

FY 2022

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 [\$258,841,000] *\$267,331,000* may be derived from the Employment Security Administration account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which:

(1) \$180,000,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for expenditure by the States through September 30, [2023] *2024*, 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) \$31,379,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;

(3) [\$44,048,000] *\$52,538,000* is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A and 2023 of title 38, United States Code: *Provided*, That, up to \$500,000 may be used to carry out the Hire VETS Act (division O of Public Law 115–31); and

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

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

In addition, from the General Fund of the Treasury, \$57,500,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are

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transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: *Provided*, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, [2021] 2022, to provide services under such section: *Provided further*, That services provided under sections 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness: *Provided further*, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: *Provided further*, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure pursuant to 31 U.S.C. 1553.

In addition, fees may be assessed and deposited in the HIRE Vets Medallion Award Fund pursuant to section 5(b) of the HIRE Vets Act, and such amounts shall be available to the Secretary to carry out the HIRE Vets Medallion Award Program, as authorized by such Act, and shall remain available until expended: *Provided*, That such sums shall be in addition to any other funds available for such purposes, including funds available under paragraph (3) of this heading: *Provided further*, That section 2(d) of division O of the Consolidated Appropriations Act, 2017 (Public Law 115–31; 38 U.S.C. 4100 note) shall not apply. (*Department of Labor Appropriations Act, 2021.*)

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2020 Revised Enacted		FY 2021 Enacted		FY 2022 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$55,000	0	\$57,500	0	\$57,500
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$55,000</i>	<i>0</i>	<i>\$57,500</i>	<i>0</i>	<i>\$57,500</i>
Offsetting Collections From:						
Trust Funds	220	\$256,341	232	\$258,841	261	\$267,331
Fees	1	\$102	1	\$125	1	\$166
<i>Subtotal</i>	<i>221</i>	<i>\$311,443</i>	<i>233</i>	<i>\$316,466</i>	<i>262</i>	<i>\$324,997</i>
B. Gross Budget Authority	221	\$311,443	233	\$316,466	262	\$324,997
Offsetting Collections From:						
Fees	-1	-\$102	-1	-\$125	-1	-\$166
<i>Subtotal</i>	<i>220</i>	<i>\$311,341</i>	<i>232</i>	<i>\$316,341</i>	<i>261</i>	<i>\$324,831</i>
C. Budget Authority Before Committee	220	\$311,341	232	\$316,341	261	\$324,831
Offsetting Collections From:						
Unobligated Balance Brought forward	0	\$1,593	0	\$0	0	\$0
Fees	1	\$102	1	\$125	1	\$166
<i>Subtotal</i>	<i>221</i>	<i>\$313,036</i>	<i>233</i>	<i>\$316,466</i>	<i>262</i>	<i>\$324,997</i>
D. Total Budgetary Resources	221	\$313,036	233	\$316,466	262	\$324,997
Unobligated Balance Expiring	-5	-\$82	0	\$0	0	\$0
E. Total, Estimated Obligations	216	\$312,954	233	\$316,466	262	\$324,997

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2021 Enacted	FY 2022 Request	Net Change
Budget Authority			
General Funds	\$57,500	\$57,500	\$0
Trust Funds	\$258,841	\$267,331	+\$8,490
Total	\$316,341	\$324,831	+\$8,490
 Full Time Equivalents			
General Funds	1	1	0
Trust Funds	232	260	28
Total	233	261	28

FY 2022 Change

Explanation of Change	FY 2021 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	233	\$25,006	0	\$663	0	\$0	0	\$663
Personnel benefits	0	\$0	0	\$402	0	\$0	0	\$402
Employee health benefits	0	\$8,226	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$28	0	\$1	0	\$0	0	\$1
Benefits for former personnel	0	\$28	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$700	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$950	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$255	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$650	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$150	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$34,413	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$7,767	0	\$641	0	\$0	0	\$641
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$60	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$2,849	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0

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FY 2022 Change

Explanation of Change	FY 2021 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$2,577	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$80	0	\$0	0	\$0	0	\$0
Equipment	0	\$50	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$54,500	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$177,987	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$65	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	233	+\$316,341	0	+\$1,707	0	\$0	0	+\$1,707
B. Programs:								
USERRA Increase	0	\$0	6	\$3,100	0	\$0	6	\$3,100
Restore Staffing Levels	0	\$0	8	\$1,683	0	\$0	8	\$1,683
Policy and Workforce Coordination Staff	0	\$0	7	\$1,000	0	\$0	7	\$1,000
JVSG - Financial Monitoring Staff	0	\$0	7	\$1,000	0	\$0	7	\$1,000
Programs Subtotal			28	+\$6,783	0	\$0	28	+\$6,783
Total Increase	233	+\$316,341	28	+\$8,490	0	\$0	28	+\$8,490
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Total Decrease	0	\$0	0	\$0	0	\$0	0	\$0
Total Change	233	+\$316,341	28	+\$8,490	0	\$0	28	+\$8,490

