

FY 2016

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

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APPROPRIATION LANGUAGE

Not to exceed [231,872,000] 233,001,000 may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which:

(1) 175,000,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for obligation by the States through December 31, [2015] 2016 and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: *Provided, That*, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and to the spouses or other family caregivers of such wounded, ill or injured members;

(2) [14,000,000] 14,100,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;

(3) [39,458,000] 40,487,000 is for Federal administration of chapters 41, 42, and 43 of title 38, United States Code; and

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

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

In addition, from the General Fund of the Treasury, 38,109,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: *Provided, That* notwithstanding subsections (c) (3) and (d) of

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section 2023, the Secretary may award grants through September 30, [2015] 2016 to provide services under such section: *Provided further*, That services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness. (*Department of Labor Appropriations Act, 2015.*)

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EXPLANATION OF LANGUAGE CHANGE

Not applicable.

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ANALYSIS OF APPROPRIATION LANGUAGE

Not applicable.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	2014		2015		2016	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$38,109	0	\$38,109	0	\$233,001
	0	\$0	0	\$0	0	\$0
	0	\$0	0	\$0	0	\$0
	0	\$0	0	\$0	0	\$0
Appropriation, Revised	0	\$38,109	0	\$38,109	0	\$38,109
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$38,109</i>	<i>0</i>	<i>\$38,109</i>	<i>0</i>	<i>\$38,109</i>
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
Offsetting Collections From:						
Trust Funds	227	\$231,414	230	\$231,872	230	\$233,001
Other Supplementals and Rescissions P.L. 113-76 for FY 2014	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>227</i>	<i>\$231,414</i>	<i>0</i>	<i>\$231,872</i>	<i>0</i>	<i>\$233,001</i>
B. Gross Budget Authority	227	\$231,414	230	\$231,872	230	\$271,110
Offsetting Collections From:						
Deduction:	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
C. Budget Authority Before Committee	227	\$269,523	0	\$269,981	0	\$271,110
Offsetting Collections From:						
IT Crosscut	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	227	\$269,523	230	\$269,981	230	\$271,110
Other Unobligated Balances	0	\$0	0	\$0	0	\$0
Unobligated Balance Expiring	0	-\$40	0	\$0	0	\$0
FTE Lapse	-5	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	222	\$269,483	230	\$269,981	230	\$271,110

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SUMMARY OF CHANGES

(Dollars in Thousands)

	2015	2016	Net Change
Budget Authority			
General Funds	\$38,109	\$38,109	\$0
Trust Funds	\$231,872	\$233,001	+\$1,129
Total	\$269,981	\$271,110	+\$1,129
Full Time Equivalents			
General Funds	0	0	0
Trust Funds	230	230	0
Total	230	230	0

Explanation of Change	2016 Change							
	2015 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	230	\$21,618	0	\$292	0	\$0	0	\$292
Personnel benefits	0	\$6,335	0	\$126	0	\$0	0	\$126
One day more of pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$45	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,565	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$10	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$889	0	\$18	0	\$0	0	\$18
Communications, utilities, and miscellaneous charges	0	\$320	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$840	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$2	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$18,162	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$4,946	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$59	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$1,026	0	\$656	0	\$0	0	\$656
Operation and maintenance of facilities	0	\$308	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$1,664	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$100	0	\$0	0	\$0	0	\$0
Equipment	0	\$200	0	\$0	0	\$0	0	\$0

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Explanation of Change	2016 Change							
	2015 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$211,748	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	230	+\$269,887	0	+\$1,092	0	\$0	0	+\$1,092
B. Programs:								
Development of Mobile Application for Transition Assistance Program	0	\$14,000	0	\$100	0	\$0	0	\$100
Programs Subtotal			0	+\$100	0	\$0	0	+\$100
Total Increase	230	+\$269,887	0	+\$1,192	0	\$0	0	+\$1,192
Decreases:								
A. Built-Ins:								
To Provide For: Federal Employees' Compensation Act (FECA)	0	\$94	0	-\$63	0	\$0	0	-\$63
Built-Ins Subtotal	0	+\$94	0	-\$63	0	\$0	0	-\$63
B. Programs:								
Total Decrease	0	+\$94	0	-\$63	0	\$0	0	-\$63
Total Change	230	+\$269,981	0	+\$1,129	0	\$0	0	+\$1,129

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	2014		2015		2016		Diff. 2016 / 2015	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	175,000	0	175,000	0	175,000	0	0
Unemployment Trust Funds	0	175,000	0	175,000	0	175,000	0	0
Transition Assistance Program	0	14,000	0	14,000	0	14,100	0	100
Unemployment Trust Funds	0	14,000	0	14,000	0	14,100	0	100
Homeless Veterans' Reintegration Program	0	38,109	0	38,109	0	38,109	0	0
General Funds	0	38,109	0	38,109	0	38,109	0	0
National Veterans' Employment and Training Service Institute	0	3,414	0	3,414	0	3,414	0	0
Unemployment Trust Funds	0	3,414	0	3,414	0	3,414	0	0
Federal Administration - USERRA Enforcement	222	39,000	230	39,458	230	40,487	0	1,029
Unemployment Trust Funds	222	39,000	230	39,458	230	40,487	0	1,029
Total	222	269,523	230	269,981	230	271,110	0	1,129
General Funds	0	38,109	0	38,109	0	38,109	0	0
Unemployment Trust Funds	222	231,414	230	231,872	230	233,001	0	1,129

