax	VA	SG
Tetrad Digital Integrity, LLC		Washington	DC	MP
Textron Systems Corporation	Air Systems, Land Systems, Sea Systems, Weapon Systems, Howe & Howe, Lycoming, ATAC	Hunt Valley	MD	LG
The Arbinger Institute, LLC	The Arbinger Institute	Farmington	UT	MG
The Boeing Company	The Boeing Company	Chicago	IL	LP
The Electronic On-Ramp, Inc.	EOR	Rockville	MD	SP
The Emfield Team – Realtypath		Pleasant Grove	UT	SG
The Greentree Group		Beavercreek	OH	SP
The HABITS Group, LLC		Austin	TX	SG

Employer Name	DBA	City	State/ Terr.	Award Type
THE INFORMATICS APPLICATIONS GROUP, Inc.	TIAG	Reston	VA	MP
The Metamorphosis Group, Inc.		Vienna	VA	SG
The Rockhill Group, Inc.		Molino	FL	MG
The RockWood Group, Inc.	The RockWood Group, Inc.	Athens	AL	SG
The Ross Group Construction Corporation	Ross Group	Tulsa	OK	MG
The W.W. Williams Company, LLC		Dublin	OH	LG
Thermo Systems, LLC		East Windsor	NJ	MG
Third Generation Painting Co		Eugene	OR	SG
Thomas Solutions Incorporated		Alexandria	VA	SP
Thompson Metal Fab, Inc.		Vancouver	WA	MG
Three Way Plumbing Services		Concord	NC	SG
Tidewater Emergency Medical Services Council, Inc.	Tidewater EMS Council	Chesapeake	VA	SP
TISTA Science and Technology		Rockville	MD	LG
Titan Associates Group, Inc.	Titan Associated Group, Inc.	Athens	TN	SG
Titan University	Titan University	Orlando	FL	SG
Titan, Consultants & Engineers, LLC	Titan	Orlando	FL	SP
TM3 Solutions, Inc.	TM3 Solutions, Inc.	Alexandria	VA	SG
TMC Design	TMC Design a LinQuest Company	Las Cruces	NM	MP
Topsarge Business Solutions		Tempe	TX	SP
Torden, LLC	Torden, LLC	Tiverton	RI	MP
Tosti Insurance Agency, LLC		North Attleboro	MA	SG
Trade Training Company	Sonoran Desert Institute	Tempe	AZ	MG
Training, Rehabilitation & Development Institute, Inc.		San Antonio	TX	MG
Transmission Distribution Service	TDS Construction	Glenrock	WY	SG
TRECIG, LLC	Veganish Café, Rylee Rucker Investments	Rockwall	TX	SP
Trewon Technologies, LLC		Stafford	VA	SP
TRI Industries NFP		Ottawa	IL	SG
TRIAEM, LLC		Sterling	VA	SP
TRIDENT 11, LLC		Tulsa	OK	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Trident Technologies and Consulting – Global, LLC	T2C-Global	Wesley Chapel	FL	SG
Trimat Materials Testing, Inc.		Durham	NC	SG
Trinity Information Technology, LLC		Yardley	PA	SG
Tripple D Trucking, LLC		Chicago	IL	SG
TriWest Healthcare Alliance		Phoenix	AZ	LP
Trotter Industries, LLC	Trotter Electrical Contractors	Schwenksville	PA	SG
Trotter Management Services		Schwenksville	PA	SG
Trusted Internet, LLC		New Boston	NH	SG
TruWeather Solutions, Inc.		Syracuse	NY	SP
U.S. Vet General Contracting, LLC	U.S. Vet General Contracting, LLC	McFarland	WI	SG
UBC MVP – Military Veteran Program	UBC – Local 2232	Killeen	TX	SG
Unicoi County Emergency Medical Services		Erwin	TN	SG
Unified Fields, Inc.		Pittsburgh	PA	SG
United One Communications, LLC		Tampa	FL	SG
United Rentals, Inc.		Stamford	CT	LG
United Veterans Construction and Landscape Solutions, Inc.		Fort Worth	TX	SP
Universal Strategy Group, Inc. (USGI)	Universal Strategy Group, Inc. (USGI)	Franklin	TN	MG
Universal Thin Film Lab Corporation		Newburgh	NY	SG
Unmanned Systems Incorporated	Albers Aerospace	McKinney	TX	MP
Upstate Warrior Solution		Greenville	SC	SP
US Communications & Electric, Inc.		Garfield Heights	OH	MG
USA Environmental, Inc.		Oldsmar	FL	MG
USAA		San Antonio	TX	LG
USfalcon, Inc.	USfalcon, Inc.	Cary	NC	MG
Utility Lines Construction Services		Bridgeville	DE	MG
Utility Mapping Services, P.C.		Clancy	MT	SG
VA Wholesale Mortgage		Virginia Beach	VA	SP
Vantage Point Consulting, Inc.		Reston	VA	SG
Vascular Center of Orlando, P.A.	Vascular Vein Centers	Orlando	FL	SG