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2020 Revised Enacted		FY 2021 Enacted		FY 2022 Request		Diff. FY22 Request / FY21 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	180,000	0	180,000	0	180,000	0	0
Unemployment Trust Funds	0	180,000	0	180,000	0	180,000	0	0
Transition Assistance Program	0	29,379	0	31,379	0	31,379	0	0
Unemployment Trust Funds	0	29,379	0	31,379	0	31,379	0	0
Homeless Veterans' Reintegration Program	0	55,000	0	57,500	0	57,500	0	0
General Funds	0	55,000	0	57,500	0	57,500	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	216	43,548	233	44,048	261	52,538	28	8,490
General Funds	0	0	1	0	1	0	0	0
Unemployment Trust Funds	216	43,548	232	44,048	260	52,538	28	8,490
Total	216	311,341	233	316,341	261	324,831	28	8,490
General Funds	0	55,000	1	57,500	1	57,500	0	0
Unemployment Trust Funds	216	256,341	232	258,841	260	267,331	28	8,490

NOTE: 2020 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
	Full-Time Equivalent				
	Full-time Permanent	220	233	261	28
	Other	1	1	1	0
	Total	221	234	262	28
	Average ES Salary	\$192,300	\$192,500	\$192,500	\$0
	Average GM/GS Grade	13/1	13/2	13/3	0
	Average GM/GS Salary	\$102,378	\$106,297	\$109,167	\$2,870
11.1	Full-time permanent	23,660	24,415	27,552	3,137
11.3	Other than full-time permanent	220	91	91	0
11.5	Other personnel compensation	380	500	576	76
11.9	Total personnel compensation	24,260	25,006	28,219	3,213
12.1	Civilian personnel benefits	7,182	8,254	10,327	2,073
13.0	Benefits for former personnel	29	28	28	0
21.0	Travel and transportation of persons	1,565	700	1,062	362
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	963	950	950	0
23.3	Communications, utilities, and miscellaneous charges	127	255	283	28
24.0	Printing and reproduction	550	650	650	0
25.1	Advisory and assistance services	150	150	150	0
25.2	Other services from non-Federal sources	34,746	34,413	37,077	2,664
25.3	Other goods and services from Federal sources 1/	10,692	10,676	12,017	1,341
25.4	Operation and maintenance of facilities	228	0	0	0
25.7	Operation and maintenance of equipment	1,942	2,577	1,246	-1,331
26.0	Supplies and materials	90	80	108	28
31.0	Equipment	50	50	162	112
41.0	Grants, subsidies, and contributions	228,717	232,487	232,487	0
42.0	Insurance claims and indemnities	50	65	65	0
	Total	311,341	316,341	324,831	8,490
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,745	7,767	8,408	641
	DHS Services	3	60	60	0
	HHS Services	159	78	78	0
	Services by Other Government Departments	2,785	2,771	3,471	700

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AUTHORIZING STATUTES

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

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2012					
Base Appropriation...1/	\$261,036			\$264,438	218
2013					
Base Appropriation...2/	\$258,870			\$250,604	218
2014					
Base Appropriation	\$300,518			\$269,523	227
2015					
Base Appropriation	\$269,981			\$269,981	230
2016					
Base Appropriation	\$271,110	\$271,110		\$271,110	230
2017					
Base Appropriation	\$285,520			\$279,041	237
2018					
Base Appropriation	\$279,595	\$284,051		\$295,041	228
2019					
Base Appropriation...3/	\$281,595		\$300,041	\$300,041	219
2020					
Base Appropriation...4/ 5/	\$306,041	\$316,341		\$311,341	220
2021					
Base Appropriation...5/	\$312,000			\$316,341	232
2022					
Base Appropriation	\$324,831				261

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

2/ 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.

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

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

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

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OVERVIEW

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of American veterans, with a vision of all veterans reaching their potential in the workplace. VETS is part of an integrated employment, training, and compliance enterprise in the Department of Labor (DOL). Our programs:

- Prepare transitioning service members and military spouses for civilian employment;
- Provide employment and training services to eligible veterans and their spouses;
- Protect employment and re-employment rights of service members and veterans and ensure that federal employers give appropriate preferential hiring to veterans; and
- Promote employment opportunities for veterans.

In Fiscal Year (FY) 2022, VETS will continue DOL's commitment to support the employment needs of veterans and employers in the job markets of today and tomorrow. VETS will also support the Administration's priority of "improving employment opportunities for our Nation's veterans, transitioning service members, and their spouses as they transition from active duty to civilian life." Recognizing the impact of veteran employment success on the national economy and the recruitment of our all-volunteer force, this budget invests in meeting the employment needs of transitioning service members, veterans, and their spouses. VETS will continue to build upon both in-person and virtual service delivery methods in a post-COVID environment to reach those we serve and to speed our nation's veterans' return to work.