NOTE: 2014 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
	Full-Time Equivalent				
	Full-time Permanent	227	230	230	0
	Total	227	230	230	0
	Average ES Salary	\$172,402	\$168,102	\$168,102	\$0
	Average GM/GS Grade	12/4	12/5	12/6	0
	Average GM/GS Salary	\$84,081	\$86,932	\$87,802	\$870
11.1	Full-time permanent	20,680	21,415	21,707	292
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	382	203	203	0
11.9	Total personnel compensation	21,062	21,618	21,910	292
12.1	Civilian personnel benefits	6,133	6,429	6,492	63
13.0	Benefits for former personnel	45	45	45	0
21.0	Travel and transportation of persons	1,499	1,565	1,499	-66
22.0	Transportation of things	60	10	10	0
23.1	Rental payments to GSA	874	889	907	18
23.3	Communications, utilities, and miscellaneous charges	222	320	222	-98
24.0	Printing and reproduction	140	840	840	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	24,023	18,162	17,602	-560
25.3	Other goods and services from Federal sources 1/	8,485	6,031	8,900	2,869
25.4	Operation and maintenance of facilities	8	308	8	-300
25.7	Operation and maintenance of equipment	529	1,664	593	-1,071
26.0	Supplies and materials	100	100	100	0
31.0	Equipment	182	200	182	-18
41.0	Grants, subsidies, and contributions	206,109	211,748	211,748	0
42.0	Insurance claims and indemnities	50	50	50	0
	Total	269,523	269,981	271,110	1,129
	1/Other goods and services from Federal sources				
	HHS Services	700	260	260	0
	Services by Other Government Departments	1,142	766	936	170
	Working Capital Fund	6,584	4,946	7,645	2,699
	DHS Services	59	59	59	0

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SIGNIFICANT ITEMS IN APPROPRIATIONS COMMITTEES' REPORTS

Not applicable.

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AUTHORIZING STATUTES

Public Law / Act	Legislation
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021 Public Law 105-339	• Jobs for Veterans Act
Public Law 103-353	• Veterans Employment Opportunities Act
Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300	• Uniformed Services Employment and Reemployment Rights Act of 1994
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021	• Vietnam Era Veterans' Readjustment Assistance Act of 1974
Modified for HVRP by Section 203, Pub. Law 109- 233	• Jobs for Veterans Act
Pub. Law 112-56	• Homeless Veterans' Reintegration Program
	• VOW to Hire Heroes Act

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2006					
Base Appropriation	\$224,334	\$224,334	\$224,334	\$222,091	250
2007					
Base Appropriation	\$224,887	\$223,189	\$223,189	\$223,189	240
2008					
Base Appropriation	\$228,096	\$228,198	\$231,198	\$228,096	234
2009					
Base Appropriation...1/	\$238,439	\$239,439	\$239,439	\$239,439	234
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...2/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...3/	\$261,036	\$0	\$0	\$264,438	218
2013					
Base Appropriation...4/	\$258,870	\$0	\$0	\$250,604	218
2014					
Base Appropriation	\$300,518	\$0	\$0	\$269,523	227
2015					
Base Appropriation	\$269,981	\$0	\$0	\$269,981	230
2016					
Base Appropriation	\$271,110	\$0	\$0	\$0	230

1/ Reflects a \$2,243 reduction pursuant to P.L. 109-149.

2/ This bill was only reported out of Subcommittee and was not passed by the Full House.

3/ Reflects a \$501 reduction pursuant to P.L. 112-74

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

VETERANS' EMPLOYMENT AND TRAINING SERVICE

OVERVIEW

Introduction

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of Americans who have served in uniform. VETS is part of an integrated veterans employment, training, and employment law enforcement enterprise in the Department of Labor, preparing transitioning servicemembers and military spouses for civilian employment and providing employment and training services to eligible veterans and their spouses. VETS also protects servicemembers and veterans by ensuring employers respect their rights to employment and reemployment; and ensures that federal employers give preferential hiring to veterans.

For Fiscal Year (FY) 2016, the Agency is requesting \$271,110,000. This includes funding for:

- Jobs for Veterans State Grants, in the amount of \$175,000,000
- Transition Assistance Program in the amount of \$14,100,000
- Homeless Veterans' Reintegration Program, in the amount of \$38,109,000
- National Veterans' Training Institute in the amount of \$3,414,000
- Federal Administration - USERRA Enforcement, in the amount of \$40,487,000

The VETS budget is formulated through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2016 request is \$175,000,000. VETS assists veterans in obtaining and maintaining meaningful employment through services provided at American Job Centers (AJC) and other locations. VETS awards the JVSG grants as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state. The grant supports two types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide intensive services targeted at meeting the employment needs of disabled veterans and other veterans with significant barriers to employment; and
- Local Veterans' Employment Representatives (LVER), who conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, and encourage the hiring of disabled veterans.

The FY 2016 request will support a total of approximately 2,000 DVOP specialists and 450 LVER staff.

VETS will continue to focus on increasing the rate of intensive services to veterans, including comprehensive and specialized assessments of skill levels and needs, development of an individual employment plan, group and individual career counseling and planning, and short-

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

In addition to American Job Centers, VETS continues to collaborate with the Department of Veterans Affairs' Vocational Rehabilitation and Employment (VR&E) Service, by stationing DVOP Specialists at VA Regional Offices and other points of entry to help VR&E participants find good jobs.

(2) Transition Assistance Program (TAP) - The FY 2016 request is \$14,100,000.

TAP is jointly operated by the Department of Defense, the Department of Veterans Affairs (VA), and the Department of Labor. The Department of Labor provides the TAP Employment Workshop, a standardized, comprehensive three-day workshop which assists veterans in transitioning to civilian employment. TAP services are provided on military installations both domestically and abroad and are facilitated by an all-contract staff. At the request level, TAP will be delivered to nearly 200,000 transitioning servicemembers and spouses. At the request level, VETS will develop a mobile application that will allow the online delivery of the workshop curriculum.

VETS expects the demand for the TAP Employment Workshop to remain constant over the next several years, due to two factors. First, the Vow to Hire Heroes Act of 2011 (Public Law 112-56) made TAP mandatory for all separating servicemembers. Second, separations will remain at increased, but constant, levels as the military reduces its size with the drawdown of operations in Iraq and Afghanistan.

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2016 request is \$38,109,000.

HVRP is the only federal nationwide program focusing exclusively on the employment of veterans who are homeless. The program provides job training, counseling, and placement services, including job readiness, literacy, and skills training, to aid in the re-integration of homeless veterans into the labor force. HVRP funds are awarded to state and local workforce investment boards, state and local public agencies, and private non-profit organizations including faith-based and community organizations through an annual competitive grant.

Grantees provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees conduct outreach to homeless veterans through 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.

(4) National Veterans' Training Service Institute (NVTI) – The FY 2016 request is \$3,414,000.

NVTI was established to ensure a high level of proficiency and training for staff that provide veterans employment services. NVTI provides training to federal staff and veteran service

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providers, including DVOP specialists and LVER staff, and federal staff who perform compliance and enforcement activities under USERRA and Veterans' Preference.