Employer Name	DBA	City	State/ Terr.	Award Type
VAUDRA, LTD	Vaudra International	Huntersville	NC	SG
Vaultes, LLC	Vaultes	Reston	VA	SG
Vector Force Development	Vector Force Development	Collinsville	IL	MP
VectorCSP		Elizabeth City	NC	MP
Vengroff Williams, Inc.		Sarasota	FL	MG
Ventas Consulting, LLC		Frisco	TX	SP
Veracity Technology Solutions, LLC		Pensacola	FL	SG
Verizon		Basking Ridge	NJ	LG
Veteran Engineering and Technology, LLC		Colorado Springs	CO	LG
Veterans Alliance		Stateline	NV	SG
Veterans Assembled Electronics	STAC INSTITUTE	Providence	RI	SP
Veterans Elite Services, LLC		Jacksonville	FL	SP
Veterans Enterprise Technology Solutions, Inc.	VETS, Inc.	Clarksville	VA	MG
Veterans Guardian VA Claim Consulting		Pinehurst	NC	MP
Veterans Inc.	Veterans Inc.	Worcester	MA	MP
Veterans Insurance Agency, Inc.		Florham Park Borough	NJ	SG
Veterans Leadership Program of Western Pennsylvania, Inc.	Veterans Leadership Program	Pittsburgh	PA	MG
Veterans Management Services, Inc.		Sterling	VA	MP
Veterans Outreach Center, Inc.		Rochester	NY	SG
Veterans Place of Washington Boulevard		Pittsburgh	PA	SP
Vetlink Solutions		Surprise	AZ	SP
ViaPath Technologies	Global Tel-Link	Falls Church	VA	LP
Viasat, Inc.		Carlsbad	CA	LG
Victory Solutions, Inc.		Huntsville	AL	MP
Village of Hanover Park		Hanover Park	IL	MG
Virtual Service Operations	VSO	Nokesville	VA	MP
VISTA Technology Services, Inc.		Arlington	VA	MG
Vulcan, Inc.		Foley	AL	MG
W R Systems, LTD		Fairfax	VA	MG
Ward Circle Strategies, Inc.		Washington	DC	SG
Warfeather		Coweta	OK	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Warrior Services Company, LLC		Hialeah	FL	MG
Warriors Heart Healing Center	Warriors Heart	Bandera	TX	MG
Waterdogs SCUBA and Safety, LLC		Clarksville	TN	SG
Watermark Risk Management International, LLC		Triangle	VA	MG
Watershed Security, LLC	Watershed Security, LLC	Chesapeake	VA	SP
Web Business Solutions, Inc.		Fredericksburg	VA	SG
Westerwood Global USA Corporation		Malta	NY	MG
Westinghouse Electric Company, LLC		Cranberry Township	PA	LG
Westwind Computer Products, Inc.	Westwind Computer Products, Inc.	Albuquerque	NM	MG
White Birch Ammo, LLC	White Birch Armory	Dover	NH	SP
William C Brown, Inc.		Manassas	VA	SP
Williams Creek Management Corporation		Plainfield	IN	SG
Willis Mechanical, Inc.		Norcross	GA	SP
Windstream Holdings		Little Rock	AR	LP
Women in Military Service for America Memorial Foundation, Inc.	Military Women's Memoria	Arlington	VA	SP
Workforce Development Board of the Treasure Coast	CareerSource Research Coast	Port St. Lucie	FL	SG
Worldwide Counter Threat Solutions		Fredericksburg	VA	SG
Wounded Warrior Project		Jacksonville	FL	LP
WPS Labor, LLC	WPS Labor, LLC	Rogers	AR	SG
WWC Global	WWC Global	Tampa	FL	MG
Xcel Energy		Minneapolis	MN	LG
Xenith Solutions		Reston	VA	SP
Your Recruiting Company, Inc.		Fairfax	VA	MG
Zeido Technologies, LLC		Gainesville	VA	SG
Zekiah Technologies, Inc.		La Plata	MD	SP
ZENDEV & Co, LLC	ZENDEV	Mesa	AZ	SP
Zero Point, Incorporated		Virginia Beach	VA	MP