For FY 2022, VETS is requesting an increase of \$8,490,000 from the FY 2021 enacted appropriation – a total of \$324,831,000. The requested funding by program is:

- Jobs for Veterans State Grants (JVSG): \$180,000,000
- Transition Assistance Program (TAP): \$31,379,000
- Homeless Veterans' Reintegration Program (HVRP): \$57,500,000
- National Veterans' Training Institute (NVTI): \$3,414,000
- Federal Administration and USERRA Enforcement: \$52,538,000

This budget includes an increase in personnel and funding resources in the Federal Administration – USERRA Enforcement program. These requested resources will provide for Federal staffing increases and improve our Agency's USERRA Enforcement capabilities, and also improve on our other major program activities.

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

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2022 request is \$180,000,000.

JVSG provided resources to states to serve over 65,000 veterans during Program Year (PY) 2019. JVSG staff assist veterans to obtain and maintain employment through services provided at American Job Centers (AJCs) and other locations. VETS awards JVSG as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state compared to the total number of

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veterans seeking employment in all states. The grant supports three types of staff positions in the AJC network:

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

The FY 2022 request will support up to 1,800 DVOP specialists, LVER staff, and Consolidated positions across the country, consistent with current levels.

VETS will continue to focus on the provision of services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of individual employment plans; group and individual career counseling and planning; and short-term skills development (such as interview and communication skills), in order to improve employment outcomes for these individuals.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Veterans Benefit Administration by providing Labor Market Information and other employment services to veterans who are enrolled in the Chapter 31 Veteran Readiness and Employment (VR&E) program. VETS and VBA are also piloting efforts to increase veteran enrollment in apprenticeships to provide more options to high quality employment.

(2) Transition Assistance Program (TAP) –The FY 2022 request is \$31,379,000.

During FY 2022, VETS will continue to implement a pilot of contracted Employment Navigators (ENs) stationed on-site at select military installations. This pilot is being conducted to analyze employment outcomes to determine whether staffing ENs at brick and mortar installations is an effective and efficient use of taxpayer resources. ENs will assist transitioning service members to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

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

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

A formal evaluation will be conducted upon completion of the pilot.

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In FY 2021 VETS will complete development, piloting, and implementation of course curriculum designed specifically for military spouses that are transitioning out of military service with their service member. Based on research into the employment needs of military spouses, the curriculum will consist of a series of modular transition courses. Course content will be available as both in-person and virtual workshops, and on-demand web-based content.

In FY 2022, VETS will continue development and implementation of course curriculum designed for transitioning service members undergoing medical separation or retirement. VETS will also leverage existing TAP curriculum to create an employment-focused transition assistance curriculum to best serve the needs of the wounded, ill, and/or injured service member and their caregivers as they depart the military.

DOL offers a 1-day mandatory workshop, as well as two 2-day elective workshops on employment preparation and vocational training as part of TAP to assist service members' transition to civilian employment. Approximately 6,000 employment workshops are conducted each fiscal year. VETS works closely with the Department of Defense and other stakeholders to help meet the employment needs of transitioning service members and their spouses. The TAP Employment Workshops are provided on military installations, both domestically and abroad, and are facilitated by an all-contract staff. At the request level, TAP Employment Workshops will be delivered to approximately 150,000 transitioning service members and spouses. TAP supports the Department's priority that workers have the skills they need to obtain family sustaining careers and improve employment opportunities for our nation's veterans, transitioning service members, and their spouses.

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

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2022 request is \$57,500,000.

HVRP is the only federal nationwide program that focuses on the employment of veterans experiencing homelessness or at risk of homelessness. The program provides job training, counseling, and placement services, including job readiness, literacy, and skills training, to aid in the reintegration of homeless veterans into the labor force. These services helped 17,123 homeless veterans in PY 2019, a reduction of 2,823 homeless veterans served in PY 2018 due to the COVID-19 pandemic. HVRP funds are awarded on a competitive basis to eligible applicants, including state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, to include faith-based and community organizations.

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

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(4) **National Veterans' Training Institute (NVTI)** – The FY 2022 request is \$3,414,000.

NVTI was established in 1986 by Public Law 100-323 to ensure a high level of proficiency and training for staff that provide employment services to veterans. NVTI provides training to approximately 3,325 participants¹ each fiscal year, including DVOP specialists and LVER staff who provide or oversee grant services, and federal staff who perform grants management as well as compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and Veterans' Employment and Opportunities Act. In FY 2019 4,104 participants received training, and 4,206 participants in FY 2020.

At the request level, NVTI will 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. We will also continue to provide virtual training lessons deployed during the COVID-19 pandemic in order to ensure current and future training either meets or exceeds our high standards.

(5) **Federal Administration – USERRA** –The FY 2022 request is \$52,538,000. This is an increase of \$8,490,000 over the FY 2021 enacted appropriation. This increase is to fund additional personnel to improve our services to veterans, an estimated pay raise and awards, and increased Federal Employees Retirement System costs.

In addition, proposals under this program activity include:

- Rescission of USERRA Quarterly Reports to Congress. To improve efficiency and better utilize available resources, VETS requests to discontinue its quarterly reports to Congress on the execution of its responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). One annual USERRA report to Congress is sufficient to convey the quality of VETS' administration of the program.

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

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

¹ This number includes individuals who have taken more than one course.