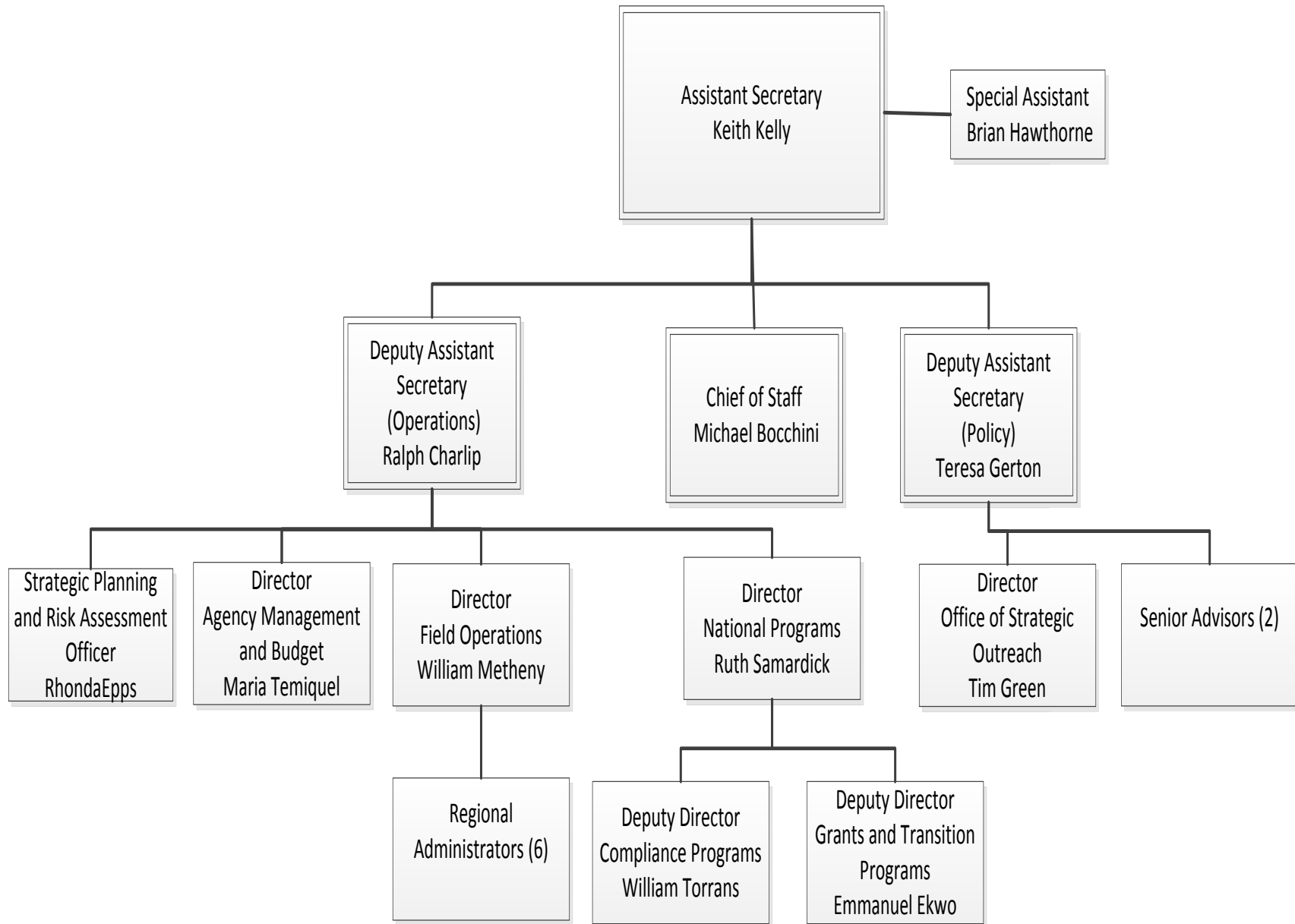
At the requested level, NVTI will be able to train veteran service providers in order to meet the training requirements of the Veterans' Benefits Act of 2010 (Public Law 111-275). This statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions. NVTI will also continue required proficiency testing of DVOP and LVER participants.

(5) Federal Administration - USERRA Enforcement – The FY 2016 request is \$40,487,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the Agency's activities, programs, initiatives, and administrative and oversight functions, to include the programs contained in the other four budget activities. The request will fund VETS staff distributed across each state, the District of Columbia and Puerto Rico; six regional offices; and the national office.

This budget activity also funds compliance investigations that protect the employment and reemployment rights of veterans and members of the National Guard and Reserve Forces through investigation and resolution of claims from protected individuals under two labor laws. Under the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA), VETS protects the civilian reemployment rights of Reservists and National Guard members who are called to active duty. Under the Veterans' Employment Opportunities Act, VETS helps to ensure that veterans obtain the preference in hiring and retention that Federal agencies are required to give to qualified veterans by investigating claims of violations of those rights.

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STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	175,000	175,000	175,000	0
FTE	0	0	0	0

Introduction

The state grants budget activity funds the Jobs for Veterans State Grants (JVSG) program. The JVSG program functions primarily as a staffing grant, providing salaries and benefits for state merit employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning servicemembers identified as in need of intensive services;
- wounded or ill servicemembers in military treatment facilities, and their family caregivers; and,
- other populations of veterans specified by the Secretary.

The grants are distributed on a formula basis to State Workforce Agencies to support the Disabled Veterans' Outreach Program (DVOP) specialists and the Local Veterans' Employment Representative (LVER) staff. These staff provide employment services in various locations in 50 states, Puerto Rico, the District of Columbia, Guam, and the Virgin Islands. Sites include the network of American Job Centers, Department of Veterans Affairs (VA) Veterans' Rehabilitation and Employment facilities, military medical treatment facilities, and Warrior Transition Units. Warrior Transition Units are located at major military treatment facilities and provide support to wounded, ill and injured soldiers who require at least six months of rehabilitative care and complex medical management. This program assists the Department of Labor in meeting its Performance Goal 1.1 of Strategic Goal 1: *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.*

DVOP specialists are authorized by Section 4103A of Title 38, United States Code. DVOP specialists provide intensive services to veterans and eligible spouses with significant barriers to employment. Intensive services include job readiness assessments, interview preparation, development of an Individual Development Plan (IDP), and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured servicemembers receiving care at Department of Defense (DoD) military treatment facilities and Warrior Transition Units, with special consideration being given to economically or educationally disadvantaged veterans. DVOP specialists also provide intensive employment-related services to eligible veterans served through the Homeless Veterans' Reintegration Program and Incarcerated Veterans' Transition Program.