Appendix V: Employment Outcomes of Veterans and Other Eligible Participants Served by Disabled Veterans' Outreach Program Specialists per State, Program Year 2021

The table below shows each state's two-year goals for Program Year (PY) 2020 – 2021 (July 1, 2020 – June 30, 2022) and single-year outcomes for PY 2021 (July 1, 2021 – June 30, 2022) for each of the three Workforce Innovation and Opportunity Act (WIOA) outcome measures. The PY21 outcomes serve as a progress milestone and should not be interpreted as pass/fail indicators. This information is published on the Department of Labor (DOL) Jobs for Veterans State Grants (JVSG) [website](https://www.dol.gov/agencies/vets/vetoutcomes) (<https://www.dol.gov/agencies/vets/vetoutcomes>).

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Alabama	50.0%	21.7%	49.0%	25.3%	\$4,900	\$6,463
Alaska	53.0%	61.8%	50.0%	61.9%	\$7,200	\$8,246
Arizona	60.8%	57.0%	50.7%	50.4%	\$5,450	\$8,102
Arkansas	60.0%	53.5%	60.1%	55.5%	\$6,065	\$6,783
California	50.0%	49.9%	47.5%	47.3%	\$6,000	\$9,883
Colorado	50.6%	52.2%	49.7%	54.6%	\$5,625	\$8,263
Connecticut	50.0%	47.5%	48.3%	45.1%	\$6,900	\$9,227
Delaware	55.0%	52.9%	55.0%	42.9%	\$7,500	\$6,240
District of Columbia	46.0%	53.1%	45.5%	62.6%	\$7,107	\$17,344
Florida	44.0%	50.6%	42.0%	49.6%	\$4,400	\$7,584
Georgia	50.0%	52.3%	48.0%	53.4%	\$4,900	\$8,134
Guam	54.0%	57.1%	51.0%	40.0%	\$5,200	\$4,875
Hawaii	37.0%	42.8%	35.0%	44.5%	\$5,088	\$8,050
Idaho	63.0%	65.3%	61.0%	57.7%	\$5,500	\$6,605
Illinois	55.5%	54.3%	57.2%	54.2%	\$6,800	\$6,422
Indiana	65.0%	62.2%	63.0%	61.4%	\$6,000	\$7,352
Iowa	60.0%	59.9%	55.0%	55.4%	\$6,300	\$8,109
Kansas	54.0%	45.9%	50.0%	53.8%	\$5,939	\$7,945
Kentucky	48.5%	100.0%	43.8%	63.6%	\$4,665	\$9,773
Louisiana	52.2%	50.7%	50.5%	49.8%	\$5,100	\$6,698
Maine	55.0%	56.6%	57.0%	49.6%	\$6,110	\$7,016
Maryland	53.0%	52.2%	51.0%	51.1%	\$6,600	\$8,549
Massachusetts	56.0%	59.0%	56.0%	55.8%	\$8,000	\$10,840
Michigan	50.2%	52.1%	51.5%	48.2%	\$5,213	\$8,335
Minnesota	63.0%	64.2%	60.0%	61.3%	\$7,200	\$10,704

