



**Annual Report to Congress
Fiscal Year 2014**

U.S. Department of Labor
Veterans' Employment & Training Service
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Introduction

This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), 4215(d), and 2021(d). The report describes the programs and compliance activities of the Department of Labor's (DOL) Veterans' Employment and Training Service (VETS).

PROGRAM YEAR AND FISCAL YEAR

Some of the workforce activities described in this report are provided on a Program Year (PY) basis to align with the DOL Employment and Training Administration's (ETA) program reporting, while others operate on a Fiscal Year (FY) basis. Because only one quarter of PY 2014 occurred during FY 2014, the performance measure data reported for 2014 are data for PY 2013, which ended June 30, 2014. Information from the prior PY and FY has been included in this report to facilitate comparisons of results.

VETS' MISSION STATEMENT

To serve America's veterans and separating service members by providing resources and expertise to assist and prepare them to obtain meaningful careers, maximizing their employment opportunities, and protecting their employment rights.

Executive Summary

In Fiscal Year (FY) 2014, VETS continued to administer programs to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment, and to connect employers across the country with work-ready veterans. In FY 2014, Congress passed and the President signed the Workforce Innovation and Opportunity Act (also known as The Opportunity Act), which will go into effect on July 1, 2015. The Opportunity Act will provide more opportunities for aligning services with the needs of veterans.

The **Jobs for Veterans State Grants (JVSG)** program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. DVOP specialists provide intensive services to veterans, which include a comprehensive and specialized assessment of skill levels and job training needs, the development of an individual employment plan, group and individual career counseling and planning, and short-term skills development (including interview and communication skills). LVER staff promote the hiring of veterans in communities through outreach activities that build relationships with local employers.

The **Homeless Veterans' Reintegration Program (HVRP)** continues to address the most vulnerable veteran population by reintegrating homeless veterans into society and the workforce. As in the past, for a relatively small investment in PY 2013 the HVRP successfully helped place thousands of previously homeless veterans on a path to self-sufficiency.

The **Transition Assistance Program (TAP) DOL Employment Workshop** provides critical assistance to transitioning service members and their spouses by giving them the tools necessary for a successful transition from military to civilian life. The VOW to Hire Heroes (VOW) Act (Title II of P.L. 112-56 enacted in November 2011) mandated that nearly all transitioning service members participate in the Employment Workshop.

In addition, VETS receives and investigates claims arising under the **Uniformed Services Employment and Reemployment Rights Act of 1994** (USERRA), 38 U.S.C. 4301-4335. 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 which can result from such service;
- minimizes the disruption to the lives of persons performing services 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 such service; and
- prohibits discrimination against individuals who attempt to enforce their rights under USERRA and prohibits retaliation against those who testify in any proceeding under the Act.

The VETS USERRA Annual Report to Congress includes more detailed information regarding program and enforcement outcomes.

Under the **Veterans' Employment Opportunities Act** (VEOA), 5 U.S.C. 3330a-3330c, VETS is responsible for investigating claims alleging a Federal agency's failure to apply Veterans' Preference in hiring or during a reduction-in-force, and claims from veterans alleging a lack of access to a Federal agency's covered employment opportunities.

VETS is also responsible for collecting annual reports from Federal contractors. The **VETS-100** report applies to government contracts entered into prior to December 1, 2003, with a value of \$25,000 or greater. The VETS-100A applies to government contracts entered into on or after December 1, 2003, with a value of \$100,000 or greater. The reports include the total number of a contractor's employees who belong to the categories of veterans protected under the Vietnam Era Veterans' Reemployment Assistance Act of 1974 (VEVRAA), 38 U.S.C. 4212(d), and the total number of those employees who were hired during the period covered by the report.

VETS routinely collaborates with other component agencies within DOL, as well as other Federal agencies, to carry out its programmatic and enforcement activities on behalf of the Nation's service members.

I. THE WORKFORCE INVESTMENT SYSTEM

VETS coordinates with DOL's Employment and Training Administration (ETA) to contribute to the national workforce investment system – a system that supports economic growth and provides workers and employers with critical resources and supports to maximize employment opportunities. Each year, more than 17 million Americans, including nearly 1.2 million veterans, receive employment assistance through the workforce investment system. This assistance may include job search services, career planning and counseling, or job training.

Primarily, the workforce investment system offers assistance through the nation-wide network of American Job Centers (AJCs), which includes DOL programs as well as other state, local and Federal partners. Below are the programs administered by DOL:

VETS-Administered Programs

- Jobs for Veterans State Grants (JVSG) Program (discussed further on page 7).

ETA-Administered Programs

- Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth Programs¹;
- Wagner-Peyser Act Employment Service Programs²;
- Trade Adjustment Assistance Programs under the Trade Act of 1974³;
- National Emergency Grants (NEG)⁴;
- Senior Community Service Employment Program⁵;
- Indian & Native American Program⁶;
- Migrant & Seasonal Farm Worker Program⁷;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and grants under the Reintegration of Ex-Offenders Program;⁸ and,
- National Registered Apprenticeship System.

These programs are administered by VETS' workforce partner, ETA, and they will be discussed in further detail on page 25 of this report.

¹ Workforce Investment Act of 1998, 29 U.S.C. 2801, *et seq.*

² Wagner-Peyser Act of 1933, 29 U.S.C. 49, *et seq.*

³ Trade Act of 1974, 19 U.S.C. 2101-2321 and 2395.

⁴ Workforce Investment Act of 1998, 29 U.S.C. 2918.

⁵ Title V of the Older Americans Act of 1965, as amended, 42 U.S.C. 3056, *et seq.*

⁶ Workforce Investment Act of 1998, 29 U.S.C. 2911

⁷ Workforce Investment Act of 1998, 29 U.S.C. 2912.

⁸ Workforce Investment Act of 1998, 29 U.S.C. 2916.

Priority of Service for Veterans in the Workforce Investment 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, which allows veterans and eligible spouses to receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies both to program participation and to priority access to the full range of services offered by each DOL-funded program. To obtain Priority of Service, a veteran or eligible spouse must meet the statutory definition of a “covered person,”⁹ as well as other statutory requirements that pertain to the program for which services are sought.

The Department is committed to Priority of Service for veterans. Priority of Service will continue to play a critical role in assisting military personnel separating from active duty to transition into the civilian workforce.

The VOW to Hire Heroes Act amended 38 U.S.C. 4215 to require that this report include an evaluation on whether eligible veterans receive Priority of Service and are fully served when accessing Departmental programs. Under 38 U.S.C. 4215(d), this evaluation must include: 1) an analysis of Priority of Service implementation at the local level; 2) an analysis of whether the representation of veterans in DOL programs is proportional to the representation of veterans in the labor market; and 3) performance measures developed by the Secretary to ensure that Priority of Service is being fully implemented.

In FY 2014, the Department’s Chief Evaluation Office continued an analysis of AJC participant data, to include the timeliness of services to veterans and nonveterans. In addition to gaining a better understanding of AJC customer demographics, services, and outcomes, VETS and ETA will use this analysis to inform the development of a priority of service metric. Results are expected in the next fiscal year.

II. Performance Management

VETS programs address the Department’s Strategic Objective: *Advance employment opportunities for U.S. Workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships.* As is more fully developed below, VETS programs have materially contributed to this objective, yielding

⁹ The term “covered person” under 38 U.S.C. § 4215 means any of the following individuals:

- A veteran.
- The spouse of any of the following:
 - i. Any veteran who died of a service-connected disability.
 - ii. Any member of the Armed Forces serving on active duty who, at the time of application for assistance under this section, is listed, pursuant to section 556 of title 37 and regulations issued thereunder, by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than 90 days: missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
 - iii. Any veteran who has a total disability resulting from a service-connected disability.
 - iv. Any veteran who died while a disability so evaluated was in existence.

favorable results for veterans and service members who are transitioning to the civilian workforce.

COMMON MEASURES USED TO EVALUATE PERFORMANCE

In PY 2013, VETS continued to rely upon a set of “Common Measures,” which allows for a comparison of outcomes across programs, to assess the performance of the AJC system in providing employment and training services to veterans. VETS uses three Common Measures to evaluate the efficacy of its grant programs’ services to veterans, and to compare them to similar programs administered by ETA, which serves the entire American workforce:

- **Entered Employment Rate (EER)**, which is the percentage of participants served who are employed in the first quarter after exit from the program. *This measure answers the question, “How many unemployed people went to work after receiving services?”*
- **Employment Retention Rate (ERR)**, which is the percentage of program participants who entered employment and who are still employed in the second and third quarters following their exit from the program. *This measure answers the question, “How many of those employed after receiving services remained at work for at least six months after receiving services?”*
- **Average Earnings (AE) for six months**, which is calculated based on the average of wages paid to program participants who entered employment and who are still employed in the second and third quarters following the quarter in which they exited the program. *This measure answers the question, “What are the average six month earnings of individuals who are employed for at least six months after receiving services?”*

DOL measures outcomes for all participants in programs of the workforce investment system. For its part, VETS measures outcomes for Common Measures in its formula grants and competitive grants programs, all of which are discussed in more detail in the following pages of this report.

Jobs for Veterans State Grants (JVSG)

VETS offers employment and training services at approximately 2,500 American Job Centers and other locations, through the JVSG program. This grant program assists veterans with significant barriers to employment and other eligible individuals,^{10 11} to facilitate their transition to civilian employment.

Through the JVSG program, VETS provides funds to states to support two types of staff positions: Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff, both of which are described in detail below. VETS requires each state to provide both a five-year plan and an annual update to the plan to ensure that necessary staff are employed to carry out the provisions of the program. This plan includes strategies for reaching the veteran population, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions to improve services and outcomes.

DISABLED VETERANS' OUTREACH PROGRAM

The primary duty of DVOP specialists is to provide intensive services to veterans with significant barriers to employment, or other eligible populations. Intensive services are designed to mitigate an individual's barriers to employment through comprehensive and specialized assessments of skill levels and needs, the development of an individual employment plan, group and individual career counseling and planning, and short-term instruction to augment skills development (such as interview and communication skills). DVOP specialists may be located at American Job Centers, or co-located with other service providers, such as the Department of Veterans Affairs (VA).

LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE

LVER staff conduct job development activities to facilitate veterans' transition into civilian employment. This includes outreach to and engagement of business and community leaders, to identify job prospects for veterans and promote veteran hiring. LVER staff coordinate with DVOP specialists and other American Job Center staff to seamlessly transition veteran clients into appropriate employment in the local community.

JVSG REFOCUSING INITIATIVE

Throughout FYs 2013 and 2014, VETS and ETA developed a joint refocusing strategy that provided clarifying guidance to State Workforce Agencies (SWAs) on the roles and

¹⁰ In addition to veterans with significant barriers to employment, the Secretary has identified all veterans, ages 18-24, as eligible for services from a DVOP specialist.

¹¹ In the Consolidated Appropriations Act, 2014, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services and members of the Armed forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and their spouses or other family caregivers.

responsibilities of the Wagner-Peyser Employment Services (WP), Workforce Investment Act (WIA), and JVSG programs.

This [Veterans' Employment and Training Program Letter](#) No. 03-14 (dated April 10, 2014) consists of three main pillars:

- Ensuring veteran participants are referred to the appropriate program (WP, WIA, and/or JVSG);
- Ensuring DVOP specialists and LVER staff are focused on performing their statutorily-mandated responsibilities; and,
- Increasing the rate of intensive services to JVSG eligible participants.

DOL released the refocusing guidance to SWAs in FY 2014, and continues to provide technical assistance and training to AJC staff to ensure proper implementation of the guidance. Additionally, VETS began formal audits of AJCs in FY 2014 to assess compliance with Title 38, as required by the VOW Act. The FY 2014 audits were used solely to establish a baseline and did not result in any corrective action plans.

Development and Training for DVOP Specialists and LVER Staff

Newly-appointed DVOP specialists and LVER staff must receive job-related training within 18 months of their appointment. This training is provided by the National Veterans' Training Institute through a competitively-awarded contract with VETS. In FY 2014, 100% of staff completed training, including 284 staff completing case management courses, 522 staff completing labor employment specialist courses, and 325 staff completing employment partnership promotion courses.