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4212, federal contractors submit annual reports to VETS setting forth their efforts to discharge affirmative action duties to hire and retain covered veterans in their employment.

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act) authorized an award program that recognizes employers who demonstrate a commitment to recruiting, employing and retaining veterans. In 2020, VETS received 683 applications for the HIRE Vets Medallion. VETS will continue to conduct outreach to increase applications, as the HIRE Vets statute prescribes that the program be entirely fee-funded. This budget submission reflects an estimated \$125,000 in fees collected in FY 2021, and an estimated \$166,000 in fees in FY 2022.

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

STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	180,000	180,000	180,000	0
FTE	0	0	0	0

Introduction

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

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

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

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

STATE GRANTS

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

Resource and Program Data State Grants Veterans' Employment and Training Service

Data Category	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
<u>Resource Data:</u>				
Service Grant	180,000	180,000	180,000	180,000
Formula	180,000	180,000	180,000	180,000
Competitive				
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	180,000	180,000	180,000	180,000
<u>Program Data:</u>				
Total Grants	108	108	108	108
New Starts				
#	54	54	54	54
\$	178,500	178,500	178,500	178,500
Continuing				
#	54	54	54	54
Contracts				
#	3	3	3	3
\$	1,500	1,500	1,500	1,500
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

STATE GRANTS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$175,000	0
2018	\$180,000	0
2019	\$180,000	0
2020	\$180,000	0
2021	\$180,000	0

FY 2022

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

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

FY 2021

The FY 2021 enacted level was \$180,000,000 for the JVSG program to continue providing employment and training services at American Job Centers (AJCs) nationwide. The JVSG program funds DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals, to facilitate their employment goals, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2021, the JVSG program continues to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff continue to outreach and support the Capstone program at installations nationwide. JVSG staff also support and assist in expanding the awareness of the HVMP. In their regular communication with employers, LVERs promote the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

The program continues to capture best practices of the recently established Disabled Veteran Program to share and implement program advancements in serving veterans with disabilities.

STATE GRANTS

FY 2020

The FY 2020 enacted level of \$180,000,000 allowed the JVSG program to continue providing employment and training services at American Job Centers (AJCs) nationwide. The JVSG program continued to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals, to facilitate their transition to civilian employment, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2020, the JVSG program faced the challenge of adapting to virtual service delivery as a result of COVID-19 restrictions. The military services continued to improve their Capstone program, which verifies that their members have met Career Readiness Standards (CRS) and made adequate preparations for their post-military careers before they leave active duty. JVSG staff continued to outreach and support the Capstone program at installations nationwide. JVSG also supported and assisted in expanding the awareness of the HVMP. In their regular communication with employers, LVERs promoted the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

VETS worked with the Office of Disability Employment Policy (ODEP) to identify program policies and practices that can be improved by ODEP expertise to serve veterans with disabilities. In conjunction with this ongoing cooperation, VETS worked with ODEP to establish the new Disabled Veteran Program. This new program addressed high unemployment and the low labor force participation rate of veterans with service-connected disabilities.

STATE GRANTS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
State Grants							
Strategic Goal 11 - Build Opportunity and Equity for All							
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.							
WIOA DVOP-01	Employment rate (2nd quarter after exit) for veterans served by DVOP	[base]	58.0%	60.0%	57.6%	60.0%	60.0%
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	58.0%	--	50.0%	55.7%	58.0%	58.0%
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP	\$6,400	--	\$6,500	\$6,679	\$6,500	\$6,500

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

STATE GRANTS

Workload Summary

The performance measures DOL uses to measure the outcomes of JVSG participants are employment rates in the 2nd and 4th quarters after exiting the program, and median earnings in the 2nd quarter after exit. VETS has set national targets in FY 2022/PY 2021 (July 1, 2020 - June 30, 2021) of 60 percent, 58 percent, and \$6,500 respectively for each metric listed above.

In PY 2019, participants who were served by a DVOP representative were employed at a rate of 57.6 percent in the 2nd quarter after exit, and at a rate of 55.7 percent during the 4th quarter after exit. Also during the 2nd quarter after exit, those eligible veterans served by a DVOP show a median wage of \$6,679. VETS analyzes actual performance outcomes compared to the state established targets at the end of each program year. This analysis identifies which states underperformed and therefore may be in need of technical assistance from VETS Regional staff. As overall economic conditions continue to recover from the results of the COVID-19 pandemic, JVSG performance outcomes are expected to recover as well.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	1,062	473	473	0
25.3	Other goods and services from Federal sources 1/	1,209	1,540	1,540	0
25.7	Operation and maintenance of equipment	912	0	0	0
41.0	Grants, subsidies, and contributions	176,817	177,987	177,987	0
	Total	180,000	180,000	180,000	0
	1/Other goods and services from Federal sources				
	HHS Services	159	54	54	0
	Services by Other Government Departments	1,050	1,486	1,486	0

STATE GRANTS

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

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

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

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

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	29,379	31,379	31,379	0
FTE	0	0	0	0

Introduction

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

In FY 2022, VETS will continue developing and implementing a course curriculum designed for military spouses that are transitioning with their service member. Course content will be available as both in-person and virtual workshops, and on-demand web-based content.