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Mississippi	48.0%	66.7%	47.0%	60.5%	\$3,910	\$7,251
Missouri	59.0%	52.8%	57.0%	54.1%	\$6,000	\$7,392
Montana	48.0%	60.7%	46.5%	60.5%	\$5,555	\$8,145
Nebraska	57.1%	58.5%	56.3%	57.6%	\$5,033	\$7,124
Nevada	61.0%	57.6%	59.0%	50.0%	\$5,600	\$6,261
New Hampshire	56.0%	28.6%	55.0%	55.4%	\$7,000	\$5,495
New Jersey	48.1%	42.7%	45.6%	37.9%	\$5,258	\$7,059
New Mexico	45.5%	47.5%	43.7%	45.6%	\$5,472	\$7,775
New York	50.2%	46.3%	49.7%	42.7%	\$5,879	\$7,609
North Carolina	53.0%	55.5%	54.0%	54.4%	\$4,900	\$7,475
North Dakota	62.0%	55.0%	61.0%	56.9%	\$7,600	\$8,066
Ohio	55.0%	64.6%	51.0%	61.8%	\$6,342	\$9,278
Oklahoma	50.0%	48.8%	50.4%	48.9%	\$6,062	\$8,643
Oregon	55.0%	53.9%	56.0%	49.2%	\$6,900	\$6,477
Pennsylvania	57.0%	57.9%	57.0%	54.2%	\$5,900	\$8,366
Rhode Island	64.5%	66.7%	61.0%	61.7%	\$7,150	\$9,079
South Carolina	53.1%	58.0%	53.6%	54.3%	\$5,160	\$6,300
South Dakota	63.0%	60.9%	60.7%	56.6%	\$6,700	\$6,798
Tennessee	43.7%	58.6%	41.1%	54.3%	\$3,880	\$7,539
Texas	58.0%	55.6%	58.0%	53.5%	\$7,000	\$9,567
Utah	62.0%	57.8%	63.5%	51.3%	\$7,650	\$10,155
Vermont	59.0%	55.6%	53.0%	41.4%	\$5,000	\$8,311
Virgin Islands	33.0%	23.4%	25.0%	0.0%	\$6,500	\$10,872
Virginia	56.0%	56.9%	54.2%	54.9%	\$5,100	\$9,021
Washington	61.0%	56.9%	59.0%	52.3%	\$8,000	\$10,949
West Virginia	49.0%	53.6%	51.0%	48.2%	\$4,900	\$7,752
Wisconsin	63.0%	70.4%	63.0%	64.1%	\$7,010	\$9,606
Wyoming	55.0%	60.9%	51.0%	55.6%	\$5,600	\$5,224

Source: Workforce Integrated Performance System (WIPS), PY21 JVSG report as of 06.30.2022

Appendix VI: Acronym List

Acronym	Term
ACVETEO	Advisory Committee on Veterans Employment, Training, and Employer Outreach
ADRA	Administrative Data Research and Analysis
AFM	Annual Funding Modification
AJC	American Job Center
ASVET	Assistant Secretary of Labor for Veterans' Employment and Training
BLS	Bureau of Labor Statistics
C2E	Career and Credential Exploration
CBJ	Congressional Budget Justification
CEO	Chief Evaluation Office
C.F.R.	Code of Federal Regulations
CMS	Client Management System
CoC	Continuum of Care
CP	Consolidated Position
CPS	Current Population Survey
CY	Calendar Year
DBA	Doing Business As
DEIA	Diversity, Equity, Inclusion, and Accessibility
DHS	Department of Homeland Security
DMDC	Defense Manpower Data Center
DOD	Department of Defense
DOL	Department of Labor
DOLEW	DOL Employment Workshop
DVOP	Disabled Veterans' Outreach Program
DWG	Dislocated Worker Grant
ED	Department of Education
EDR	Expenditure Detail Report
EEOC	U.S. Equal Employment Opportunity Commission
EFCT	Employment Fundamentals of Career Transition
ELAWS	Employment Laws Assistance for Workers and Small Businesses
EN	Employment Navigator
ENPP	Employment Navigator and Partnership Pilot
EO	Executive Order
ERC	Employment Resource Coordinator
ESGR	Employer Support of the Guard and Reserve
ETA	Employment and Training Administration
FA	Federal Administration