LVER staff are authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with local businesses to increase

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employment opportunities for veterans, encourage the hiring executives to increase employment opportunities for veterans, encourage the hiring of disabled veterans, and generally facilitate and support veterans in gaining and retaining employment. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$163,049	0
2012	\$160,582	0
2013	\$162,025	0
2014	\$175,000	0
2015	\$175,000	0

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In FY 2016, the Department requests \$175,000,000, maintaining funding at the FY 2015 level. The JVSG program will serve veterans and eligible spouses with significant barriers to employment, as well as the expanded populations first included in the FY 2014 Appropriation. Further, DOL will continue to pursue an ambitious increase in delivery of intensive services, with a target of 90% for FY 2016.

Federal staff will continue to conduct formal audits of AJCs, based on the JVSG refocusing guidance released in April 2014. DOL will improve audit tools and processes based on the first full year of auditing conducted in FY 2015.

WIOA changes the fabric of the employment and training environment in which the JVSG operates. VETS will continue to work very closely with the Employment and Training Administration (ETA) to finalize its implementation. During FY 2016, the agencies will implement performance management systems to collect the outcome metrics defined in WIOA and other data on services provided to veterans served through American Job Centers. Two additional areas where the agencies will collaborate are the eligibility of separating servicemembers under the dislocated worker program, and Reemployment Services/Reemployment and Eligibility Assessments (RES/REA) to help returning servicemembers who are receiving unemployment compensation for ex-servicemembers (UCX) find jobs. As discussed in the State Unemployment Insurance and Employment Service Operations Congressional Budget Justification, the 2016 Budget includes sufficient funding to reach all UCX beneficiaries with reemployment and eligibility assessments and reemployment services, to facilitate their return to work.

STATE GRANTS

FY 2015

The enacted level of \$175,000,000 provides for employment services for approximately 332,000 job-seeking veterans and eligible spouses. This is consistent with the number of participants served in FY 2014 at the same funding level.

To meet the goal of increasing intensive services, and to provide services to the expanded populations identified in FY 2014, the FY 2015 funding level maintains the nearly \$14,000,000 increase from FY 2013, which supports approximately 130 additional DVOP specialists. These additional resources are necessary to continue the aggressive increase of intensive services to veterans with significant barriers to employment. The Department has set an ambitious goal of 75% of JVSG participants receiving intensive services in FY 2015. This is part of the Department's long-term target of 90% by FY 2016.

To assist states in meeting this goal, federal staff conduct formal audits of AJCs. Auditing ensures that veterans are referred to the appropriate workforce program, intensive services are provided to veterans with significant barriers to employment, and that DVOP specialists and LVER staff are performing the roles and responsibilities outlined in Departmental guidance. Upon completion of the audits, State Workforce Agencies receive a formal report of identified deficiencies and best practices. Federal staff work with State Workforce Agencies to implement corrective action, when necessary.

FY 2014

The enacted level of \$175,000,000 supported 1,480 DVOP specialists and 733 LVER staff in state employment agencies.

In FY 2014, employment services were provided to 332,165 veterans and eligible persons. This is a significant decrease from the previous year and is in alignment with DOL's refocusing strategy. Refocusing guidance was released in April 2014, and requires that only veterans with significant barriers to employment, or other populations designated by the Secretary, be referred to a DVOP specialist. This resulted in fewer referrals to the JVSG program, but allowed for those veterans that were referred to receive higher rates of intensive services. Veterans not served by the DVOP specialists were referred to other American Job Center staff for assistance.

The Department was successful in increasing the rate of intensive services from 39.2% to 47.4%. This rate remained far too low, and the Department set ambitious targets in subsequent program years, with the goal of eventually reaching a 90% rate of intensive services in FY 2016. With refocusing guidance released and formal audits beginning in the last quarter of FY 2014, DOL anticipates sharp increases in these rates, and in turn the employment outcomes of these populations.

FY 2014 was also the first year the Department implemented the Uniform Threshold for Entered Employment Rate (UNTEER). The Jobs for Veterans Act required that the Secretary of Labor establish this threshold, through regulations, to evaluate states' performance in helping veterans meet their employment needs. Using the finalized results from Program Year 2013, each state's

STATE GRANTS

entered employment rate for veterans was compared to the national average, and for those states failing to meet the threshold, federal staff worked with the state to determine what factors led to poor performance. In cases where a state's Entered Employment Rate (EER) reflected a deficiency in performance, the final rule set forth procedures for the state to submit a corrective action plan for review and approval by VETS, as well as protocols for VETS to provide technical assistance to the state to help meet the employment needs of veterans.

STATE GRANTS

DETAILED WORKLOAD AND PERFORMANCE							
		2013		2014		2015	2016
		Target	Result	Target	Result	Target	Target
State Grants							
Strategic Goal 1 - Prepare workers for better jobs							
Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships							
VETS-DVOP-01	Entered Employment Rate for veterans served by DVOP specialists	52.0%	53.0%	57.0%	54.9%	59.0%	60.0%
VETS-DVOP-03	Employment Retention Rate for veterans served by DVOP specialists	81.0%	80.3%	81.0%	80.2%	81.0%	81.0%
VETS-JVSGBudget-01	Number of Participants	385,000	450,843	375,000	332,165	325,000	315,000
VETS-JVSGBudget-02	Cost/Participant	\$340.00	\$358.00	\$467.00	\$527.00	\$538.00	\$555.00
VETS-JVSGBudget-03	State FTE	1,965	1,922	2,157	2,213	2,213	2,213
VETS-JVSGBudget-04	Cost per FTE	\$81,934.00	\$83,918.00	\$81,131.00	\$79,078.00	\$79,078.00	\$79,078.00
VETS-DVOP-07	Percent of JVSG Veterans receiving intensive services	38.0%	39.2%	50.0%	47.4%	75.0%	90.0%

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

STATE GRANTS

Workload Narrative Summary

The chart above details the performance measures DOL uses to measure the JVSG program and services to participants.