DVOP AND LVER STAFFING LEVELS

VETS awards JVSG grant funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. The formula is based on the following factors:

1. 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,
2. 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 Jobs for Veterans Act and policy guidance regarding staffing levels, 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. The table below provides FY 2014 funding and staffing levels for DVOP specialists and LVER staff.¹²

¹² As reported in the Veterans' Employment and Training Operations and Program Activity Report (VOPAR) System, PY 2013 (ending June 30th, 2014) Staffing, Spending and Funding Balance Worksheet. (Run Date October 17, 2014)

Table 1. DVOP Specialists and LVER Staff Funding

DVOP Specialists	FY 2013	FY 2014	Variance
DVOP Funding	\$89,616,600	\$110,043,000	\$20,426,400
Projected DVOP Staffing	1,236	1,475.5	239.5
Actual DVOP Positions Supported	1,099.50	1,177	78
Average Cost per Position	\$81,507	\$93,476	\$11,969
LVER Staff	FY 2013	FY 2014	Variance
LVER Funding	\$67,721,000	\$59,877,000	\$-7,844,000
Projected LVER Staffing	945	733.5	-212
Actual LVER Positions Supported	822	651	-171
Average Cost per Position	\$82,346	\$91,981	\$9,635

In FY 2015, the JVSG program received over \$14 million in funding increases targeted at hiring approximately 130 additional DVOP specialists. This, combined with a conversion of LVER staff to DVOP specialists which is negotiated on a state-by-state basis, accounts for the increasing number of DVOP specialists and funding, which is partially offset by a decrease in LVER staff and funding.

JVSG Services for Participants

In PY 2013, 332,165 participants¹³ were referred to JVSG grantees that provided services to the specific categories of veterans shown in the table below. Please note, however, that the categories in the table below include overlapping data because a veteran may be counted under more than one category (e.g., a veteran could be categorized as both female and as a recently-separated veteran). Veterans are identified under these categories during the initial intake process at AJCs. The number of participants sharply decreased as a result of guidance released by DOL. This guidance defined those veterans who had one or more significant barrier to employment, who should be referred to a DVOP specialist for services.

¹³ This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists and LVER staff, as reported in the Labor Exchange Reporting System, VETS-200C: Participant Services and Outcomes of DVOP/LVER, and by the ETA form 9133 for the States of Texas and Pennsylvania. (Run Date October 17, 2014)

Table 2. JVSG Participant Statistics

Population or Sub-Population	PY 2012	PY 2013	Variance
Veterans and other eligible persons served	450,843	332,165	118,678 (-26%)
Disabled veterans	85,620 (17%)	73,146 (20%)	12,474 (-15%)
Campaign badge veterans ¹⁴	183,782 (37%)	140,227 (39%)	43,555 (-24%)
Recently separated veterans	87,132 (18%)	66,660 (18%)	20,472 (-23%)
Female veterans	54,158 (11%)	42,890 (12%)	11,268 (-21%)
Transitioning service members ¹⁵	12,863 (3%)	8,322 (2%)	4,541 (-35%)

Table 3. Comparison of Employment Outcomes of Participants served by DVOP Specialists, PY 2012- PY 2013

Employment Outcome	Veterans/ Eligible Persons		Variance	Disabled Veterans		Variance
	PY 2012	PY 2013		PY 2012	PY 2013	
Number of Veterans who Entered Employment following Staff-Assisted Services	128,754	98,134	-30,620	20,743	19,126	-1,617
Entered Employment Rate	54%	55%	1%	49%	51%	2%
Employment Retention Rate	80%	80%	0%	79%	79%	0%

As shown in the table above, the entered employment rate for veterans and veterans with a disability continues to improve. The number of veterans exiting the JVSG program continues to decline as a result of guidance released by the Department, ensuring that only those veterans with a significant barrier to employment be referred to a DVOP specialist. All other veterans are served by the Wagner-Peyser Employment Services, or other AJC partner programs, where they receive priority of service.

¹⁴ A veteran who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized.

¹⁵ This number reflects Transitioning Service Members who received employment services from JVSG staff, not those participating in the Transition Assistance Program's DOL Employment Workshop. Those workshops are now facilitated by contract staff. Though Transitioning Service Members were not included in the eligible population for JVSG services in Program Year 2012 and 2013, referral processes and continued high demand for services at American Job Centers across the country resulted in a portion of Transitioning Service Members receiving JVSG services in FY14.

The following table provides the performance history for each of VETS' Common Measures, for both all veteran participants and veterans with a disability¹⁶.

Table 4. Common Measure Results, PYs 2012-2013, Combined Outcomes of Wagner-Peyser Employment Service and Jobs for Veterans State Grants

Measure	PY 2012 Result	PY 2013 Result	Variance
Percent of Veterans employed in the first quarter after exit (EER)	50.2%	52.9%	2.7%
Percent of Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	79.6%	81.0%	1.4%
Average six month earnings of Veterans in the second and third quarter after exit (AE)	\$16,870	\$17,243	\$ 373
Percent of <i>disabled</i> Veterans employed in the first quarter after exit (EER)	47.3%	48.6%	1.3%
Percent of <i>disabled</i> Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	78.4%	79.9%	1.5%
Average six month earnings of <i>disabled</i> Veterans in the second and third quarter after exit (AE)	\$17,134	\$18,422	\$ 1,288

PY 2013 PERFORMANCE

As shown in the preceding table, average six month earnings, employment entry, and retention rates for both veterans and disabled veterans all improved from the previous year.

WEIGHTED OUTCOMES

JVSG program measures also take into account the difficulty of serving veterans with particular barriers to employment by reporting a “weighted” outcome. The weighted outcome measure was implemented following a recommendation from the Government Accountability Office (GAO) that DOL “implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of serving veterans with particular barriers to employment.”¹⁷ Under this system, a veteran who receives intensive services through the JVSG program receives a value, or weight, of 1.25, as opposed to all other participants, who receive a weight of 1.0.

Table 3: As reported in the Labor Exchange Reporting System, VETS-200A and forms 9132 for the states of Texas, Utah and Pennsylvania (Run Date October 17, 2014)

Table 4: As reported in the Labor Exchange Reporting System, ETA-9002D and forms 9132 for the states of Texas, Utah and Pennsylvania.(Run Date October 17, 2014)

¹⁷ Government Accountability Office Report 07-594: Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact, May 2007.

The results of the weighted entered employment rate measure indicate that veterans receiving intensive services fared better at entering employment than those who did not receive intensive services.

Table 5. Weighted Measure Outcomes of Participants who Exited the Program¹⁵

Weighted Veterans' Measure	PY 2012	PY 2013
Number of Veterans who Received Services	353,556	246,819
Number of Veterans who Entered Employment (EE)	188,625	135,868
Number of Veterans who received Intensive Services	144,230	137,855
Number of Veterans who EE after receiving Intensive Services	67,714	80,472
Un-Weighted Entered Employment Rate	54%	55%
Weighted Entered Employment Rate	58%	63%

IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS' ENTERED EMPLOYMENT RATE

The Jobs for Veterans Act (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 evaluate states' performance in helping veterans meet their employment needs. The final rule (78 Fed. Reg. 15283) was published on March 11, 2013, with an effective date of May 10, 2013. In accordance with the final rule, the uniform threshold was first applied to states' reported employment outcomes beginning in PY 2013 (or the period ending June 30, 2014).

Since the National Entered Employment Rate for Veterans and Eligible Persons for the program year that ended June 30, 2014 was 52.9%, the UNTEER was calculated at 47.6%, or 90% of 52.9%. As a result eleven states did not meet or exceed the UNTEER. Federal staff will work with these states to determine if the outcome reflects deficiencies in a state's performance or if it is attributable to other factors beyond the state's control. In cases where a performance deficiency is identified, the final rule sets forth requirements for the state to submit a corrective action plan for review and approval by DOL. It also outlines protocols that VETS field staff will follow to provide technical assistance to the state agency to help it better meet the employment needs of veterans.

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. In particular, the statute reserves one percent of a state's total JVSG Program Year grant allocation to be used 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.

Typically, states use these incentive funds to provide cash awards to individual recipients. However, a state may provide non-financial incentives in lieu of, or in combination with, cash

awards, as outlined in its VETS-approved state Veterans' Services Plan.¹⁸ Further, states have the option to decline the allocation of incentive award funds. In FY 2014, 22 state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or for other unspecified reasons. These funds are used to consider special initiatives proposed by states, including temporary increases to DVOP and LVER staffing.

In FY 2014, the accumulated, total set-aside by VETS for the incentive funds was \$1,596,000. Of this amount, \$982,000 was awarded to 32 state agencies (including agencies in the District of Columbia and the Virgin Islands).

Homeless Veterans' Reintegration Program (HVRP)

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, provides employment and training services to help homeless veterans transition into meaningful employment and to develop effective methods to address the complex problems resulting in homelessness. This is the only nationwide, Federally-funded program focusing exclusively on the employment of veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Solicitation for Grant Applications (SGA). Eligible entities in PY 2013 included state and local workforce investment boards; state and local public agencies; and private non-profit, for profit, and commercial entities. Grantees provide an array of services to homeless veterans through a holistic case management approach, which includes critical linkages to a variety of support services available in local communities. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans' Affairs Supportive Housing (HUD-VASH) grantees, and Health and Human Services (HHS) grantees.

Each HVRP participant receives customized employment and training services to address his or her 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 and LVER staffs also support HVRP grantees by providing critical resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services.

In FY 2014, for the PY 2013 award cycle, Congress appropriated \$38.1 million to DOL for HVRP. Funds were awarded to 147 grantees. Specifically, 35 newly-competed grants were awarded, and 90 existing/current grantees were approved to receive first or second option-year

¹⁸ State Veterans' Services Plans are developed by each state to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

funding. These include awards for two targeted programs designed to address the employment barriers of a specific veteran populations, as follows:

- 22 grants, in 16 states and the District of Columbia, totaling over \$4.96 million, were awarded as part of the HVRP Homeless Female Veterans and Veterans With Families (HFVWWF) program; and
- 14 grants, in 13 states, totaling \$824,630, were awarded to support the Incarcerated Veterans Transition Program (IVTP) for 1 quarter of performance and 3 quarters of retention services.

The table below provides performance information from the HVRP program for the previous two program years. From PY 2012 to PY 2013, fewer participants were enrolled in the program and the average cost per placement dipped slightly for standard HVRP participants, and rose for participants of both the Homeless Female Veterans and Veterans with Families grantees and Incarcerated Veterans' Transition Program. The participant decline and cost increase is linked to the decreasing numbers of homeless veterans nationwide. With fewer to serve, the remaining homeless veteran population consists of the chronically homeless or those with the most significant barriers to employment. Providing appropriate levels of support to prepare these veterans for employment is costlier.

Table 6. HVRP Participant Statistics, PY 2012 and PY 2013

	Participants Enrolled			Average Cost per Participant			Average Cost Per Placement			Average Hourly Wage at Placement		
	PY 2012	PY 2013	Variance	PY 2012	PY 2013	Variance	PY 2012	PY 2013	Variance	PY 2012	PY 2013	Variance
Homeless Veterans' Reintegration Program	17,480	16,133	-1,347	\$1,964	\$1,903	-\$61	\$3,034	\$3,003	(\$31)	\$11.22	\$11.51	\$0.29
HVRP Subset: Homeless Female Veterans & Veterans with Families	1433	1,213	-220	\$2,424	\$2,585	\$161	\$3,656	\$4,869	\$1,213	\$12.24	\$12.32	\$0.08
HVRP Subset: Incarcerated Veterans' Transition Program¹⁹	1408	275	-1133	\$2,546	\$2,709	\$163	\$4,014	\$4,656	\$642	\$10.69	\$10.81	\$0.12

¹⁹ In PY 2013, IVTP grantees performed for only one quarter (July 1, 2013-September 30, 2014), due to availability of funding.

HOMELESS VETERANS' STAND DOWN GRANTS²⁰

In PY 2013, VETS utilized a portion of HVRP funds to support “Stand Down” events. These events, held in local communities, provide a variety of social services to homeless veterans. Stand Down events serve as a gateway into structured housing and reintegration programs. In particular, Stand Down organizers partner with local business and social service providers to offer the following critical services:

- shower facilities/haircuts;
- meals;
- legal advice;
- medical examinations and dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans’ benefits;
- information on training and employment opportunities;
- information on support services, including child care; and
- emotional support and camaraderie among other veterans.

VETS awarded \$491,860 during FY 2014 for 66 Stand Down events in 33 states, which provided direct services to homeless veterans.

Veterans’ Workforce Investment Program (VWIP)

The Veterans’ Workforce Investment Program (VWIP), as authorized under Section 168 of the Workforce Investment Act of 1998, provides enhanced support, through contracts or grants, to prepare eligible veterans for meaningful employment. Veterans eligible for VWIP services include the following:

- Veterans with service-connected disabilities (i.e., disabled veterans);
- Veterans who have significant barriers to employment;
- Veterans who served on active duty in the Armed Forces during a war or in a campaign/expedition for which a campaign badge has been authorized; and
- Veterans who were discharged four years or less prior to entering participation (which VWIP defines as recently-separated veterans).

VWIP participants receive the specific training required to re-enter the labor force. In addition, several VWIP grantees have designed programs specifically targeted to help minority, female, economically disadvantaged, homeless, and/or disabled veterans.

²⁰ 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.

VWIP funds were awarded to eligible organizations through a competitive grant process. Selected grantees in PY 2012 included state and local workforce investment boards, state agencies, local public agencies, and private non-profit organizations, such as faith-based and community organizations.