In FY 2022, VETS will continue developing and implementing a course curriculum designed for transitioning service members undergoing medical separation or retirement. VETS will also continue leveraging existing TAP curriculum to create an employment-focused transition assistance curriculum to best serve the needs of the wounded, ill, and/or injured service member and their caregivers as they depart the military.

During FY 2022, VETS will continue to implement a pilot of contracted Employment Navigators (ENs) stationed on-site at select military installations. This pilot is being conducted to analyze employment outcomes to determine whether staffing ENs at brick and mortar installations is an effective and efficient use of taxpayer resources. ENs will assist transitioning service members to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

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

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

A formal evaluation will be conducted upon completion of the pilot.

TRANSITION ASSISTANCE PROGRAM

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$14,600	0
2018	\$19,500	0
2019	\$23,379	0
2020	\$29,379	0
2021	\$31,379	0

FY 2022

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

FY 2021

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

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

FY 2020

The enacted level of \$29,379,000 allowed VETS to conduct workshops in compliance with TAP improvements outlined in the FY 2019 NDAA, which specified:

TRANSITION ASSISTANCE PROGRAM

- one day on Preparation for Employment (conducted by DOL), and
- two days on one of four elective training tracks:
 1. Preparation for Employment (conducted by DOL);
 2. Preparation for Vocational Training (conducted by DOL);
 3. Preparation for Education (conducted by DoD); and
 4. Preparation for Entrepreneurship (conducted by SBA).

In FY 2020, VETS implemented the FY 2019 NDAA required TAP program content. In FY 2020, VETS conducted 7,129 total workshops to comply with enacted TAP improvements.

VETS developed and implemented a course curriculum to address the employment needs of military spouses. This course was developed to support military spouses that are either transitioning with their service member out of military service or transitioning with their service member to another duty station. The course curriculum identified resources, teach how to utilize those resources, and provide information on related state and federal license/credential portability. This course covers resume development, utilization of social media platforms for networking, and interviewing techniques. VETS evaluated delivery options to determine the most effective and efficient format, focusing on a hybrid model of introductory face-to-face programming and digital delivery.

VETS invested funding to enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes. For example, the TAP program helped facilitate and fund a \$1,000,000 Veterans' Employment Challenge competition aimed at developing a new tool to help transitioning service members of the military in their job searches. VETS, with in-kind support through participation in testing and review from the Departments of Defense and Veterans Affairs, established the competition to challenge software developers to create a better tool to match transitioning service members and employers. The competition was conducted through five phases, enabling developers to further engage users in the design process and gather feedback on working prototypes. More information can be found at: <https://www.challenge.gov/challenge/vets-match/>

TRANSITION ASSISTANCE PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2020 Revised Enacted		FY 2021 Enacted	FY 2022 Request	
	Target	Result	Target	Target	
Transition Assistance Program					
Strategic Goal 11 - Build Opportunity and Equity for All					
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.					
VETS-TAP-01a	Number of Employment Fundamentals of Career Transition Workshops	5,000	4,136	5,500	5,500
VETS-TAP-01c	Number of DOL Employment Workshops	[base]	2,250	4,700	4,700
VETS-TAP-01d	Number of DOL Vocational Training Workshops	[base]	743	1,100	1,100
VETS-TAP-02	DoD Estimated Number of Participants Transitioning	150,000	92,981	150,000	150,000

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

TRANSITION ASSISTANCE PROGRAM

Workload Summary

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

In FY 2020, the COVID-19 pandemic greatly affected the overall TAP participation and courses delivered; courses and participation were down by about one-third from FY 2019.

- 4,136 of the mandatory courses, entitled Employment Fundamentals of Career Transition Workshops, were delivered to 92,981 transitioning service members.
- 2,250 of the 2-day optional course, entitled DOL Employment Workshop were conducted, and 743 of the 2-day Career and Credential Exploration (formerly the Vocational Training Workshop) were conducted.

It should be noted that the course and participation counts here represent in-person and virtual instructor-led courses. Due to the pandemic, service members have opted to take the self-paced online course at a higher rate. During FY 2021 and in FY 2022, VETS anticipates participation to rebound from the COVID-19 pandemic.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	135	135	0
24.0	Printing and reproduction	500	600	600	0
25.2	Other services from non-Federal sources	28,879	28,144	29,644	1,500
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	2,500	1,000	-1,500
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	29,379	31,379	31,379	0
	1/Other goods and services from Federal sources				

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

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

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	55,000	57,500	57,500	0
FTE	0	0	0	0