Acronym	Term
FACA	Federal Advisory Committee Act
FOA	Funding Opportunity Announcement
FY	Fiscal Year
GPD	Grant and Per Diem Program
GS	GrantSolutions
HHS	U.S. Department of Health and Human Services
HIRE	Honoring Investments in Recruiting and Employing
HUD	U.S. Department of Housing and Urban Development
HUD-VASH	U.S. Department of Housing and Urban Development – VA Supportive Housing
HVMP	HIRE Vets Medallion Program
HVRP	Homeless Veterans’ Reintegration Program
IT	Information Technology
IWRP	Individual Written Rehabilitation Plan
JVA	Jobs for Veterans Act
JVSG	Jobs for Veterans State Grants
LG	Large Gold
LMI	Labor Market Information
LP	Large Platinum
LTU	Long-Term Unemployed
LVER	Local Veterans’ Employment Representative
MG	Medium Gold
MOU	Memorandum of Understanding
MP	Medium Platinum
MVP	Minimum Viable Product
NBIC	National Business Inclusion Consortium
NDAA	National Defense Authorization Act
NDNH	National Directory of New Hires
NGLCC	National LGBT Chamber of Commerce
NVTAC	National Veterans’ Technical Assistance Center
NVTI	National Veterans’ Training Institute
OA	Office of Apprenticeship
OASP	Office of the Assistant Secretary for Policy
OBTT	Off-Base Transition Training
OCIO	Office of the Chief Information Office
ODEP	Office of Disability Employment Policy
OFCCP	Office of Federal Contract Compliance Programs
OMB	U.S. Office of Management and Budget

Acronym	Term
OPM	Office of Personnel Management
PDF	Portable Document Format
PY	Program Year
RVEC	Regional Veterans' Employment Coordinator
SBA	Small Business Administration
SG	Small Gold
SP	Small Platinum
SSVF	Supportive Services for Veteran Families Program
TAA	Trade Adjustment Assistance
TAP	Transition Assistance Program
TAPA	Transition Assistance Participant Assessment
TEAMS	Transition Employment Assistance for Military Spouses
TEEN	TAP Evaluation and Employee Navigation
TEGL	Training and Employment Guidance Letter
TENS	TAP Employment Navigator System
UCX	Unemployment Compensation for Ex-Service Member
UNTEER	Uniform National Threshold Entered Employment Rate
URL	Universal Record Locator
U.S.C.	United States Code
USERRA	Uniformed Services Employment and Reemployment Rights Act
USICH	U.S. Interagency Council on Homelessness
VA	U.S. Department of Veterans Affairs
VCMS	VETS Case Management System
VDEI	Veteran Data Exchange Initiative
VEOA	Veterans' Employment Opportunity Act
VEOP	Veteran Employer Outreach Program
VETS	Veterans' Employment and Training Service
VEVRAA	Vietnam Era Veterans' Readjustment Assistance Act
VGRS	VETS Grantee Reporting System
VP	Veterans' Preference
VPL	Veterans' Program Letter
VR&E	Veteran Readiness and Employment
WIOA	Workforce Innovation and Opportunity Act
WIPP	Women Impacting Public Policy
WIPS	Workforce Integrated Performance System
WP	Wagner-Peyser
WWCEW	Wounded Warrior and Caregiver Employment Workshop