Although VWIP funding for future grants was eliminated in FY 2013, VWIP grants totaling just over \$4.4 million provided training for 2,132 veterans. A total of 1,353 veterans were placed in jobs, yielding a 63.5 percent placement rate.²¹ The current grants will be closed-out by September 30, 2016.

The Transition Assistance Program (TAP) - DOL Employment Workshop

The Transition Assistance Program (TAP) for separating and retiring service members and their spouses, provided under 10 U.S.C. 1144, is a cooperative effort between VETS, the Department of Defense (DoD), the Department of Education (ED), the Department of Homeland Security (DHS), the Department of Veterans Affairs (VA), and the Small Business Administration. VETS administers the DOL Employment Workshop as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members in entering the civilian workforce. DOL provides Employment Workshops based on the demand of the Armed Services.

Since FY 2010, VETS has worked aggressively to improve the DOL Employment Workshop for exiting service members. In FY 2012, the curriculum was updated to include more current job search techniques and resources. The rollout of the curriculum was pilot-tested, and, as a result, revised to address the concerns raised during the pilot. The new curriculum was then phased-in, and, as of January 2013, all DOL Employment Workshops were using the new curriculum.

The DOL Employment Workshop is standardized so that all attending service members and their spouses receive the same high level of instruction. The course consists of three days of classroom instruction that is tightly focused on the mechanics of attaining and retaining employment, including:

- military skills translation;
- researching labor market information;
- resume writing;
- interviewing skills; and
- salary negotiation.

²¹ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, VWIP Program Status Report.

DOMESTIC WORKSHOP PERFORMANCE

As can be seen in the table below, DOL Employment Workshop activity increased between FY 2013 and FY 2014,²² due to an increase in military separations.

Table 7. Domestic DOL Employment Workshops and Participants, FY 2013-2014

Category	FY 2013	FY 2014	Variance
Workshops	5,334	5,982	+648 (+12%)
Participants	172,949	189,752	+16,803 (+10%)

OVERSEAS DOL EMPLOYMENT WORKSHOP PERFORMANCE

VETS currently delivers DOL Employment Workshops at sites in Bahrain, Belgium/Netherlands/Luxembourg (Benelux), Cuba, Germany, Greece, Guam, Italy, Japan, Korea, Portugal, Turkey, Spain, and the United Kingdom.

The table below shows how the number of participants in the DOL Employment Workshop overseas increased between FY 2013 and FY 2014, due to an increase in military separations.

Table 8. Overseas TAP Workshops and Participants, FY 2013-2014

Category	FY 2013	FY 2014	Variance
Workshops	639	715	+76 (+12%)
Participants	14,088	17,292	+3,204 (+23%)

In coordination with DoD and the U.S. Coast Guard, VETS anticipated an increase in participation in the DOL Employment Workshop for both domestic and overseas sites in FY 2014. This expected increase was due in part to the enactment of the VOW to Hire Heroes Act of 2011 (which made TAP participation mandatory for all separating and retiring active duty service members – with some exceptions), to the drawdown of military operations abroad, and to reductions in force across the service branches.

In the first quarter of FY 2014, the federal agency partners completed development of a new Memorandum of Understanding (MOU) to replace the previous agreement. This TAP MOU was signed on January 31, 2014. The MOU meets the requirements of 10 U.S.C. 1144, which requires that DOL, DoD and VA enter into a detailed agreement to provide comprehensive transition assistance benefits and services for separating service members and their spouses.

In January 2013, the Dignified Burial and Other Veterans' Benefits Improvement Act of 2012 (P.L. 112-260), was signed into law. One provision of the law directs the Secretary of Labor to conduct a two-year pilot program to provide the TAP Employment Workshop to veterans and their spouses at locations other than military installations. In FY 2014, VETS conducted a total of 20 pilot workshops in three states: Georgia, Washington, and West Virginia. VETS will

²² As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, TAP National Roll-up Report.

conduct two additional workshops in the first quarter of FY 2015 to complete the pilot. VETS submitted its first report to Congress in FY 2014, and will submit the final report to Congress during FY 2015.

Finally, in FY 2014, the interagency partners began collecting and analyzing survey results regarding participants' satisfaction with the TAP curriculum and delivery methods. The agencies will begin analyzing this data in the next fiscal year.

Compliance and Investigations

VETS is responsible for administering three Federal compliance programs that provide employment protections for veterans, which are described below.

THE UNIFORMED SERVICES EMPLOYMENT & REEMPLOYMENT RIGHTS ACT OF 1994 (USERRA)

The Uniformed Services Employment and Reemployment Rights Act aims to: encourage non-career service in the uniformed services by eliminating or minimizing disadvantages to civilian careers and employment, which can result from such service; minimize the disruption to the lives of persons performing service in the uniformed services, 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 such service; and prohibit discrimination against persons because of their service in the uniformed services.

Veterans, under this Act, have three opportunities to resolve disputes concerning employment protection:

1. Informal Mediation - The claimant may request that DoD's Employer Support of the Guard and Reserve (ESGR) Ombudsman Services help resolve the issue through informal mediation;
2. Formal Complaint for Formal Investigation and Resolution - If the issue cannot be resolved through informal mediation, or if the claimant wishes to bypass informal mediation, he or she may file a complaint with VETS for formal investigation and resolution; and,
3. Referral to Department of Justice (DOJ) or U.S. Office of Special Counsel (OSC) - If VETS is unable to resolve the complaint, the claimant may request that the case be referred to either DOJ (in the case of a private, state, or local government employer), or OSC (for Federal employees) for further review and possible representation by DOJ in Federal district court or by OSC before the Merit Systems Protection Board. Claimants may also withdraw their complaint at any time to pursue enforcement at their own expense, either pro se or with the assistance of counsel.

VETS also provides an on-line USERRA Advisor (www.dol.gov/elaws/userra.htm), which assists veterans in understanding employee eligibility and job entitlements, employer obligations, benefits and remedies under USERRA. This Advisor also assists employees in determining whether they appear to have valid complaints and provides the ability to electronically file USERRA complaints.

In FY 2014, VETS opened 1,122 USERRA cases. This figure does not include cases transferred to OSC under the terms of a statutorily-mandated demonstration project whereby VETS transferred a portion of the Federal-sector USERRA cases to OSC for review and full investigation²³. Nor does it include 4 cases referred to OSC that contained additional allegations of prohibited personnel practices (PPP).²⁴ Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress.

Finally, the Government Accountability Office (GAO) released its report²⁵ on the performance of a USERRA investigation demonstration project between the Department of Labor and the Office of Special Counsel, which ended in August 2014. GAO determined that the Department of Labor's cases were closed more timely, were less costly, and resulted in higher levels of customer satisfaction.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)

Under 5 U.S.C. 3304(f), as added by VEOA, preference-eligible persons, and those persons with "derived" preference (e.g., spouses of disabled veterans), as well as veterans who have been separated from the Armed Forces under honorable conditions after three years or more of active military service, are allowed to apply for certain Federal merit promotion opportunities for which an agency accepts applications from individuals outside its own workforce. Under 5 U.S.C. 3330a-3330c, VEOA also provides that preference-eligible persons who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with VETS.

VETS plays an important role in VEOA administration. In particular, VETS field staff investigate complaints received from preference- and other eligible persons who allege that their rights have been violated by a Federal agency during either the hiring process or a reduction-in-force.

Upon reaching a determination, VETS notifies the agency of the determination and advises actions to be taken to comply with the VEOA. If the agency complies, the case is closed as either settled or granted, based on agreement between the parties. The resolution would depend on the violation that occurred and may include payment of back wages and benefits.

²³ Additional information regarding the demonstration project can be found in GAO report 15-77: "Department of Labor Has Higher Performance Than the Office of Special Counsel on More Demonstration Project Measures", November 2014. <http://gao.gov/products/GAO-15-77>

²⁴ The memorandum of understanding (MOU) between the Office of Special Counsel (OSC) and VETS governs a Congressionally-mandated USERRA demonstration project, which continues the long-standing practice between the two agencies, whereby cases in which claimants allege a Federal agency committed one or more of the 12 prohibited personnel practices, in addition to violation of their USERRA rights, will also be transferred to OSC for full review and investigation. These cases are in addition to those that would normally be transferred to OSC under the terms of the demonstration project.

²⁵ "Department of Labor Has Higher Performance Than the Office of Special Counsel on More Demonstration Project Measures." Government Accountability Office, November 2014. <http://www.gao.gov/products/GAO-15-77>.

If the agency fails to comply, VETS would close the case and advise the claimant of VETS' inability to resolve the issue. In those circumstances, the claimant would be provided with his or her right to appeal the case to the Merit Systems Protection Board (MSPB) against the agency determined to have violated their VEOA rights. Finally, if the MSPB issues an adverse decision, the claimant may further appeal to the Court of Appeals for the Federal Circuit.

If VETS determines that a VEOA violation has taken place, or there is evidence of a violation, a copy of the complete case file, including the complaint and supporting documentation, is forwarded to the Office of Special Counsel, after the case is closed, as a potential prohibited personnel practice (PPP) case for review under a Memorandum of Understanding between OSC and VETS. OSC's role is to ascertain whether a possible PPP has taken place pursuant to 5 U.S.C. 2302(b)(11), which provides that a Federal employee who has authority over personnel decisions may not:

- (A) knowingly take, recommend, or approve any personnel action if the taking of such action would violate a veterans' preference requirement; or
- (B) knowingly fail to take, recommend, or approve any personnel action if the failure to take such action would violate a veterans' preference requirement.

OSC's review of the VEOA complaint, if found to be meritorious, does not affect VETS' investigation. OSC's review for PPPs is a separate matter, and OSC's review occurs after VETS' investigation and attempt to settle a case. Further, OSC's review has no impact on the claimant's right to appeal to the MSPB or to the Federal Circuit Court. Instead, OSC reviews cases to determine if PPPs took place that warrant disciplinary actions against the agency or its responsible personnel.

VETS maintains a Veterans' Preference Advisor that provides information and advice in an electronic format to employers and employees regarding Veterans' Preference issues. In particular, the Advisor helps veterans determine the type of preference and benefits to which they are entitled, explains the process for filing a complaint, and provides an electronic claim form. The Advisor can be found on the Department's "elaws" website at <http://www.dol.gov/elaws/vetspref.htm>. VETS also provides its investigators with a "Veterans' Preference Operations Manual," which, among other things, provides uniform guidance for processing complaints brought by preference-eligible veterans who allege a denial of their rights under the provisions of the VEOA.

Tables 9 and 10 display the total number of Veterans' Preference cases investigated during FY 2014 and case outcomes. Of the 705 complaints received in FY 2014, and the 43 cases carried over from FY 2013, VETS closed 714 cases. On average, cases were resolved in 22 days.

Of the 714 Veterans' Preference cases closed in FY 2014, 14 (2.0 percent) were found to have merit. Investigations were completed in 579 (81.1 percent) of the 714 cases. The remaining 114 cases were closed administratively, withdrawn by the claimant, or the claimant elected to proceed to the MSPB before the investigation concluded within the time frame allowed by statute. In these cases, the claimant may request that VETS cease investigative action after 60 days and appeal to MSPB directly on the 61st day after VETS' receipt of the claim.

Table 9. FY 2014 Veterans' Preference Cases²⁶

Category or Subcategory	Number or Percentage of Cases
Total Cases	748
Cases Carried Forward from FY 2013	43
Cases Opened During FY 2014	705
FY 2014 Opened Cases - Issue Hiring:	691
FY 2014 Opened Cases - Issue Reduction in Force:	14
Total Cases Closed FY 2014	714
Percent of FY 2014 Cases Closed within 60 days	96.4%
Percent of FY 2014 Cases Closed within 90 days	99.9%
Average Number of Days Case Was Open	22

Table 10. FY 2014 Veterans' Preference Case Outcomes

Category or Subcategory	Number of Cases
Total Cases Closed	714
Cases Closed Due to "Merit Finding"	14
<i>Merit Finding - Issue Hiring</i>	<i>14</i>
<i>Merit Finding Issue Reduction in Force</i>	<i>0</i>
Cases Closed Due to "No Merit Finding"	489
<i>No Merit Finding - Issue Hiring</i>	<i>480</i>
<i>No Merit Finding - Issue Reduction in Force</i>	<i>9</i>
Cases Closed Due to "Not Eligible"	44
Cases Closed Due to "Untimely Filed"	53
Cases Closed Due to "Merit Determination Not Made"	114
<i>Merit Determination Not Made - Administratively Closed</i>	<i>19</i>
<i>Merit Determination Not Made - Claim Withdrawn</i>	<i>69</i>
<i>Merit Determination Not Made - Merit Undetermined</i>	<i>5</i>
<i>Merit Determination Not Made - Duplicate</i>	<i>21</i>
Total Cases Converted to USERRA Claims	0
Total Cases Still Pending	34

²⁶ As reported in the Veterans' Preference Information Management System. (Run Date October 30, 2014)

FEDERAL CONTRACTOR REPORTING

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. 4212(d), requires that contractors and subcontractors awarded a qualifying Federal contract annually report on the total number of their employees who belong to certain categories of veterans, and the number of those employees who were newly hired during the reporting period. These reporting requirements are satisfied, as follows:

VETS 100 report

The VETS 100 report applies to government contracts entered into before December 1, 2003, in the amount of \$25,000 or more. The VETS 100 report provides data on the following categories of veterans in the contractor's workforce:

- Special disabled veterans (those with disability ratings of 30 percent or greater);
- Vietnam era veterans;
- Recently separated veterans (within one year from discharge from active duty); and
- Other protected veterans (veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded).