Introduction

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

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

The United States Interagency Council on Homelessness (USICH) stated, in *Homelessness in America: Focus on Veterans* that over nine percent of all adults experiencing homelessness in the United States are veterans of the U.S. Military.² Most veterans who experience homelessness are men over age 50 living in urban areas. Older veterans are expected to be a majority of the population of veterans who experience or are at risk of, homelessness in the coming years. As members of this group get older, they are likely to have increasingly complex age-related needs. Women make up about nine percent of veterans who are experiencing homelessness. According to the U.S. Department of Veterans Affairs (VA), veteran women are more than twice as likely as non-veteran women to experience homelessness.³ Less than three percent of veterans experiencing homelessness are in families with children. The VA further reports that veteran women experiencing homelessness are more likely to be part of a family with children than veteran men are. USICH reported that, among veterans who experience homelessness, and particularly among those who have Post Traumatic Stress Disorder (PTSD) or other behavioral

² U.S. Interagency Council on Homelessness (June 2018) *Homelessness in America: Focus on Veterans*, https://www.usich.gov/resources/uploads/asset_library/Homelessness_in_America_Focus_on_Veterans.pdf.

³ U.S. Department of Veterans Affairs, National Center on Homelessness Among Veterans, July 2016. Homeless Evidence & Research Round Table Series: *Women Veterans and Homelessness*, <https://www.va.gov/HOMELESS/nchav/docs/HERS-Womens-Proceedings.pdf>.

HOMELESS VETERANS' REINTEGRATION PROGRAM

health disorders, involvement in the criminal justice system may be a risk factor for homelessness and/or a consequence of homelessness. About one-half of all veterans experiencing homelessness who have participated in VA homeless assistance programs are involved in the justice system.⁴

Veterans' Employment and Training Service

Data Category	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
<u>Resource Data:</u>				
Service Grant	50,000	55,000	57,500	57,500
Formula				
Competitive	50,000	55,000	57,500	57,500
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	50,000	55,000	57,500	57,500
<u>Program Data:</u>				
Total Grants	149	157	156	154
New Starts				
#	51	77	33	44
\$	16,912	26,618	11,541	15,440
Continuing				
#	98	80	123	110
\$	31,281	26,397	42,058	38,159
Contracts				
#	4	4	4	4
\$	1,508	1,456	2,799	2,799
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

⁴ U.S. Interagency Council on Homelessness (June 2015) *Breaking the Cycle of Veteran Incarceration and Homelessness: Emerging Community Practices*, https://www.usich.gov/resources/uploads/asset_library/Justice_Involved_Veterans.pdf.

HOMELESS VETERANS' REINTEGRATION PROGRAM

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$45,000	0
2018	\$50,000	0
2019	\$50,000	0
2020	\$55,000	0
2021	\$57,500	0

FY 2022

The FY 2022 request level is \$57,500,000. This funding level will allow HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. Also, the development, training, and execution of the new automated system will continue in FY 2022. HVRP will continue to align with the United States Interagency on Homelessness (USICH), the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

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

FY 2021

The FY 2021 enacted level is \$57,500,000 for HVRP. This funding level allows HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. The HVRP will continue to execute employment and training services to help homeless veterans re-enter the labor force. HVRP will continue to work together with local and federal partners to strengthen communities and foster the efficient use of resources in support of best practices. HVRP will provide direct services to include career skills training, job development, career

HOMELESS VETERANS' REINTEGRATION PROGRAM

counseling, resume writing, and placement in employment. Support services that may be available include clothing; the provision of (for Incarcerated Veterans Reintegration activity eligible participants) or referral to temporary, transitional, and permanent housing; referral to medical substance abuse treatment; and transportation assistance.

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

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

FY 2020

The FY 2020 enacted level of \$55,000,000 allowed HVRP to continue to implement eligibility changes enacted in FY 2019 HVRP appropriation language, allowing those homeless veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days. The FY 2020 enacted level also allowed VETS to execute employment and training services to help homeless veterans re-entering the labor force. The direct services continue to include placement in employment, skills training, job development, career counseling, and resume writing. Support services included clothing; the provision of or referral to temporary, transitional, and permanent housing; referral to medical substance abuse treatment; and transportation assistance. As a member of the USICH, DOL continues its collaboration with other federal and local entities to achieve the goals of the federal strategic plan to prevent and end homelessness.

In FY 2020, the HVRP grantees were significantly impacted by the safety restrictions and precautions due to COVID-19. Many grantees had to adjust to working in a virtual environment. As additional information became known about proper precautions to serving individuals experiencing homelessness, some HVRP grantees began to equip their offices and meeting spaces so they can safely return to providing services. It remained difficult throughout the year to enroll veterans into the program. The HVRP grantees continued to closely collaborate with other federal and local partners in the community.

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY						
	PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
	Target	Result	Target	Result	Target	Target
Homeless Veterans' Reintegration Program						
Strategic Goal 11 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
VETS-HVRP- Budget-05 Number of HVRP Participants	18,000	--	14,000	17,123	19,500	20,000
VETS-HVRP- WIOA-01 Employment Rate 2nd Quarter After Exit	53.0%	--	27.0%	52.4%	54.0%	54.0%
VETS_HVRP- WIOA-02 Employment Rate 4th Quarter After Exit	50.0%	--	25.0%	47.6%	51.0%	51.0%
VETS-HVRP- WIOA-03 Median Earnings 2nd Quarter After Exit	\$4,100	--	\$4,200	\$4,836	\$4,200	\$4,200

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

Workload Summary

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

In PY 2019, VETS' placement rate for participants in the 2nd quarter after exit was 52.4 percent. The Employment Rate for participants in the 4th quarter after exit was 47.2 percent, while median earnings in the second quarter after exit were \$4,836. The slight decrease in employment rate between the 2nd and 4th quarters highlight the difficulties this population has with employment retention.