The first two measures, Entered Employment Rate and Employment Retention Rate, are the employment outcomes of participants served by DVOP specialists. Both measures have increased over the past three program years, consistent with the economic recovery nationwide.

The Department anticipates that these two measures will change with the implementation of the Workforce Innovation and Opportunity Act (WIOA), signed into law in July 2014. Beginning in PY 2016, WIOA requires changes to key common measures for employment and education programs. However, given that these measures have not yet been formalized, VETS has provided already established PY 2016 targets for current measures.

One of the Department's key goals is to increase the rate of veterans receiving intensive services from DVOP specialists. These services include career planning and counseling, skill assessment, referral to training and support services, and post-transition follow-up; providing participants with an individualized plan for mitigating employment barriers; and easing the transition into the civilian workforce. The Department anticipates these services will result in better employment outcomes for veterans with significant barriers to employment. VETS will achieve this increase through guidance and technical assistance to states, assessment and evaluation of case management practices, and dissemination of best practices. VETS will closely monitor the services and outcomes of participants to ensure they are receiving the benefits and the services needed to transition to the civilian workforce.

Additionally, VETS will emphasize that LVER staff will focus on job development and employer outreach in local communities. LVERs engage businesses and community organizations in the hiring of veterans and work with DVOP specialists to facilitate veterans' transition into jobs in their local area. This dual approach (DVOP specialists preparing veterans for employment and LVER staff building job opportunities) is expected to result in higher employment outcomes for veterans.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	775	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	5,525	714	714	0
25.3	Other goods and services from Federal sources 1/	700	647	647	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	168,000	173,639	173,639	0
	Total	175,000	175,000	175,000	0
1/Other goods and services from Federal sources					
	HHS Services	700	260	260	0
	Services by Other Government Departments	0	387	387	0

STATE GRANTS

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Travel and transportation of persons	0
Communications, utilities, and miscellaneous charges	0
Other services from non-Federal sources	0
Other Federal sources (Census Bureau)	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$175,000	0
Program Increase	\$0	0
Program Decrease	\$0	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	14,000	14,000	14,100	100
FTE	0	0	0	0

Introduction

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

The Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011 was signed into law in November 2011, making participation in the DOLEW mandatory for all transitioning servicemembers, with certain exemptions. This included, for the first time, a mandate requiring National Guard and Reserve Component members to attend the DOLEW prior to completing demobilization.

After passage of the VOW Act, the President’s Veterans Employment Initiative Task Force, a collaboration of several agencies across the Government, established requirements for each of the military services and interagency partners to develop their respective sections of the TAP program. DOL works closely with DoD to project the demand for Employment Workshops and has consistently met this demand. TAP supports the Department of Labor in meeting its Performance Goal 1.1 of Strategic Goal 1: *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.*

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$9,000	0
2012	\$13,483	0
2013	\$13,524	0
2014	\$14,000	0
2015	\$14,000	0

TRANSITION ASSISTANCE PROGRAM

FY 2016

The request level of \$14,100,000 will allow the agency to provide services for nearly 6,700 employment workshops with a planned average class size of 31 exiting servicemembers or spouses. DoD's projected demand for the DOLEW is expected to remain consistent with that of FY 2015. This funding level will allow DOL to continue to deliver the employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. Additionally, VETS will develop a mobile application for the online delivery of curricula. The mobile application will allow DOL to make more cost effective updates to the DOLEW participant material, and result in cost savings over printing, storage, and distribution of printed material. This will provide a modern method of delivering the curricula to transitioning servicemembers and allow them to access specific modules through their transition. Further, the Department's Chief Evaluation Office will continue a formal impact evaluation of the TAP DOL Employment Workshop.

FY 2015

The request level of \$14,000,000 allows the agency to provide services for nearly 6,700 employment workshops with a planned average class size of 31 exiting servicemembers or spouses. This funding level allows DOL to deliver the employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. Additionally, DOL will conduct a curriculum review to update the employment information and strategies provided to DOLEW participants. The Department's Chief Evaluation Office will begin a formal impact evaluation to study the effectiveness of the TAP DOL Employment Workshop.

In FY 2015 Q1, VETS will conduct the final planned DOLEW through the Off Base Transition Training (OBTT) Pilot outlined in the Dignified Burial and Other Veterans' Benefits Improvement Act of 2012 (Public Law 112-260). DOL will evaluate the OBTT pilot based on the data reported through the AJCs and through the use of voluntary customer satisfaction surveys completed by the participants. DOL will submit a final report to Congress on the results of the OBTT pilot in the second quarter of FY 2015.

FY 2014

The funding level for FY 2014 was \$14,000,000 for the DOL TAP Employment Workshop. With these funds, VETS provided 6,697 Employment Workshops serving over 207,063 participants. This is a nearly 11% increase in participation over FY 2013. The increased demand for the DOLEW is a result of the VOW Act of 2011, making TAP mandatory for all transitioning servicemembers, and an increase in separations due to the drawdown of military operations abroad.

This funding level also allowed VETS to conduct 21 DOLEW through the OBTT Pilot. As a result of the FY 2013 planning and coordination, VETS operated this pilot in three states: Georgia, Washington, and West Virginia. Participants in the pilot workshops were registered in their respective states' American Job Center systems.

TRANSITION ASSISTANCE PROGRAM

Beginning in FY 2014, TAP partner agencies began receiving results of the web-based participant survey instrument developed by DoD. DOL developed initial analysis of the results of the customer satisfaction survey to determine best practices or course corrections. Additionally, the Department's Chief Evaluation Office procured a contract to conduct an impact evaluation of the DOLEW.