VETS 100A Report

The VETS 100A report applies to government contracts entered into or modified after December 1, 2003, in the amount of \$100,000 or more. Pursuant to 38 U.S.C. 4212(a) and (d), as amended by the Jobs for Veterans Act, contractors submitting a VETS 100A report provide data on veterans under their employ in the following categories:

- Disabled veterans;
- Other protected veterans (veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded);
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated veterans (within three years from discharge from active duty).

The VETS-100 and 100A reports must be filed each year by September 30. Table 11 provides a summary of the reports filed during FY 2014. In FY 2014, VETS redesigned form VETS-4212 to replace the VETS-100 and VETS 100-A. The VETS 4212 report reduces reportable items by nearly 50 percent compared to the former reports, and is expected to save Federal contractors nearly \$245 million in costs and more than one million burden hours over the next ten years. In addition, the data collected through the VETS 4212 Report will enable contractors to better assess their effectiveness in hiring veterans and complying with VEVRAA. The new form has been promulgated and will be used for the filing cycle opening August 1, 2015.

Table 11. Annual Federal Contractor Reporting as of September 2014²⁷

Category	2013 VETS-100	2014 VETS-100	Variance	2013 VETS-100A	2014 VETS-100A	Variance
Total Federal Contractors Filing	3,938	2,263	-1,675	14,540	11,790	-2,750
Total Submitted Reports	29,320	24,446	-4,874	277,081	233,333	-43,748
Single Establishment	2,042	1,124	-918	6,937	5,415	-1,522
Multiple Establishment – Headquarters	1,508	884	-624	6,327	5,303	-1,024
Multiple Establishment - Hiring Location	24,903	21,909	-2,994	256,770	217,679	-39,091
Multiple Establishment - State Consolidated	867	529	-338	7,047	4,936	-2,111
Disabled Veterans	n/a	n/a	n/a	118,527	101,757	-16,770
Other Protected Veterans	82,470	43,455	-39,015	601,885	438,738	-163,147
Special Disabled Veterans	11,338	6,885	-4,453	n/a	n/a	n/a
Vietnam Era Veterans	42,655	20,604	-22,051	n/a	n/a	n/a
Armed Forces Service Medal Veterans	n/a	n/a	n/a	192,626	153,413	-39,213
Recently Separated Veterans	4,981	4,293	-688	66,643	52,237	-14,406
Total All Employees	n/a	n/a	n/a	22,118,023	23,200,029	1,082,006
New Hires Special Disabled Veterans	2,576	1,712	-864	n/a	n/a	n/a
New Hires Vietnam Era Veterans	3,146	1,532	-1,614	n/a	n/a	n/a
New Hires Disabled Veterans	n/a	n/a	n/a	30,599	25,799	-4,800
New Hires Other Protected Veterans	13,709	7,801	-5,908	105,356	72,843	-32,513
New Hires Armed Forces Service Medal Veterans	n/a	n/a	n/a	51,684	39,527	-12,157
New Hires Recently Separated Veterans	3,257	1,893	-1,364	35,193	25,090	-10,103
New Hires Total All Employees	657,237	688,767	31,530	4,780,610	5,095,403	314,793

²⁷ Federal contractors are required to submit reports for all of their hiring locations; hence the number of total reports exceeds the number of total contractors that file. In addition, Federal contractors with hiring locations employing fewer than 50 persons can file a “multiple establishment consolidated report”; hence the number of total multiple establishment consolidated in the total multiple establishment hiring location reports.

Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)

DOL's Office of Federal Contract Compliance Programs (OFCCP) is responsible for implementing the VEVRAA, as amended. *See* 38 U.S.C. 4212. OFCCP's implementing regulations are at 41 CFR 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. In September 2013, OFCCP updated its VEVRAA regulations; these regulations became effective in March 2014 and contain provisions that strengthen the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire protected veterans and improve job opportunities for protected veterans. For example, the regulations require that contractors establish annual hiring benchmarks for protected veterans. Violations of VEVRAA are identified through individual complaint investigations and scheduled compliance evaluations of covered Federal contractors and subcontractors. In FY 2014, OFCCP processed 45 complaints filed under VEVRAA, accounting for 6.4 percent of the 699 total complaints processed by OFCCP during the year. In addition, OFCCP conducted 3,839 compliance evaluations, of which 343, or 8.9 percent, resulted in conciliation agreements remedying violations of VEVRAA in the areas of recruitment and other affirmative action requirements.

Interagency Collaboration

THE WOMEN'S BUREAU

The Women's Bureau and VETS collaborate on a variety of projects related to women veterans. The agencies work together to empower women veterans to successfully compete for jobs in the civilian labor force, and to educate employers on the value of adding women veterans to their workforce.

THE EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)

As mentioned in Section I (The Workforce Investment System), VETS collaborates with DOL's Employment and Training Administration to administer workforce investment programs, primarily at American Job Centers. These programs include, but are not limited to, the following:

WIA Adult, Youth, and Dislocated Worker Programs

The WIA Adult, Youth, and Dislocated Worker Program, authorized under Title I of the Workforce Investment Act of 1998, is designed to provide quality employment and job training services to assist eligible individuals to find and obtain meaningful employment, and to help employers find the skilled workers they need to compete and succeed in the 21st century economy. In FY 2014, Congress passed and the President signed The Opportunity Act, which reauthorized the Adult, Youth, and Dislocated Worker programs. Most of the provisions of The Opportunity Act will go into effect on July 1, 2015.

Trade Adjustment Assistance (TAA)

TAA or the Trade Act Program helps trade-affected workers who have lost or may lose their jobs as a result of foreign trade. Individuals in worker groups certified by the Secretary of Labor as being trade-affected may be eligible for services, training, income support and other allowances

to assist them in obtaining new jobs and the skills, credentials, resources, and support they may need to become reemployed. In FY 2014, over 3,600 veterans received assistance through TAA.

National Emergency Grant program (NEG)

NEGs temporarily expand the service capacity of WIA's Dislocated Worker training and employment programs at the state and local levels by providing immediate funding assistance in response to large, unexpected economic events that cause significant job losses. NEGs generally provide resources directly to states and local workforce investment boards so they can quickly assist laid-off workers through training to increase occupational skills, leading to faster reemployment. Beginning in July 2015, The Opportunity Act will change National Emergency Grants to National Dislocated Worker Grants and provides additional opportunities for veterans.

Senior Community Service Employment Program (SCSEP)

This program enhances employment opportunities for unemployed older Americans. The program promotes the employment of seniors as a valuable resource for entities seeking trained, qualified, and reliable employees in a 21st century economy. SCSEP is committed to providing high-quality job training and employment assistance to maximize employment opportunities for program participants.

Indian and Native American Program

This program provides unemployed and under-skilled Native American, Alaskan Native, and Native Hawaiian adults 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. The passage of The Opportunity Act reauthorized the Indian and Native American Program beginning in July 2015.

National Farmworker Jobs Program

This program provides participants with training and supportive services to increase migrant and seasonal farmworkers' skills and help them attain greater economic stability. The passage of The Opportunity Act reauthorized the National Farmworker Jobs Program beginning in July 2015.

Registered Apprenticeship

The Registered Apprenticeship system is a unique, flexible training system that combines job related technical instruction with structured on-the-job learning experiences. The Registered Apprenticeship system provides the opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce. In PY 2013, the percentage of veterans participating in Registered Apprenticeships (7.9%) continued to increase and exceeded the veteran participation rate in the labor force (7.2%).

Veterans Homeless Prevention Demonstration (VHPD)

The purpose of the VHPD is to explore ways for the Federal Government to offer early intervention homelessness prevention, primarily to veterans returning from wars in Iraq and Afghanistan. This program is jointly administered by the Department of Veterans Affairs (VA), Department of Housing and Urban Development (HUD), and DOL (VETS). This collaboration provides expertise and resources in the three critical areas of housing, benefits, and training/employment. The selected sites for this demonstration are Camp Pendleton (San Diego

California), Fort Hood (Killen Texas), Fort Drum (Watertown, New York), Joint Base Lewis-McChord (Tacoma Washington), and MacDill Air Force Base (Tampa, Florida).

Without specific targeted funding, VETS contributed the following: (1) assisting grantees to help veterans access education and job training programs; (2) assisting veterans with a variety of employment-related programs, HVRP, JVSG, DVOP, and LVER assistance, services at AJCs, and assistance under USERRA.

Veterans' Participation Rates for PY 2013

In 2014, veterans made up 7.0 percent of the civilian labor force, ages 18 and over.²⁸ As displayed in the following chart, data for PY 2013 indicate that ETA's adult employment and training programs served over 1.1 million veterans among over 16 million participants, which results in a participation rate for veterans of 6.9 percent, a decrease of 0.6 percent from PY 2012. Some of this drop may be accounted for by both the improving economy and the relative success veterans are having in navigating the labor market compared to non-veterans. The veteran unemployment rate in 2014 was 5.3 percent for veterans compared to 6.0 percent for nonveterans.²⁹

Among ETA programs, the highest veterans' participation rates were recorded by the Senior Community Service Employment Program (12.3 percent) and the National Emergency Grant program (10.5 percent). Registered Apprenticeship and the TAA program also exceeded the veteran participation rate in the civilian labor force. These, as well as the WIA Adult (7.2 percent), and WIA Dislocated Worker (7.2 percent) programs had participation rates at or above the veteran participation rate in the labor force. The rates of participation in WIA Dislocated Worker and TAA are encouraging because they offer a wider range of services, such as in-depth assessments, classroom training, and employer-specific on-the-job training. As a result, through these programs, veterans are better prepared to enter the civilian workforce. The high rate of veterans entering into Registered Apprenticeship programs is encouraging because these programs provide a career pathway into good paying careers.

The Wagner-Peyser Employment Service veteran participation rate was 6.9 percent (0.3 percent below the labor force rate). It is important to note that the Employment Service is a "universal access" program; there are no eligibility requirements, so anyone may receive services. Since many employment service tools and interventions are now offered on-line in many states, and those tools allow on-line participants to 'self-identify' as veterans, there might well be some veterans who choose not to identify as veterans. Accordingly, the actual rate of participation for veterans using the Employment Service might be higher than what the official data shows, and this also could be the case for any program that permits self-identification of veteran status.

²⁸ Based on BLS Current Population Survey (Not Seasonally Adjusted) 10,744,000 veterans in civilian labor force, ages 18 and over and 143,207,000 non-veterans, ages 18 and over (10,744,000/153,366,000) equals a 7.0 percent rate of representation for veterans in 2014.

²⁹ 2014 statistics on veterans and nonveterans are available at <http://www.bls.gov/cps/cpsaat48.pdf>.

Table 12. PY 2013 Participation in DOL/ETA Programs

PY 2013 DOL/ETA ADULT PROGRAMS:	Number of Veterans Participating or Exiting ³⁰	Number of Individual Participants/ Exitters ³¹	Veterans' Participation Rate in DOL Programs
Wagner-Peyser Employment Service	1,145,377	16,619,943	6.9%
WIA Adults	77,068	1,076,347	7.2%
WIA Dislocated Workers	47,964	669,117	7.2%
WIA Youth	183	102,971	0.2%
National Emergency Grants	2,347	22,281	10.5%
Registered Apprenticeship	32,340	10,375	7.9%
Senior Community Services Employment Program – Ages 55+ (Veterans and eligible spouses)	8,357	67,814	12.3%
Trade Act Program	3,607	47,454	7.6%
Indian and Native American Program	161	11,979	1.3%
National Farmworker Jobs Program	147	12,910	1.3%
Total³²	1,317,551	19,041,191	7.2%³³

Sources: Program data was derived from ETA reporting systems, which track participation levels and services offered to participants. These various systems include: WIASRD (which excludes self-service exiters); Labor Exchange Reporting System; SCSEP Performance and Results Quarterly; Trade Act Performance Report; and BearTracks. Most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. Individuals were counted only once per Program Year per program. The data for PY 2013 programs is for the period of July 1, 2013 - June 30, 2014.

VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E) ASSISTANCE

In FY 2013, VETS continued to strengthen its partnership with the VA, in particular, by connecting DVOP specialists with disabled veterans who participate in the VR&E program. This program's primary function is to help veterans who have service-connected disabilities become employed, maintain employment, or achieve independence in daily living. The goal of

³⁰ The WIA Adult and Dislocated Workers Programs, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters.

³¹ The term "exiters" means individuals who participated and then exited the program.

³² Some programs and states co-enroll participants to ensure integrated service delivery to job-seekers. Accordingly, the "total" in this table represents the sum of participants in all of the programs. Due to the high levels of co-enrollment the total numbers served in Wagner-Peyser is a recommended indication of the total individuals served in the workforce system.

³³ Bureau of Labor Statistics, <http://www.bls.gov/news.release/vet.t01.htm>

VETS partnership with VR&E is successful job placement and transition to employment for disabled veterans, without duplication, fragmentation, or delay in the services provided.

VR&E Participants and Outcomes

During FY 2014, the VA referred 4,794 veterans for DOL-funded employment services.³⁴ Of those referred, 1,425 (29.7 percent) were referred for assistance with Labor Market Information, which is information that includes employment opportunities within a geographical area and the skill sets required to enter those fields, prior to being enrolled in a training program by the VA. The remaining 3,369 (70.3 percent) were job-ready veterans seeking employment. In FY 2014, 291 (6.1 percent) of the job-ready veterans' participation was either interrupted for extended illness or participants reenrolled into school for additional training. An additional 1,523 (31.8 percent) job-ready veterans were listed as having exited from the program, either because they entered employment or they discontinued their participation for other reasons. Of those veterans who exited, 1,147 (75.3 percent) entered employment. The average hourly wage of the veterans who entered employment was \$17.56. Table 14 below provides data for VA/DOL VRA&E Joint Activities and Outcomes.

Table 13. FY 2014 VR&E Statistics³⁵

Category	Outcomes (number of participants or wages)
Veterans Referred from VR&E	4,794
Carried In from previous year's participation	3,307
Operation Enduring Freedom/Iraqi Freedom Veterans	1,360
Real Lifelines (RLL) Participants	0
Coming Home To Work (CHTW) Participants	94
Referred Veterans Registered	5,846
Referred Veterans Not Registered	2,255
Interrupted/Operation Iraqi Freedom (OIF)	145
Discontinued	376
In School	156
Provided Labor Market Information	1,425
Closed, Other	574
Registered Veterans Available for Work	3,170
Entered Suitable Employment	1,147
Average Entry Hourly Wage	\$17.56
Rehabilitated	1,004

³⁴ This data only reflects Veterans referred to DOL for employment services and does not represent all VR&E participants.

³⁵ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, National VR&E Quarter Data Report.

VETERANS RETRAINING ASSISTANCE PROGRAM (VRAP)

Section 211 of the VOW Act established the Veterans Retraining Assistance Program (VRAP) in the VA, which provided up to 12 months of full-time training assistance in high-demand occupations for up to 99,000 eligible unemployed veterans, aged 35-60. DOL has assisted the VA with the administration of VRAP, by, among other things: conducting outreach to veterans; developing technical guidance for the workforce system; identifying high-demand occupations; and collecting self-attested eligibility data based on age, employment status, and previous participation in other job training programs. In addition, the Department supports veterans before, during, and after their participation in VRAP by providing employment services (such as resume development, job referrals, and case management) through the national network of approximately 2,500 AJCs, as well as through an extensive suite of online tools.

The VRAP ended on March 31, 2014, and the VA provided payments to participants still in training through June 30, 2014. The program accepted 143,139 applications, approved 126,607 applications, and provided training to 76,494 veterans. DOL also collaborated with the VA in the preparation of their VRAP Report to Congress, which included VRAP participant service and outcome information available through the quarter before the report's due date. This report was provided to Congress in October 2014. As of June 30, 2014, 7,639 participants were employed after participating in VRAP training. DOL continues to track employment outcomes for those VRAP participants that received employment services from the Wagner-Peyser Employment Service, the Jobs for Veterans State Grants Programs, or the Workforce Investment Act Adult or Dislocated Worker programs.

Online and Electronic Tools

Online Advisors (<http://www.dol.gov/elaws/>)

In FY 2014, VETS' continued to support established elaws Advisors on the Department's elaws website. These Advisors mimic the interaction a person might have with an employment law expert and provide assistance with filing complaints under each of these laws. Two of these Advisors were mentioned earlier in this report:

- Uniformed Services Employment and Reemployment Rights Act (USERRA) Advisor (<http://www.dol.gov/elaws/userra.htm>)
- Veterans' Preference Advisor (<http://www.dol.gov/elaws/realifelines.htm>)

VETS maintains two additional elaws Advisors:

Veterans' Employment and Career Transition Advisor (www.dol.gov/elaws/realifelines.htm)

This Advisor provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning services members and veterans in their reintegration into the civilian workforce.

e-VETS Resource Advisor (www.dol.gov/elaws/evets.htm) – This Advisor assists veterans, transitioning service members and all those who support them, to quickly and easily navigate information and resources on a range of topics including: benefits and compensation; education and training; employment; family and caregiver support; health; homeless 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.

In addition to these VETS' electronic tools, the American Job Centers (AJC) provide critical support to help veterans succeed in today's competitive workforce. In PY 2013, nearly 1.15 million³⁶ of the over 16 million AJC customers were veterans. Building on this success, DOL continues to make concerted efforts to increase veterans' awareness of, access to, and use of the American Job Center service delivery system, including the Department's extensive suite of on-line electronic tools.

These tools help businesses, job seekers, students, and workforce professionals find employment and provide additional resources through the Career One Stop suite of websites (www.careeronestop.org) and the Occupational Information Network (O*NET) website (www.onetonline.org), which support the following:

- **My Next Move for Veterans** (www.MyNextMove.org/vets) – This is a resource that helps veterans transition from military service to the civilian workplace. Through a simple and quick search engine, veterans enter their prior military experience (branch of service and military occupation code or title) and link to the information they need to explore civilian careers and related training. In addition, My Next Move for Veterans contains a link to a career interest inventory the O*NET Interest Profiler.
- **mySkills myFuture** (www.myskillsmyfuture.org) – This resource helps laid-off workers and others seeking career changes, such as transitioning service members, find new occupations to explore based on transferable skills they have gained in past jobs.
- **The Reemployment Portal** (www.careeronestop.org/ReEmployment) – This resource is designed to assist workers following a job loss, and to connect laid-off workers to needed resources for training, reemployment, and career planning. In addition, the portal provides information on where they can receive financial and emotional assistance during the process of job transition. Specifically, the site serves as a single source for information on jobs, career training, and unemployment benefits, as well as information about assistance with regard to necessities such as food, housing, health care, utility payments and tax help. The resources will prove useful to everyone from recently laid-off workers, transitioning service members, and unemployment insurance claimants to individuals who have exhausted their unemployment benefits and those seeking to change careers.
- **Veterans Reemployment Portal** (www.CareerOneStop.org/Vets) – This resource is designed to provide veterans with employment, training, career planning, and mental health counseling after their military service. The site links veterans to local resources, and provides a military-to-civilian job search based on military job title or military occupational code.

³⁶ Includes all participants in the Labor Exchange; because of high levels of co-enrollment it is not appropriate to sum the programs' enrollments.

- **America’s Career Info Net** (www.careerinfonet.org) – This site offers access to a wide array of current and accurate career and labor market information.
- **America’s Service Locator** (www.servicelocator.org) – This tool directs citizens to available workforce services and location information at the Federal, state and local levels.
- **O*NET OnLine** (<http://online.onetcenter.org>) – This site provides access to career information, including detailed occupational requirements and characteristics. It can be accessed readily by selecting a tab, “Military Crosswalk,” and entering either a Military Occupational Classification code or title that will link the user to related civilian occupations and available O*NET employment data.
- **Military to Civilian Occupation Translator** (www.careerinfonet.org/moc) – This site provides easy access to detailed information for transitioning workers to help them identify occupations that match their work-related interests. Users can search by keyword and find military occupational specialties, which can then be matched with jobs in the civilian workforce.
- **America’s Heroes at Work** (<http://www.americasheroesatwork.gov/>) – This technical assistance service focuses on the employment challenges of returning service members living with Traumatic Brain Injury (TBI) and/or Post-Traumatic Stress Disorder (PTSD). The project equips employers and the workforce development system with the tools they need to help returning service members affected by TBI and/or PTSD succeed in the workplace. Through this partnership, hiring managers, human resources professionals, and co-workers are educated through an online training resource on the ways in which TBI and PTSD impact employment, and how stable employment can assist in recovery.
- **Registered Apprenticeship for Veterans** (<http://www.doleta.gov/oa/veterans.cfm>) – This unique website provides information and links to for veterans seeking opportunities in Registered Apprenticeship. It also provides information about how employers can hire veterans in apprenticeship and provides them with step-by-step information on getting certified to provide GI Bill benefits in a Registered Apprenticeship.
- **Veterans’ Priority Resource Page** (<https://veterans.workforce3one.org/>) – The Department continues to maintain a Veterans’ Priority Resource Page online for workforce development staff. The page includes program guidance and updates, announcements, information about partner agency programs serving veterans, and technical assistance tools for programs serving veterans.

The Department also continues to work with VA and DoD on a veteran-focused website to provide one-stop access to a hiring and benefits guide for veterans and employers seeking to hire veterans.

Veterans Employment Center (<https://www.ebenefits.va.gov/jobs>) - Over the past two years, departments and agencies across the Federal government have been working to improve and integrate online and in-person services to assist veterans and their spouses with their employment and career goals as part of The First Lady’s Joining Forces initiative. These efforts included the development of the Veterans Employment Center (VEC) as part of the eBenefits portal hosted by the Department of Veterans Affairs. The VEC is the Federal government’s single

comprehensive online tool to provide transitioning service members, Reserve Component service members, veterans and their families with the tools to translate military skills into plain language and build a profile that can be shared – in real time – with employers. Job seekers can also search the Veterans Job Bank, which is comprised of over 1.7 million jobs from the private sector and includes jobs in Federal, state, and local governments linking directly to the employer’s job listing. The VEC provides service members, veterans and their families who are seeking to leverage their skills and talents in civilian job employment with a single online tool for connecting themselves to meaningful career opportunities in the public and private sectors.

APPENDICES

Program Year (PY) 2013 Final Reports

Attachment 1	Veterans Who Were Participants by State
Attachment 2	Veterans Who Received Staff-Assisted Services by State
Attachment 3	Veterans Who Entered Employment by State
Attachment 4	Veterans Who Retained Employment for 60 Days by State
Attachment 5	Veterans Who Received Intensive Services by State
Attachment 6	Veterans Who Were Referred to Employment by State
Attachment 7	Veterans Who Were Referred to Federal Training by State
Attachment 8	Veterans Who Were Placed in Federal Training by State
Attachment 9	Veterans Who Were Referred to Federal Jobs by State
Attachment 10	Veterans Who Entered into Federal Jobs by State
Attachment 11	Adult and Veterans' Entered Employment Rates by State
Attachment 12	Veterans Who Received a Certification

Report with all Attachments available on-line at VETS web site at:

<http://www.dol.gov/vets/media/>

Attachment 1

VETERAN PARTICIPANTS

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	22,137	4,649	2,879	2,766	5,030	467	11,828	5,813	4,475
Alaska	12,797	3,271	2,062	2,371	5,307	625	6,840	3,144	2,808
Arizona	12,579	2,527	1,489	1,628	3,871	465	5,017	3,363	4,196
Arkansas	15,684	2,376	1,341	1,781	3,675	210	8,153	4,024	3,491
California	67,182	13,128	5,216	13,965	31,196	2,499	32,673	14,560	19,946
Colorado	38,684	8,227	5,058	6,208	6,883	1,938	18,181	9,725	10,773
Connecticut	6,252	657	332	703	1,855	40	2,280	1,633	2,338
Delaware	4,423	787	428	476	1,317	107	1,668	1,284	1,471
District of Columbia	1,735	411	223	215	855	33	616	595	523
Florida	85,856	18,997	7,153	14,365	37,268	3,804	38,195	24,044	23,615
Georgia	41,553	8,142	6,130	8,835	20,109	208	19,630	11,744	10,174
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	4,711	956	350	1,394	2,075	293	2,609	1,017	1,085
Idaho	19,659	3,967	1,840	3,222	11,337	486	8,879	4,797	5,983
Illinois	31,225	5,030	2,744	4,675	9,122	469	14,276	8,445	8,495
Indiana	20,397	2,355	976	1,940	960	91	8,699	6,411	5,286
Iowa	14,447	2,223	1,017	1,872	4,752	734	6,455	4,099	3,879
Kansas	11,856	2,139	1,229	1,814	3,098	621	6,100	2,981	2,761
Kentucky	25,823	5,254	1,755	6,111	3,824	349	13,178	6,584	6,060
Louisiana	16,668	3,166	1,117	2,483	6,622	898	8,997	3,850	3,821
Maine	7,305	1,228	724	522	2,416	410	2,683	2,080	2,539
Maryland	12,025	2,581	787	1,438	5,520	565	4,905	3,736	3,384
Massachusetts	11,893	990	562	1,641	3,837	34	4,056	3,019	4,814
Michigan	20,475	16,858	1,220	2,716	4,850	256	7,715	6,146	6,613
Minnesota	20,966	4,929	2,218	3,411	7,793	1,518	9,113	5,153	5,478
Mississippi	7,052	863	198	1,209	2,832	795	3,804	1,762	1,486
Missouri	25,299	3,822	2,108	22,182	8,919	876	10,712	7,500	7,084
Montana	13,624	3,057	1,564	2,317	5,347	7,060	6,891	3,470	3,259
Nebraska	6,288	1,540	550	1,110	2,505	278	2,788	1,830	1,668
Nevada	14,075	1,188	377	1,217	1,023	47	4,524	3,144	4,044
New Hampshire	3,727	661	211	422	1,199	117	1,110	991	1,625
New Jersey	12,970	1,781	449	1,547	2,386	127	4,585	3,462	4,862
New Mexico	9,374	1,836	790	1,491	4,205	533	4,227	2,413	2,733
New York	39,855	5,522	2,515	8,015	5,098	259	17,154	9,424	13,274
North Carolina	41,604	6,400	1,499	6,938	15,241	1,335	19,814	11,696	10,093
North Dakota	6,385	1,508	560	920	2,676	516	3,394	1,738	1,253
Ohio	76,998	6,407	4,842	1,832	11,642	1,235	29,660	18,161	19,989
Oklahoma	16,037	3,612	2,070	2,419	5,418	528	8,409	3,808	3,817
Oregon	28,200	5,796	2,914	3,502	12,190	728	11,497	7,445	9,242
Pennsylvania	23,305	2,157	919	2,340	7,886	61	7,706	7,182	8,578
Puerto Rico	889	152	76	379	333	47	517	166	206
Rhode Island	1,621	302	97	236	666	52	662	391	568
South Carolina	26,527	3,991	1,723	4,702	11,968	1,032	13,012	7,064	6,449
South Dakota	4,618	972	488	464	1,204	363	2,072	1,408	1,138
Tennessee	22,087	4,063	2,405	1,340	10,793	34	9,714	6,344	6,028
Texas	115,834	15,778	10,028	26,475	70,614	2,835	60,555	26,978	28,811
Utah	26,773	4,139	2,088	3,861	8,292	6,018	15,934	5,471	5,258
Vermont	2,745	446	279	296	862	61	1,020	740	984
Virginia	254	46	20	49	109	15	143	63	48
Virgin Islands	27,236	6,271	2,582	4,796	11,440	1,870	13,164	7,767	6,305
Washington	22,206	4,292	2,822	4,542	3,541	397	10,678	5,367	6,156
West Virginia	6,782	945	527	950	2,369	161	3,622	1,720	1,440
Wisconsin	25,205	5,241	3,035	2,593	8,525	734	10,942	7,336	6,923
Wyoming	5,385	1,041	298	572	2,134	257	2,450	1,381	1,554
National Total	1,139,287	208,677	96,884	195,268	404,989	45,491	523,506	294,469	308,883

NDA = No Data Available

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	11,330	2,622	1,646	1,467	2,768	88	5,713	3,161	2,450
Alaska	2,793	661	414	456	1,028	133	1,266	760	765
Arizona	7,979	1,624	981	1,036	2,356	76	2,853	2,161	2,965
Arkansas	8,943	1,391	771	1,122	2,096	46	4,604	2,314	2,019
California	24,199	5,139	1,979	4,910	11,123	470	11,073	5,675	7,449
Colorado	23,356	5,033	3,057	3,188	4,340	1,220	10,725	6,059	6,570
Connecticut	3,325	457	246	528	1,205	26	1,410	820	1,095
Delaware	2,532	454	262	284	747	22	864	793	875
District of Columbia	1,451	356	196	175	715	14	480	513	457
Florida	70,981	15,458	5,791	11,614	30,514	2,652	30,571	20,022	20,386
Georgia	40,831	8,035	6,057	8,704	19,774	207	19,322	11,540	9,964
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	2,744	530	181	846	1,176	100	1,413	578	753
Idaho	11,817	2,472	1,147	2,034	6,812	313	5,430	2,973	3,414
Illinois	10,702	1,997	1,157	1,893	3,401	91	4,794	3,068	2,840
Indiana	13,134	1,612	675	1,299	553	64	5,508	4,205	3,420
Iowa	14,429	2,221	1,016	1,870	4,746	732	6,450	4,093	3,872
Kansas	4,739	990	614	794	1,399	200	2,367	1,217	1,149
Kentucky	19,095	3,833	1,410	4,282	2,971	249	9,577	4,926	4,591
Louisiana	8,646	1,638	574	1,166	3,371	211	4,102	2,204	2,340
Maine	5,002	876	504	358	1,696	282	1,855	1,463	1,683
Maryland	8,902	1,937	557	951	4,096	251	3,337	2,872	2,693
Massachusetts	11,208	964	548	1,617	3,619	33	3,841	2,840	4,523
Michigan	19,272	16,316	1,145	2,571	4,553	242	7,188	5,774	6,309
Minnesota	14,963	3,703	1,693	2,442	5,689	1,088	6,431	3,616	4,051
Mississippi	6,771	824	194	1,154	2,721	764	3,660	1,683	1,428
Missouri	24,490	3,721	2,056	21,714	8,643	843	10,407	7,244	6,837
Montana	7,015	1,706	892	1,182	2,613	3,468	3,304	1,761	1,947
Nebraska	4,233	1,034	378	738	1,668	127	1,705	1,295	1,232
Nevada	10,258	1,131	353	1,174	972	45	3,961	2,742	3,541
New Hampshire	2,608	478	153	316	794	41	768	693	1,146
New Jersey	7,747	1,213	331	1,026	1,334	37	2,724	2,117	2,887
New Mexico	7,417	1,561	683	1,260	3,402	394	3,372	1,901	2,143
New York	33,689	4,727	2,157	6,706	4,445	160	14,371	7,961	11,357
North Carolina	33,184	4,706	1,020	5,561	11,948	607	15,367	9,392	8,424
North Dakota	2,069	538	222	267	825	122	999	557	513
Ohio	39,631	4,116	3,203	1,619	6,996	666	16,784	11,190	11,234
Oklahoma	7,790	1,830	1,070	1,309	2,882	136	3,890	1,807	2,093
Oregon	21,921	4,453	2,256	2,844	9,410	525	8,607	5,775	7,533
Pennsylvania	16,593	1,646	699	1,951	5,888	44	5,471	4,971	6,231
Puerto Rico	848	146	72	359	317	45	494	157	197
Rhode Island	1,125	211	59	154	448	22	431	282	412
South Carolina	15,482	2,351	1,047	2,383	6,671	302	7,182	4,394	3,905
South Dakota	3,430	717	387	321	834	186	1,400	1,103	927
Tennessee	19,816	3,575	2,096	1,130	9,551	34	8,558	5,696	5,561
Texas	83,915	11,628	7,380	21,656	50,741	1,750	43,046	19,443	21,654
Utah	16,991	2,863	1,508	2,384	5,392	3,980	10,039	3,604	3,265
Vermont	1,662	297	184	161	467	12	535	437	690
Virginia	125	21	6	18	51	5	62	38	25
Virgin Islands	16,679	3,827	1,492	2,950	6,931	673	7,714	4,770	4,195
Washington	21,517	4,182	2,751	4,414	3,439	391	10,365	5,164	5,984
West Virginia	5,238	704	383	694	1,807	103	2,736	1,371	1,131
Wisconsin	7,555	1,881	1,118	780	2,683	102	2,820	2,279	2,456
Wyoming	3,199	560	151	283	1,195	58	1,246	850	1,103
National Total	765,371	146,966	66,922	142,115	275,816	24,452	343,192	204,324	216,684

NDA = No Data Available

VETERANS WHO ENTERED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs					VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	18-44	45-54	55 +		
	EE	EE	EE	EE	EE	EE	EE		
Alabama	8,979	1,415	779	1,489	1,916	5,147	2,144	1,419	265
Alaska	3,490	684	389	643	1,399	1,782	887	784	37
Arizona	5,719	1,056	565	1,141	1,255	2,484	1,512	1,437	286
Arkansas	8,993	1,092	571	1,286	1,725	4,975	2,198	1,639	178
California	29,386	3,586	1,714	5,551	12,325	14,446	6,956	7,629	352
Colorado	12,781	2,177	1,227	1,800	2,103	5,991	3,402	3,176	209
Connecticut	2,696	224	108	326	806	1,075	717	887	14
Delaware	1,839	251	131	222	353	668	553	580	38
District of Columbia	688	116	49	71	359	260	231	185	9
Florida	31,080	5,337	1,800	5,975	13,367	14,533	8,624	6,636	1,285
Georgia	23,169	3,583	2,476	5,284	11,052	12,137	6,424	4,480	125
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,633	279	88	469	695	826	375	381	51
Idaho	8,268	1,463	632	1,424	4,621	3,939	1,924	2,279	126
Illinois	11,555	1,621	738	1,974	1,375	5,540	3,244	2,629	140
Indiana	8,555	749	250	1,016	142	3,896	2,753	1,876	29
Iowa	4,429	545	232	681	1,485	1,993	1,092	939	403
Kansas	6,589	928	483	1,229	935	3,175	1,532	1,233	647
Kentucky	12,553	2,005	535	2,974	1,744	6,885	3,129	2,369	167
Louisiana	6,095	906	285	863	2,137	3,133	1,480	1,248	234
Maine	3,110	340	183	179	839	1,121	901	965	122
Maryland	5,587	915	243	715	2,459	2,357	1,784	1,231	215
Massachusetts	5,583	322	164	802	1,802	2,096	1,476	1,993	17
Michigan	10,323	6,798	424	1,462	2,526	4,185	3,224	2,783	131
Minnesota	8,547	1,624	680	1,570	2,982	3,770	2,014	1,771	478
Mississippi	4,556	371	88	933	1,686	2,460	963	631	502
Missouri	11,187	1,370	703	6,729	3,814	5,172	3,002	2,593	420
Montana	460	62	31	71	116	160	77	57	166
Nebraska	3,196	626	181	732	1,247	1,444	906	733	112
Nevada	5,756	494	150	803	457	2,633	1,539	1,542	34
New Hampshire	1,991	274	85	228	612	608	577	786	20
New Jersey	4,669	570	130	653	864	1,821	1,354	1,435	51
New Mexico	2,909	405	148	518	1,268	1,330	767	688	123
New York	15,835	1,872	752	2,878	1,971	7,034	4,114	4,387	300
North Carolina	3,854	466	47	831	1,528	2,292	937	516	109
North Dakota	2,881	573	184	393	1,113	1,439	752	541	149
Ohio	15,105	1,494	1,137	1,006	3,068	6,812	4,493	3,747	52
Oklahoma	8,679	1,747	885	1,954	2,582	4,829	1,860	1,562	428
Oregon	12,087	2,105	902	1,690	5,129	5,348	3,099	3,324	310
Pennsylvania	5,932	595	NDA	881	NDA	NDA	NDA	NDA	NDA
Puerto Rico	287	30	13	106	68	172	52	54	9
Rhode Island	752	94	20	130	289	312	200	211	29
South Carolina	11,437	1,489	604	2,214	4,918	5,760	3,071	2,278	326
South Dakota	1,593	303	161	221	399	712	450	342	89
Tennessee	13,070	1,818	928	694	6,466	6,272	3,795	2,984	19
Texas	26,283	3,777	NDA	7,113	NDA	NDA	NDA	NDA	NDA
Utah	4,232	666	NDA	697	NDA	NDA	NDA	NDA	NDA
Vermont	1,210	161	98	190	282	474	302	395	39
Virginia	15,092	2,957	1,107	3,018	6,680	7,369	4,106	2,806	811
Virgin Islands	56	5	1	9	16	27	17	10	2
Washington	10,960	1,673	1,052	2,276	1,548	5,542	2,601	2,626	185
West Virginia	2,909	314	162	468	1,027	1,651	732	485	41
Wisconsin	8,437	1,569	870	1,211	2,881	3,962	2,423	1,844	207
Wyoming	3,326	621	170	335	1,320	1,557	826	825	118
National Total	420,388	66,517	25,355	78,128	121,751	183,606	101,591	87,951	10,209