In PY 2020, VETS set national targets of 54 percent, 51 percent, \$4,200, and 19,500 participants for each metric listed above. We expect the number of HVRP participants to increase in FY 2022 and have increased the number of participants expected to 20,000. All other metrics will remain the same as in FY 2021.

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	1,352	1,976	1,976	0
25.3	Other goods and services from Federal sources 1/	1,520	1,024	1,024	0
25.4	Operation and maintenance of facilities	228	0	0	0
41.0	Grants, subsidies, and contributions	51,900	54,500	54,500	0
	Total	55,000	57,500	57,500	0
	1/Other goods and services from Federal sources				
	HHS Services	0	24	24	0
	Services by Other Government Departments	1,520	1,000	1,000	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

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

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

Introduction

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

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

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

Training is provided to:

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

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$3,414	0
2018	\$3,414	0
2019	\$3,414	0
2020	\$3,414	0
2021	\$3,414	0

FY 2022

The FY 2022 budget requests \$3,414,000 for the NVTI that will allow the continuation of the delivery of courses. NVTI offers courses both in-person and online to accommodate participants' needs. Whether taking a class virtually or in a classroom, the participant will have an engaging, dynamic learning experience. The NVTI contract operator works alongside DOL to implement a curriculum that meets the needs of its student population. The curriculum is reviewed, updated, and augmented with new courses and training resources each fiscal year.

In FY 2022, NVTI will transition to a new contract. Under the new contract, career road mapping will continue. JVSG staff are required to take and pass specific courses at NVTI. The newly developed career roadmap will be executed, ensuring the JVSG staff continue to be informed of the latest career support services and be competent in their profession. Additional career road mapping for other NVTI participants will be developed in FY 2022.

FY 2021

The FY 2021 enacted level was \$3,414,000 for the NVTI to continue to instruct approximately 4,100 course completions focused on improving the quality of employment services provided to veterans through professional skills enhancement courses such as advanced training courses in career development, career coaching, advanced business services, and advanced case management. In addition to the delivery of 40 professional development classes, webinars, podcasts, and micro learnings, the requested funding level provided for resources to update the curricula for the USERRA 101 and 102 online e-learning courses as well as the development of one new online scenario-based workshop entitled, "Collaboration among DVOPs and LVERs." This workshop explored best practices in collaboration and cooperation among DVOP specialists and LVER staff.

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

FY 2020

The FY 2020 enacted amount of \$3,414,000 allowed VETS to fill 4,100 class seats. The courses offered through the NVTI continued to include the five required core JVSG courses for DVOPs and LVERs, in addition to basic courses on veterans' benefits, case management, and leadership skills. In FY 2020, two newly developed courses: Grants Management for federal staff and a course specifically for grantee staff, as well as the 5 core JVSG courses were revised to reflect policy changes instituted in the past year.

In FY 2020, NVTI adjusted all courses to be delivered in a virtual environment, as a response to the COVID-19 pandemic. As virtual courses continued throughout the year, students and instructors became more comfortable with the virtual space, and successfully adjusted and adapted to the environment as it became more "normal." VETS continued to see students provide positive feedback, and pass exams at the same rate as in-person classes.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2020 Revised Enacted		FY 2021 Enacted	FY 2022 Request		
	Target	Result	Target	Target		
National Veterans' Employment and Training Service Institute						
Strategic Goal 11 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
VETS-NVTI-02	Number of trainees completing classes and distance learning courses		4,000	4,206	--	--
VETS-NVTI-03	Percent of students taking in-person courses.		--	--	--	50%[p]
VETS-NVTI-04	Percent of students taking virtual courses		--	--	--	50%[p]

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Workload Summary

DOL VETS will continue to monitor and track the number of NVTI participants. In FY 2020, 3,695 trainees completed in-person or distance learning courses. VETS anticipates growth into FY 2021 and is expecting over 4,000 in-person and virtual course attendees. During the COVID pandemic, NVTI experienced an increase in overall enrollees and attendance for all courses. The pandemic impacted the available course content minimally as all in-person curriculum was adapted to maintain a virtual presence and is expected to resume in-person coursework once available. In FY 2021, VETS began to track the percentage of students taking in-person courses with those taking virtual courses. We expect to begin offering in-person workshops again in FY 2022. We project offering 50% in-person and 50% virtual courses to allow everyone the opportunity to get training in the modality of instruction they need.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	350	0	250	250
25.2	Other services from non-Federal sources	3,064	3,414	3,164	-250
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2022 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Federal Employees' Compensation Act (FECA)	0
--	---

Travel and transportation of persons	0
--------------------------------------	---

Other services from non-Federal sources	0
---	---

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)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	43,548	44,048	52,538	8,490
FTE	216	233	261	28

NOTE: FY 2020 reflects actual FTE. Authorized FTE for FY 2020 was 220.