TRANSITION ASSISTANCE PROGRAM

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Transition Assistance Program					
Strategic Goal 1 - Prepare workers for better jobs					
Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships					
VETS-TAP-01a	Number of TAP DOL Employment Workshops delivered in response to DoD demand	5,444[p]	6,697	6,700[p]	6,700[p]
VETS-TAP-02	DoD Estimated Number of Participants	200,000[p]	207,063	200,000[p]	200,000[p]
VETS-TAP-08	Percent of domestic TAP DOL Employment Workshop sites assessed	100.0%	120.3%	100.0%	100.0%

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

TRANSITION ASSISTANCE PROGRAM

Workload Summary Narrative

This chart shows the workload measures the Department uses to ensure this budget activity meets the Department's goals. The Transition Assistance Program budget activity measures include the number of TAP Employment Workshops, the number of TAP workshop participants, and the percent of site assessments conducted.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	50	0	0	0
24.0	Printing and reproduction	100	800	800	0
25.2	Other services from non-Federal sources	13,850	13,200	13,300	100
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	14,000	14,000	14,100	100
	1/Other goods and services from Federal sources				

TRANSITION ASSISTANCE PROGRAM

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Travel and transportation of persons	0
Transportation of things	0
Printing and reproduction	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$100**

Direct FTE **0**

	Estimate	FTE
Base	\$14,000	0
Program Increase	\$100	0
Program Decrease	\$0	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	38,109	38,109	38,109	0
FTE	0	0	0	0

Introduction

The Homeless Veterans' Reintegration Program (HVRP) is authorized under 38 U.S.C. 2021, and is a key program in meeting the Administration's goal of ending veteran homelessness. HVRP provides services to help veterans experiencing homelessness obtain meaningful employment and to develop effective service delivery systems to address the complex problems facing homeless veterans. Funds are awarded on a competitive basis to eligible applicants, including: state and local Workforce Investment Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations. In addition to HVRP grants, funding in this budget activity is also used to serve specific subsets of the homeless veteran population, through the following grants:

- The Homeless Female Veterans and Veterans with Families grants specifically target the subpopulation of female veterans experiencing homelessness and veterans with families experiencing homelessness.
- The Incarcerated Veterans' Transition grants provide employment services to incarcerated veterans at risk of becoming homeless.
- Stand Down grants are awarded for local events typically held for one to two days, during which a variety of social services are provided to veterans experiencing homelessness.

HVRP grantees use a case management approach to assist homeless veterans, and provides critical linkages for a variety of support services available in their local communities. The program is employment focused; veterans receive the employment and training services they need in order to re-enter the labor force. Direct services include placement in employment, skills training, job development, career counseling, and resume writing. Support services such as clothing, provision of or referral to temporary, transitional, and permanent housing, referral to medical substance abuse treatment, and transportation assistance are also available.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$36,257	0
2012	\$38,185	0
2013	\$36,188	0
2014	\$38,109	0
2015	\$38,109	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2016

The FY 2016 budget requests \$38,109,000 for the HVRP program. At this level, DOL estimates awarding 61 new HVRP grants and 85 Stand Down grants. In addition, the funding will provide for the award of an additional option year to 93 HVRP grants, which would include 18 Homeless Female Veterans and Veterans with Families grants, and 2 Technical Assistance Cooperative Agreement grant extensions.

This amount will allow DOL to provide HVRP services to nearly 17,000 homeless veterans nationwide, including homeless women veterans. HVRP grantees will provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees will conduct outreach to homeless veterans through collaboration with other entities, such as Veterans Affairs (VA) 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.

In addition to DOL's HVRP competitive grants, DOL will allocate approximately \$600,000 to award Stand Down grants ranging from 7,000 to \$10,000 each in FY 2016.

FY 2015

At the FY 2015 funding level of \$38,109,000, DOL expects to award 19 new HVRP grants, 2 Technical Assistance Cooperative Agreements, 75 Stand Down grants and 119 option year HVRP grants including 18 Homeless Female Veterans and Veterans with Families grants.

This amount will allow DOL to provide HVRP services to nearly 17,000 homeless veterans nationwide, including homeless women veterans. HVRP grantees will provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees will conduct outreach to homeless veterans through collaboration with other entities, such as VA GPD, HUD-VASH, and HHS grantees.

In addition to DOL's HVRP competitive grants, DOL will allocate approximately \$600,000 to award Stand Down grants ranging from 7,000 to \$10,000 each in FY 2015. DOL is also analyzing more robust employment outcome measures for this program, to track its performance on dimensions including placement, retention, and earnings using administrative data. However, these outcomes will require access to states' wage data.

FY 2014

The FY 2014 funding level of \$38,109,000 provided for 37 new HVRP grants, 117 option year HVRP grant extensions, 18 Homeless Female Veterans and Veterans with Families grants and 66 Stand Down grants. In PY13 (July 1, 2013 to June 30, 2014) DOL enrolled 16,133 participants, placing 63.4 percent into employment, with a \$1,840 cost per participant.

HOMELESS VETERANS' REINTEGRATION PROGRAM

In FY 2014, the HVRP National Veterans Technical Assistance Center grantees provided a broad range of technical assistance on veterans' homelessness programs and issues to existing and potential HVRP, Homeless Female Veterans and Veterans with Families, and Stand Down grantees and applicants. The grantees assisted DOL by providing guidance to eligible entities to improve their programs that help homeless veterans. The grantees were also responsible for developing, conducting, and documenting extensive outreach efforts to national, state, and local employers to increase their awareness of these grants to increase employment and training opportunities for homeless veterans and veterans at risk of homelessness.

Lastly, in FY 2014, DOL modernized the grant review process, converting from an antiquated manual grant review process, to a streamlined electronic grant review process conducted online. Grant reviewers participated from remote locations throughout the country, using a secure worksite. This process not only increased efficiency but also resulted in significant savings to the government.

HOMELESS VETERANS' REINTEGRATION PROGRAM

DETAILED WORKLOAD AND PERFORMANCE							
		2013		2014		2015	2016
		Target	Result	Target	Result	Target	Target
Homeless Veterans' Reintegration Program							
Strategic Goal 1 - Prepare workers for better jobs							
Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships							
VETS- HVRP- 01a	HVRP placement rate (including IVTP & HFVVWF participants)	67.0%	64.8%	66.0%	63.4%	65.0%	65.0%
VETS- HVRP- 03c	Homeless Female Placement Rate (including female participants in HVRP, IVTP & HFVVWF)	62.0%	60.0%	62.0%	58.9%	62.0%	61.0%
VETS- HVRP- 05	Number of HVRP Participants	16,800	17,480	17,000[e]	16,133	17,000[e]	17,000[e]
VETS- HVRP- Budget- 01	Number of Grants	159	159	153[e]	154	154	153[e]
VETS- HVRP- Budget- 02	Cost per Participant	\$2,100	\$2,179	\$2,200	\$1,840	\$2,200	\$2,478

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

Workload Summary

This chart shows the workload and performance measures the Department uses to assess the effectiveness of the HVRP program. Under the HVRP budget activity, percent of participants placed into employment, as well as the percent of female participants placed into employment are key outcome measures.