NDA = No Data Available

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs					VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	18-44	45-54	55 +		
	ER	ER	ER	ER	ER	ER	ER		
Alabama	9,508	1,427	748	1,504	1,960	5,521	2,365	1,367	251
Alaska	5,293	1,275	766	994	2,142	2,744	1,395	973	181
Arizona	5,326	966	485	1,148	1,353	2,415	1,438	1,220	252
Arkansas	8,771	1,066	539	1,263	1,514	4,725	2,246	1,539	254
California	42,344	5,162	2,680	6,929	17,358	21,199	10,511	10,604	25
Colorado	13,227	2,279	1,267	1,519	2,173	6,277	3,521	2,985	441
Connecticut	2,155	203	101	225	638	884	598	658	13
Delaware	1,860	259	139	209	296	656	600	569	35
District of Columbia	695	141	55	63	327	272	250	155	17
Florida	32,086	5,777	1,964	5,024	13,977	14,956	9,384	6,419	1,323
Georgia	21,518	3,009	1,963	4,388	9,897	11,072	6,175	4,130	139
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,464	222	58	308	616	681	365	391	27
Idaho	11,588	1,986	845	1,833	6,451	5,513	2,872	2,985	218
Illinois	10,722	1,452	662	1,785	1,343	5,153	3,011	2,431	124
Indiana	9,788	840	267	1,055	143	4,501	3,203	2,029	55
Iowa	6,911	874	357	1,013	2,340	3,271	1,903	1,345	387
Kansas	7,371	898	481	1,288	870	3,327	1,519	1,158	1,360
Kentucky	12,565	2,174	589	2,651	1,999	6,763	3,374	2,306	114
Louisiana	6,927	957	271	811	2,305	3,678	1,675	1,273	301
Maine	3,307	433	220	142	955	1,266	994	912	134
Maryland	5,782	963	246	636	2,593	2,431	1,884	1,196	271
Massachusetts	5,013	274	128	771	1,621	1,985	1,345	1,621	62
Michigan	12,763	4,022	464	1,652	2,778	5,446	4,117	3,078	122
Minnesota	10,540	1,835	693	1,644	3,518	4,699	2,440	1,907	759
Mississippi	4,740	405	92	985	1,717	2,530	1,091	672	447
Missouri	12,411	1,540	732	4,360	4,114	5,861	3,491	2,542	517
Montana	9,152	1,069	496	1,186	2,309	3,183	1,491	1,187	3,289
Nebraska	3,459	654	206	519	1,357	1,647	951	697	164
Nevada	5,242	435	132	667	454	2,331	1,457	1,416	31
New Hampshire	1,840	248	67	190	550	558	541	712	28
New Jersey	4,321	550	143	552	777	1,684	1,326	1,265	41
New Mexico	2,782	374	138	353	1,235	1,234	780	683	85
New York	14,463	1,692	723	2,226	1,723	6,257	3,806	3,800	599
North Carolina	20,681	1,527	0	2,859	7,268	10,309	6,049	4,076	245
North Dakota	3,633	691	228	470	1,449	1,845	966	633	189
Ohio	13,524	1,285	958	629	2,674	6,265	4,046	3,181	32
Oklahoma	8,961	1,751	859	2,040	2,119	5,113	1,895	1,495	457
Oregon	15,238	2,605	1,013	1,837	6,303	6,499	4,215	4,189	325
Pennsylvania	6,620	619	NDA	899	NDA	NDA	NDA	NDA	NDA
Puerto Rico	357	35	10	134	83	230	76	44	7
Rhode Island	806	98	19	121	325	339	229	217	21
South Carolina	12,862	1,618	613	1,969	5,434	6,609	3,519	2,459	270
South Dakota	2,227	425	232	301	608	1,056	613	425	133
Tennessee	13,047	1,723	862	691	6,557	6,386	3,905	2,723	33
Texas	30,928	4,261	NDA	7,227	NDA	NDA	NDA	NDA	NDA
Utah	5,575	987	NDA	662	NDA	NDA	NDA	NDA	NDA
Vermont	1,316	196	113	203	255	538	345	396	37
Virginia	17,749	3,416	1,242	3,343	7,992	8,729	4,847	3,105	1,068
Virgin Islands	44	1	0	5	14	19	17	7	1
Washington	11,064	1,667	1,025	2,237	1,599	5,496	2,847	2,622	98
West Virginia	3,272	352	187	559	1,169	1,913	812	481	66
Wisconsin	10,204	2,034	1,121	1,240	3,486	4,994	2,947	2,040	223
Wyoming	3,257	593	154	332	1,318	1,565	837	745	109
National Total	487,299	71,345	27,353	77,651	142,056	212,625	120,284	95,063	15,380

NDA = No Data Available

VETERANS WHO RECEIVED INTENSIVE SERVICES

(Data obtained from VETS 200 C for Period Ending June 30, 2014)

STATE	TOTAL VETERANS AND ELIGIBLE PERSONS	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	4,247	1,336	875	606	1,164	16
Alaska	784	256	180	180	379	53
Arizona	4,035	999	602	623	1,331	43
Arkansas	548	145	76	46	131	6
California	6,527	1,473	667	1,522	3,028	77
Colorado	3,915	1,174	737	738	997	161
Connecticut	2,125	327	174	466	889	16
Delaware	148	73	52	25	64	1
District of Columbia	556	191	101	95	340	5
Florida	25,196	6,057	2,388	4,493	11,531	705
Georgia	7,181	1,815	1,385	1,327	3,513	122
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	521	181	79	195	283	26
Idaho	1,917	501	221	467	1,209	87
Illinois	2,878	667	411	568	984	17
Indiana	1,703	427	202	283	60	17
Iowa	1,604	450	248	310	699	0
Kansas	1,230	382	256	318	516	50
Kentucky	2,974	850	334	656	566	24
Louisiana	2,429	641	249	495	1,068	72
Maine	409	130	87	48	207	44
Maryland	4,034	884	257	520	1,927	94
Massachusetts	3,033	373	218	555	1,111	5
Michigan	709	435	133	159	262	11
Minnesota	797	280	170	463	492	85
Mississippi	1,724	278	47	337	800	209
Missouri	2,306	543	317	1,814	882	14
Montana	2,128	572	313	558	927	1,185
Nebraska	1,865	481	169	417	784	43
Nevada	3,901	552	183	463	445	16
New Hampshire	649	162	63	110	257	6
New Jersey	3,887	734	220	589	738	27
New Mexico	1,621	514	226	363	841	238
New York	11,857	1,882	912	2,782	1,793	80
North Carolina	7,766	1,114	190	1,625	3,089	149
North Dakota	1,021	331	132	171	490	67
Ohio	5,255	1,063	879	631	1,380	5
Oklahoma	1,204	464	292	256	540	29
Oregon	5,094	1,357	808	928	2,564	172
Pennsylvania	9,643	1,165	516	1,253	3,499	26
Puerto Rico	268	49	26	117	110	5
Rhode Island	395	99	26	83	187	13
South Carolina	5,130	957	406	944	2,375	104
South Dakota	1,524	393	218	185	417	16
Tennessee	6,051	1,377	860	342	3,060	5
Texas	42,126	7,038	4,544	10,357	26,671	259
Utah	3,600	555	323	457	833	1,623
Vermont	472	137	92	87	177	8
Virginia	67	13	3	17	33	2
Virgin Islands	3882	1044	406	815	1,771	155
Washington	4,672	1,252	877	941	912	34
West Virginia	382	82	53	55	161	3
Wisconsin	4,596	1,262	738	591	1,775	64
Wyoming	937	215	64	147	402	14
National Total	213,523	45,732	24,005	42,593	90,664	6,308

NDA = No Data Available

Attachment 6

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	3,688	675	375	503	890	30
Alaska	514	115	69	79	189	18
Arizona	3,327	590	331	379	923	23
Arkansas	4,902	729	414	659	1,211	23
California	7,130	1,773	749	1,526	3,214	127
Colorado	17,946	3,969	2,416	2,352	3,413	799
Connecticut	457	77	45	72	164	4
Delaware	1,930	370	216	222	594	18
District of Columbia	188	30	8	20	88	3
Florida	22,735	4,833	1,684	3,373	9,541	766
Georgia	15,759	2,600	1,864	2,513	7,051	77
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	224	49	26	51	96	1
Idaho	9,703	1,987	907	1,609	5,507	242
Illinois	4,821	933	507	638	1,509	30
Indiana	2,429	313	119	220	104	11
Iowa	8,464	1,387	629	1,057	2,962	419
Kansas	1,829	396	245	395	610	60
Kentucky	11,099	2,271	907	2,281	1,939	191
Louisiana	1,490	294	105	170	602	36
Maine	3,128	609	354	227	1,193	192
Maryland	3,013	628	180	345	1,350	99
Massachusetts	1,716	191	92	213	538	3
Michigan	171	117	23	34	49	4
Minnesota	9,297	2,066	903	1,376	3,320	676
Mississippi	4,964	556	131	848	1,967	564
Missouri	16,787	2,468	1,352	14,642	6,003	616
Montana	3,634	760	385	524	1,295	1,792
Nebraska	2,545	601	214	427	1,007	67
Nevada	4,082	466	133	436	466	24
New Hampshire	1,034	198	65	133	332	17
New Jersey	1,613	207	48	122	337	11
New Mexico	2,528	516	241	391	1,197	65
New York	21,714	3,106	1,402	4,387	3,101	97
North Carolina	23,845	3,295	760	3,761	8,533	409
North Dakota	401	109	44	53	150	26
Ohio	3,857	543	435	283	914	7
Oklahoma	4,889	1,103	620	749	1,712	82
Oregon	11,017	2,103	957	1,129	4,551	230
Pennsylvania	2,319	299	129	281	856	4
Puerto Rico	223	27	9	73	75	8
Rhode Island	577	123	37	81	240	16
South Carolina	7,943	1,246	538	1,309	3,476	194
South Dakota	2,355	484	257	199	544	77
Tennessee	8,035	1,395	838	482	3,998	17
Texas	55,307	7,330	4,538	10,795	32,461	268
Utah	21,992	3,602	1,826	3,258	7,158	4,294
Vermont	331	52	33	24	87	1
Virginia	45	8	2	5	17	2
Virgin Islands	7,219	1,535	544	1,145	2,931	174
Washington	9,146	1,872	1,231	1,795	1,508	116
West Virginia	3,495	475	250	411	1,163	58
Wisconsin	2,472	723	439	252	950	33
Wyoming	1,523	263	61	124	571	27
National Total	361,852	62,467	30,687	68,433	134,657	13,148

NDA = No Data Available

Attachment 7

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	229	56	43	23	59	0
Alaska	137	49	37	29	59	4
Arizona	1,061	201	126	133	326	10
Arkansas	10	3	2	1	4	0
California	1,248	236	76	286	562	31
Colorado	1,081	295	178	146	236	41
Connecticut	110	22	11	19	47	0
Delaware	17	5	4	1	5	0
District of Columbia	19	7	2	1	9	1
Florida	4,587	1,245	502	747	1,996	121
Georgia	221	61	45	55	114	4
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	44	10	5	11	20	2
Idaho	38	12	8	10	26	0
Illinois	70	24	19	14	26	0
Indiana	12	2	2	0	0	0
Iowa	143	28	13	24	46	6
Kansas	8	3	1	1	3	0
Kentucky	420	109	37	99	65	5
Louisiana	0	0	0	0	0	0
Maine	89	9	6	7	25	6
Maryland	331	67	22	37	140	9
Massachusetts	109	8	3	15	32	0
Michigan	33	28	10	10	16	0
Minnesota	318	120	55	81	153	24
Mississippi	12	1	1	3	4	2
Missouri	0	0	0	0	0	0
Montana	0	0	0	0	0	0
Nebraska	340	82	30	60	132	13
Nevada	60	14	3	3	6	0
New Hampshire	25	4	3	4	9	0
New Jersey	92	15	4	13	15	0
New Mexico	235	67	39	37	113	3
New York	562	102	62	222	168	7
North Carolina	3,280	607	182	899	1,359	94
North Dakota	26	8	3	5	8	2
Ohio	96	29	23	11	16	0
Oklahoma	343	83	49	65	142	3
Oregon	192	65	41	66	100	16
Pennsylvania	2,475	459	223	363	952	7
Puerto Rico	23	6	2	7	5	0
Rhode Island	77	19	9	12	43	1
South Carolina	193	33	16	19	63	3
South Dakota	161	29	17	6	31	4
Tennessee	1,189	227	138	42	533	2
Texas	1,733	281	161	295	1,021	4
Utah	13	0	0	0	2	6
Vermont	10	4	3	3	3	0
Virginia	0	0	0	0	0	0
Virgin Islands	218	85	38	32	89	9
Washington	31	9	7	8	4	0
West Virginia	1,705	210	116	265	606	41
Wisconsin	335	194	134	61	162	8
Wyoming	5	1	0	0	1	0
National Total	23,766	5,234	2,511	4,251	9,556	489