PY 2013 participant outcomes are slightly below target for two reasons. First, targets were based on performing at or above the highest rates of the previous five years. These targets are realistic, but aggressive, and the outcomes remain within 5% of the targets. Secondly, as homelessness has significantly declined since 2009, there is a higher proportion of participants who are chronically homeless. This hardest-to-serve subpopulation of the homeless has the most significant barriers to employment, which leads to lower employment outcomes. VETS continues to set aggressive outcomes in FY 2016, aligned with the administration's efforts to end homelessness. The Agency will provide additional technical assistance to grantees in meeting these goals.

Additional measures (cost per participant, number of grants, and cost per grant) help explain the relationship between funding level and outputs. Cost per participant and cost per grant measures allow a comparison to the other employment programs such as VETS' State Grants and the VA's Vocational Rehabilitation Program. VETS is considering a broader array of measures for the HVRP program, similar to the Jobs for Veterans State Grants' common measures. However, these measures will require access to state wage records to ensure accuracy and validity.

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	38,109	38,109	38,109	0
	Total	38,109	38,109	38,109	0
	1/Other goods and services from Federal sources				

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$38,109	0
Program Increase	\$0	0
Program Decrease	\$0	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) was established in 1986 as a grant awarded to the Colorado Department of Labor, and then codified into law in 1988, 38 U.S. Code § 4109 - National Veterans' Employment and Training Services Institute.

Currently under a five-year, \$12,200,000, contract administered by DOL, NVTI provides competency-based training to further develop and enhance the professional skills of employment service providers nationwide. Training is provided to:

- DVOP specialists, LVER staff, and others who provide direct services to veterans; and,
- Federal staff in USERRA investigative techniques, Veterans' Preference law, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) amended the timeline for DVOP specialists and LVER staff to complete NVTI training from within three years of employment to within 18 months. Further, DOL requires that all federal DOL staff who will be assigned investigations attend the USERRA and veterans' preference training sessions prior to actively investigating complaints from veterans. Federal DOL staff who oversee formula and competitive grants programs attend the Advanced Grants Management course.

NVTI supports the Department's mission by developing the skills and knowledge of employment service providers and federal staff. Specifically, this training supports the Department's Strategic Objective 1: *Prepare workers for better jobs and ensure fair compensation.*

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$2,444	0
2012	\$2,439	0
2013	\$3,284	0
2014	\$3,414	0
2015	\$3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

FY 2016

The FY 2016 budget requests \$3,414,000 for the NVTI. In addition to ongoing training requirements, in FY 2016, conversion of LVER staff to DVOP specialists will continue, requiring newly hired or converted DVOP specialists to attend training. Additionally, in FY 2016, DOL will begin the process to procure the next five-year contract for NVTI.

FY 2015

In FY 2015, NVTI will continue to offer the required training for JVSG staff, which will include increased participation due to the additional DVOP specialists hired in FY 2014. Federal staff training will also be increased, offering two 1-week Advanced Grants Management courses, and two 2-week USERRA enforcement courses.

FY 2014

In FY 2014, the funding level of \$3,414,000 provided for training for 3,517 participants, including federal staff, DVOP specialists, LVER staff, and other state workforce professionals. DOL expanded the number of DVOP specialists nationwide through additional funding received in the FY 2014 annual appropriations and through the conversion of LVER staff to DVOP specialists. Additionally, NVTI modified the current DVOP specialist and LVER training to align the curriculum with the workforce refocusing guidance released in April 2014.

Additionally, NVTI launched the following online courses:

1. American Job Centers: Providing Services to Veterans

This training is available to all American Job Center staff and includes training modules related to JVSG refocusing guidance, priority of service, implementation of the Uniform Threshold for Entered Employment Rate, and providing services to veterans.

2. Competitive Grants Management

This course provides federal staff with additional training on grants oversight and monitoring, policy, and compliance requirements.

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

DETAILED WORKLOAD AND PERFORMANCE				
	2014		2015	2016
	Target	Result	Target	Target
National Veterans' Employment and Training Service Institute				
Strategic Goal 1 - Prepare workers for better jobs				
Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships				
VETS-NVTI- Cost/Participant Budget-01	\$759.00	\$970.00	\$759.00	\$758.00
VETS-NVTI- Number of trainees completing classes and distance learning courses 02	4,500	3,517	4,500	4,500

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Workload Summary

This chart shows the workload and performance measures the Department uses to assess the outcomes of NVTI. In FY 2014, NVTI served fewer participants than anticipated, largely due to a delay in the release of JVSG refocusing guidance, and the timing of additional DVOP specialist funding in the FY 2014 appropriation. The guidance, which emphasizes the conversion of LVER staff to DVOP specialists, and the additional funding are expected to result in up to 500 new DVOP specialists requiring training. Similarly, online training for American Job Center staff, which outlines the JVSG refocusing initiative, was also delayed. This unplanned decrease in participants led to a higher cost per participant outcome for FY 2014.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
21.0	Travel and transportation of persons	0	775	775	0
25.2	Other services from non-Federal sources	3,414	2,639	2,639	0
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN 2016 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Travel and transportation of persons	\$0
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Other services from non-Federal sources	0
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Built-Ins Subtotal	\$0
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Net Program	\$0
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Direct FTE	0
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	Estimate	FTE
Base	\$3,414	0
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	39,000	39,458	40,487	1,029
FTE	222	230	230	0

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 227.

Introduction

Federal Administration funding provides for the salary, travel and training for staff in the National Office, six Regional Offices, and offices in each state, the District of Columbia, and Puerto Rico. The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and staffing that provides leadership and policy direction, reviews program performance, and provides national oversight and technical direction for VETS' compliance programs.

The six Regional Offices provide program management and conduct compliance investigations, and are each led by a Regional Administrator. Each state has a director who serves as the Grants Officers' Technical Representative for the formula and competitive grantees. In addition to grant administration functions, such as reviewing financial statements and reviewing modifications, staff conduct formal compliance assessments, on-site monitoring trips, desktop audits, and regular performance reviews of grants under their purview.