NDA = No Data Available

Attachment 8

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	40	5	5	4	7	0
Alaska	37	30	25	14	22	2
Arizona	18	1	1	1	3	2
Arkansas	7	0	0	0	0	0
California	43	5	0	15	24	2
Colorado	0	0	0	0	0	0
Connecticut	24	7	4	7	15	1
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	30	9	6	5	15	0
Georgia	4	0	0	0	3	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0
Idaho	3	0	0	1	2	1
Illinois	7	2	1	1	2	0
Indiana	8	1	1	0	0	0
Iowa	44	7	3	2	10	3
Kansas	0	0	0	0	0	0
Kentucky	60	8	4	7	6	0
Louisiana	1	0	0	0	0	0
Maine	94	24	15	5	36	5
Maryland	331	67	22	37	140	9
Massachusetts	73	8	4	4	14	0
Michigan	6	6	3	2	4	0
Minnesota	3	2	2	1	2	0
Mississippi	112	15	1	35	49	15
Missouri	316	54	31	275	138	12
Montana	0	0	0	0	0	0
Nebraska	10	2	0	3	6	0
Nevada	0	0	0	0	0	0
New Hampshire	4	2	2	1	2	0
New Jersey	44	4	2	1	4	0
New Mexico	6	1	0	0	3	0
New York	106	19	12	54	47	4
North Carolina	151	25	7	43	69	1
North Dakota	1	1	0	1	1	0
Ohio	34	11	9	6	6	1
Oklahoma	3	1	1	1	3	0
Oregon	55	23	17	14	28	2
Pennsylvania	245	74	43	17	62	0
Puerto Rico	8	2	0	0	0	0
Rhode Island	13	4	3	2	6	0
South Carolina	21	4	0	2	3	0
South Dakota	15	4	3	2	2	0
Tennessee	51	6	4	5	19	0
Texas	90	13	5	8	46	0
Utah	2	0	0	0	0	2
Vermont	1	1	0	0	0	0
Virginia	0	0	0	0	0	0
Virgin Islands	0	0	0	0	0	0
Washington	15	1	1	6	1	1
West Virginia	99	13	7	3	32	2
Wisconsin	6	1	0	0	2	1
Wyoming	29	5	0	2	8	1
National Total	2,270	468	244	587	842	67

NDA = No Data Available

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	28	8	4	3	7	0
Alaska	12	3	2	0	4	0
Arizona	1,073	206	124	135	331	11
Arkansas	160	29	15	18	43	0
California	1,505	437	193	379	705	36
Colorado	103	11	6	2	12	3
Connecticut	0	0	0	0	0	0
Delaware	21	7	3	3	4	0
District of Columbia	160	34	14	23	71	6
Florida	728	211	68	79	334	30
Georgia	436	80	54	69	203	4
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	196	43	22	42	84	2
Idaho	201	41	21	41	118	9
Illinois	234	47	24	24	70	0
Indiana	38	6	3	5	0	0
Iowa	15	4	0	1	6	4
Kansas	32	17	15	11	14	1
Kentucky	1,364	327	141	251	301	37
Louisiana	21	6	2	5	10	1
Maine	14	4	3	1	7	2
Maryland	250	97	34	55	133	18
Massachusetts	52	7	2	10	26	0
Michigan	0	0	0	0	0	0
Minnesota	41	32	29	16	17	0
Mississippi	199	21	3	44	83	31
Missouri	7,433	1,087	580	6,347	2,733	293
Montana	0	0	0	0	0	0
Nebraska	450	124	49	65	186	11
Nevada	95	23	8	18	36	2
New Hampshire	9	4	1	1	2	1
New Jersey	0	0	0	0	0	0
New Mexico	850	229	119	139	391	19
New York	84	23	8	20	21	0
North Carolina	70	13	1	14	28	3
North Dakota	158	36	19	20	60	6
Ohio	58	21	16	6	7	0
Oklahoma	216	71	45	36	83	3
Oregon	175	51	29	13	82	2
Pennsylvania	325	46	20	54	130	1
Puerto Rico	10	5	1	4	2	1
Rhode Island	22	6	4	4	10	0
South Carolina	49	4	3	1	21	0
South Dakota	129	29	13	14	36	3
Tennessee	10	4	3	2	7	0
Texas	271	53	38	80	194	0
Utah	2,012	350	175	378	722	333
Vermont	5	2	0	0	0	0
Virginia	200	57	23	32	94	6
Virgin Islands	0	0	0	0	0	0
Washington	87	25	13	10	15	2
West Virginia	213	35	18	25	91	7
Wisconsin	182	64	45	16	73	1
Wyoming	45	10	1	3	19	0
National Total	20,041	4,050	2,014	8,519	7,626	889

NDA = No Data Available

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	3	1	0	0	0	0
Arizona	1	0	0	0	0	0
Arkansas	4	0	0	0	3	0
California	0	0	0	0	0	0
Colorado	0	0	0	0	0	0
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	3	1	0	0	2	0
Georgia	21	3	1	2	4	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1	1	1	0	1	0
Idaho	1	0	0	1	1	1
Illinois	1	0	0	0	0	0
Indiana	0	0	0	0	0	0
Iowa	0	0	0	0	0	0
Kansas	1	1	1	0	0	0
Kentucky	40	8	2	6	0	0
Louisiana	2	2	1	1	1	0
Maine	0	0	0	0	0	0
Maryland	0	0	0	0	0	0
Massachusetts	3	0	0	0	2	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	5	0	0	1	3	0
Missouri	6	1	0	5	2	1
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	7	2	1	2	2	0
New Hampshire	2	0	0	0	0	1
New Jersey	0	0	0	0	0	0
New Mexico	2	1	0	0	1	0
New York	1	1	0	1	0	0
North Carolina	8	0	0	3	6	1
North Dakota	0	0	0	0	0	0
Ohio	71	26	21	11	12	0
Oklahoma	3	1	0	0	1	0
Oregon	4	1	1	1	3	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	3	0	0	0	1	0
Rhode Island	12	4	3	2	6	0
South Carolina	4	1	1	0	2	0
South Dakota	1	0	0	1	1	0
Tennessee	1	0	0	0	1	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	0	0	0	0	0	0
Virginia	1	0	0	0	0	0
Virgin Islands	12	4	0	0	8	0
Washington	4	2	1	2	1	0
West Virginia	5	1	1	2	3	0
Wisconsin	0	0	0	0	0	0
Wyoming	2	0	0	0	1	0
National Total	235	62	35	41	68	4

NDA = No Data Available

ADULT & VETERANS ENTERED EMPLOYMENT RATES

(Data obtained from ETA 9002 C & D Reports for Period Ending June 30, 2014)

	One-Stop Adult Entered Employment Rate	Veterans' Entered Employment Rate	Disabled Veterans' Entered Employment Rate	Special Disabled Veterans' Entered Employment Rate	Recently Separated Veterans' Entered Employment Rate	Transitioning Service Members' Entered Employment Rate
Alabama	58%	59%	55%	51%	81%	91%
Alaska	56%	52%	47%	45%	53%	62%
Arizona	55%	55%	57%	56%	84%	94%
Arkansas	65%	65%	61%	58%	81%	91%
California	44%	38%	36%	34%	31%	50%
Colorado	51%	45%	40%	37%	35%	50%
Connecticut	48%	42%	37%	35%	41%	52%
Delaware	57%	52%	46%	43%	57%	52%
District of Columbia	45%	44%	44%	47%	50%	64%
Florida	60%	57%	50%	46%	59%	58%
Georgia	53%	50%	44%	42%	49%	58%
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	52%	43%	39%	36%	36%	35%
Idaho	65%	61%	56%	54%	63%	64%
Illinois	53%	48%	46%	42%	45%	44%
Indiana	58%	60%	54%	47%	63%	69%
Iowa	64%	59%	51%	48%	61%	68%
Kansas	67%	68%	67%	66%	88%	95%
Kentucky	59%	53%	45%	41%	48%	60%
Louisiana	58%	55%	48%	46%	55%	32%
Maine	55%	53%	46%	43%	55%	50%
Maryland	51%	51%	47%	49%	56%	72%
Massachusetts	52%	46%	40%	38%	40%	45%
Michigan	51%	47%	46%	37%	43%	52%
Minnesota	64%	60%	56%	52%	60%	66%
Mississippi	60%	58%	50%	59%	64%	66%
Missouri	56%	53%	48%	47%	55%	54%
Montana	65%	59%	54%	50%	65%	58%
Nebraska	67%	62%	56%	49%	66%	67%
Nevada	58%	53%	50%	49%	63%	83%
New Hampshire	59%	55%	47%	46%	55%	39%
New Jersey	50%	47%	45%	40%	47%	68%
New Mexico	51%	44%	36%	33%	44%	26%
New York	55%	51%	46%	43%	48%	41%
North Carolina	59%	54%	46%	37%	50%	61%
North Dakota	77%	73%	67%	64%	74%	68%
Ohio	59%	58%	58%	58%	58%	62%
Oklahoma	60%	63%	64%	62%	86%	92%
Oregon	54%	51%	48%	44%	47%	50%
Pennsylvania	55%	53%	46%	NDA	55%	NDA
Puerto Rico	46%	30%	23%	22%	26%	60%
Rhode Island	54%	52%	43%	36%	63%	64%
South Carolina	59%	56%	49%	47%	60%	51%
South Dakota	60%	59%	57%	56%	62%	45%
Tennessee	58%	56%	49%	45%	59%	54%
Texas	60%	58%	53%	NDA	58%	NDA
Utah	65%	65%	60%	NDA	73%	NDA
Vermont	63%	66%	59%	62%	77%	80%
Virgin Islands	31%	26%	17%	14%	21%	50%
Virginia	61%	59%	55%	53%	55%	68%
Washington	59%	53%	51%	50%	47%	74%
West Virginia	54%	54%	49%	46%	53%	53%
Wisconsin	60%	56%	53%	51%	61%	64%
Wyoming	71%	69%	69%	68%	70%	66%
National Total	56%	53%	49%	46%	52%	60%

NDA = No Data Available

VETERANS WHO RECEIVED CERTIFICATE

(Data obtained from ETA 9002 D for Period Ending June 30, 2014)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMS	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
Alabama	0	0	0	0	0	0	0	0	0
Alaska	223	59	46	46	103	128	55	40	10
Arizona	0	0	0	0	0	0	0	0	0
Arkansas	0	0	0	0	0	0	0	0	0
California	888	115	46	264	341	490	255	143	1
Colorado	0	0	0	0	0	0	0	0	0
Connecticut	6	1	0	0	0	0	5	1	0
Delaware	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0	0	0	0
Florida	2	0	0	2	0	1	0	0	0
Georgia	3	0	0	0	0	1	2	0	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0	0	0	0
Idaho	8	3	0	2	6	4	2	2	1
Illinois	0	0	0	0	0	0	0	0	0
Indiana	0	0	0	0	0	0	0	0	0
Iowa	39	3	2	2	12	6	17	16	4
Kansas	0	0	0	0	0	0	0	0	0
Kentucky	138	21	5	18	18	74	43	21	1
Louisiana	1	0	0	0	0	0	0	0	1
Maine	23	3	2	0	5	10	9	4	0
Maryland	114	9	2	8	47	48	33	33	3
Massachusetts	90	5	3	5	20	24	32	33	0
Michigan	649	84	15	48	139	305	216	128	4
Minnesota	34	13	7	23	22	27	6	1	3
Mississippi	82	7	2	13	35	42	33	7	3
Missouri	197	27	12	45	64	94	78	25	8
Montana	17	3	2	3	8	6	4	7	10
Nebraska	0	0	0	0	0	0	0	0	0
Nevada	70	5	1	6	12	19	25	26	0
New Hampshire	0	0	0	0	0	0	0	0	0
New Jersey	202	14	6	8	33	67	78	57	0
New Mexico	0	0	0	0	0	0	0	0	0
New York	346	38	13	68	41	153	102	91	6
North Carolina	0	0	0	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0	0	0	0
Ohio	12	4	4	3	5	6	6	0	0
Oklahoma	0	0	0	0	0	0	0	0	0
Oregon	0	0	0	0	0	0	0	0	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	4	2	1	0	2	1	1	2	0
Rhode Island	0	0	0	0	0	0	0	0	0
South Carolina	4	1	0	2	2	2	0	0	1
South Dakota	3	2	2	0	1	1	1	1	0
Tennessee	99	11	4	2	50	41	35	23	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	0	0	0	0	0	0	0	0	0
Virginia	0	0	0	0	0	0	0	0	0
Virgin Islands	2	0	0	0	0	2	0	0	0
Washington	260	37	20	35	78	119	84	57	1
West Virginia	55	6	3	2	21	25	15	15	0
Wisconsin	140	23	10	6	42	49	66	25	1
Wyoming	0	0	0	0	0	0	0	0	0
National Total	3,711	496	208	611	1,107	1,745	1,203	758	58

NDA = No Data Available