VETS is also responsible for administering Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA and the Veterans' Employment Opportunities Act.

The majority of the Administration funding is used for federal salaries and benefits, and for travel associated with the oversight and monitoring of grantees and the domestic Transition Assistance Program DOL Employment Workshops and compliance enforcement.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$35,242	228
2012	\$35,155	218
2013	\$36,317	218
2014	\$39,000	227
2015	\$39,458	230

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FY 2016

FY 2016 request for Federal Administration is \$40,487,000, an increase of \$1,029,000 over FY 2015. This increase represents built-in inflationary costs. This level will allow the agency to continue oversight and administration of its grant programs, TAP DOL Employment Workshop, and compliance and enforcement activities, and continue to operate the Veterans' Job Development Unit.

FY 2015

FY 2015 funding of \$39,458,000 allowed the agency to continue oversight and administration of its grant programs, TAP DOL Employment Workshop, and compliance and enforcement activities. The Agency will also complete hiring for the Veterans' Job Development Unit, which will include a staff member located in each of VETS' six regions and coordinate with the national office and other parts of the Federal Government on veterans' hiring initiatives.

FY 2014

FY 2014 funding of \$39,000,000 allowed the agency to continue oversight and administration of its grant programs, TAP DOL Employment Workshop, and compliance and enforcement activities. This included:

- Investigation of an estimated 748 Veterans' Preference complaints and 1,122 USERRA claims;
- Grant oversight of the Jobs for Veterans State Grants (budget activity), to include serving as grant officer technical representatives to the 54 grantees, conducting site visits to state grantees, providing technical assistance on operations of the grant, and reviewing and approving annual state operating plans and quarterly financial and operational reports;
- Grant oversight of the Homeless Veterans' Reintegration Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 156 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports;
- Technical and managerial oversight of the Transition Assistance Program (budget activity) Employment Workshops, to include site visits to domestic TAP sites.
- Technical and contract oversight of the National Veterans' Training Institute (budget activity), to include scheduling and approving all training classes and distance learning resources conducted by the NVTI;
- Compliance investigations; and,
- Finance, performance, IT, and program policy.

Additionally, the Agency began to stand up a Veterans' Job Development Unit, dedicated to job development activities for veterans. Specifically, these staff are tasked with the following, in coordination with the national office and other Federal agencies:

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- Outreach to major or multi-state private sector companies to generate interest in and obtain commitments from them to hire veterans;
- Coordination with the AJC service delivery system and state veterans' agencies to promote the hiring of veterans, including provision of information including labor market information, technical assistance as appropriate, and sharing of promising practices;
- Collaboration with state-based LVERs located across the country to efficiently match existing job leads with qualified veteran candidates;
- Serving as subject matter experts in developing training for LVERs through the National Veterans' Employment and Training Institute; and,
- Building and strengthening relationships with public and private sector employers, labor unions, industry associations, veterans associations, workforce development and economic development organizations, and education associations to advance employment opportunities for all veterans.

In FY 2014, VETS and the Office of Special Counsel concluded a three-year demonstration project (from August 2011 to August 2014) to assess each agency's performance in reviewing and resolving Federal-sector USERRA cases. The Government Accountability Office (GAO) evaluated the agencies' performance using results obtained from a customer satisfaction survey administered by the Office of Personnel Management. As reflected in GAO's final report, GAO-15-77, released on November 25, 2014, VETS consistently outperformed OSC in each measured category.

Lastly, VETS procured a contract to develop an electronic case management system, which will be designed and launched over the course of the next two fiscal years.

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DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Federal Administration - USERRA Enforcement					
Strategic Goal 1 - Prepare workers for better jobs					
Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships					
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days	90.0%	88.0%	90.0%	90.0%
VETS- USERRA-02	Percent of USERRA referrals completed within 60 days	80.0%	68.2%	75.0%	77.0%
VETS- USERRA-04	Percent of Closed Cases Meeting the Agency's Quality Standard	84.0%	91.5%	92.0%	92.0%

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

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Workload Summary

This chart shows the workload and performance measures the Department uses to assess federal oversight and administration of VETS programs.

VETS' Federal Administration continues to exercise oversight and monitoring of all VETS grants through the full life-cycle of the grant period by conducting on-site reviews of competitive grantees. In addition to assessing grantee compliance with agreed performance levels, VETS on-site reviews also include providing assistance on program execution and performance reporting as well as sharing best practices between and among grantees. The combined activities raise the performance levels of all grantees and provide them with the tools to increase the number of veterans served and placed in good jobs.

The Department also measures the timeliness of USERRA investigations, USERRA referrals, and the quality of USERRA investigations. The timelines for USERRA investigations (90-day requirement) and referrals (60-day requirement) were each decreased by 17 days during the Government shutdown in October 2013. This significantly impacted first quarter outcomes, and decreased end-of-year performance. Despite this impact, investigation timeliness nearly reached the 90% target, with a final result of 88%. The quality of these investigations has also remained consistent, with closed cases averaging a 91.5% quality rating.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	20,680	21,415	21,707	292
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	382	203	203	0
11.9	Total personnel compensation	21,062	21,618	21,910	292
12.1	Civilian personnel benefits	6,133	6,429	6,492	63
13.0	Benefits for former personnel	45	45	45	0
21.0	Travel and transportation of persons	724	790	724	-66
22.0	Transportation of things	10	10	10	0
23.1	Rental payments to GSA	874	889	907	18
23.3	Communications, utilities, and miscellaneous charges	222	320	222	-98
24.0	Printing and reproduction	40	40	40	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	1,234	1,609	949	-660
25.3	Other goods and services from Federal sources 1/	7,785	5,384	8,253	2,869
25.4	Operation and maintenance of facilities	8	308	8	-300
25.7	Operation and maintenance of equipment	529	1,664	593	-1,071
26.0	Supplies and materials	100	100	100	0
31.0	Equipment	182	200	182	-18
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	50	50	50	0
	Total	39,000	39,458	40,487	1,029
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,584	4,946	7,645	2,699
	DHS Services	59	59	59	0
	Services by Other Government Departments	1,142	379	549	170

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$292
Personnel benefits	126
One day more of pay	0
Federal Employees' Compensation Act (FECA)	-63
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	18
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	656
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$1,029**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$40,487	230
Program Increase	\$0	0
Program Decrease	\$0	0