Introduction

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

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

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

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

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

VETS is also responsible for investigating complaints received from preference-eligible veterans who allege that their veterans’ preference rights in federal employment were violated, pursuant to the Veterans’ Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. 3330a, et seq. VETS conducted 245 VEOA investigations in 2019. In addition, VETS collects federal contractor data reporting pursuant to the Vietnam Era Veterans Readjustment Assistance Act.

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

VETS staff are also responsible for:

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

The FY 2022 budget includes one legislative proposal:

- Rescission of USERRA Quarterly Reports to Congress

The Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets Act) established a program intended to be entirely fee-funded that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a Platinum or Gold HIRE Vets Medallion Award for small, medium, and large employer categories as set forth in 20 CFR 1011, 82 FR 52186. The number of applications received in FY 2020 increased to 683. This budget submission reflects an estimated \$125,000 to be collected in FY 2021, and an estimated \$166,000 in fees to be collected in FY 2022.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$41,027	237
2018	\$42,127	228
2019	\$43,248	219
2020	\$43,548	220
2021	\$44,048	232

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

FY 2022

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

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

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

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

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

The FY 2022 budget includes a proposal to discontinue the VETS’ quarterly reports to Congress on the execution of its responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). When Congress enacted the quarterly reporting requirements, it sought information on how VETS complied with its USERRA investigation and case referral deadlines. The reports have been provided to Congress for more than a decade and

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

no significant problems have been noted. This is a statutory requirement set forth at 38 U.S.C. § 4332(b), and would require an amendment to implement any changes, and would not be a change to our appropriation language. The data contained in the quarterly USERRA reports to Congress could be incorporated into the annual USERRA report to Congress. This change in reporting would save VETS a considerable amount of time and resources without any detrimental impact to the program.

FY 2021

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

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

The appropriated funding also allowed VETS to:

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

FY 2020

The FY 2020 enacted level of \$43,548,000 allowed VETS to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement;
- Grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- Outreach to national and regional employers and veteran advocacy organizations;

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans’ Employment Opportunities Act (VEOA), and the Federal Contractor Program; and
- Continued support for the PREVENTS Task Force to reduce and eliminate veteran suicides.

This program activity also administratively supported the DOL \$1,000,000 Challenge Competition to Better Connect Transitioning Service Members with employment, announced in December 2019.

Funding allowed VETS to establish a Disabled Veteran Program to address high unemployment and the low labor force participation rate of veterans with service-connected and non-service connected disabilities.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2020 Revised Enacted		FY 2021 Enacted	FY 2022 Request
	Target	Result	Target	Target
Federal Administration - USERRA Enforcement				
Strategic Goal 11 - Build Opportunity and Equity for All				
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.				
HIRE Vets Medallion Program				
VETS- HVMP-01	Number of accepted HIRE Vets Medallion applications			
	680[r]	683	1,000	1,000
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days			
	80.0%	86.2%	80.0%	84.0%
VETS- USERRA-04	Percent of closed USERRA cases meeting the agency's quality standard (annual)			
	95.0%	96.0%	95.0%	95.0%

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

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Workload Summary

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

VETS establishes targets for these measures to ensure statutory requirements are met; currently, the target to complete an investigation is within 90 days. The analysis of historic USERRA data has shown that claimant-approved extensions (which are allowable by statute but count negatively for this performance metric) have consistently been around 13 to 17 percent over the past several years. Therefore, VETS plans to use a percentage goal of 84 percent as the target for this performance metric in FY 2022. The extension rate increased during FY 2019, and VETS finished the year with 82.8 percent of all USERRA cases closed with the 90-day deadline. It should be noted that no cases went beyond the 90-day threshold without receiving an approved extension from the claimant.

The quality of investigations also remained consistent, with approximately 98 percent of closed cases possessing a quality rating; VETS also will continue a 95 percent target throughout FY 2022.

VETS received 683 HIRE Vets Medallion Program (HVMP) applications in FY 2020 and is on track for more than 800 in FY 2021. VETS anticipates continued steady growth during the FY 2022 HVMP cycle.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	23,660	24,415	27,552	3,137
11.3	Other than full-time permanent	220	91	91	0
11.5	Other personnel compensation	380	500	576	76
11.9	Total personnel compensation	24,260	25,006	28,219	3,213
12.1	Civilian personnel benefits	7,182	8,254	10,327	2,073
13.0	Benefits for former personnel	29	28	28	0
21.0	Travel and transportation of persons	1,215	700	812	112
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	963	950	950	0
23.3	Communications, utilities, and miscellaneous charges	127	120	148	28
24.0	Printing and reproduction	50	50	50	0
25.1	Advisory and assistance services	150	150	150	0
25.2	Other services from non-Federal sources	389	406	1,820	1,414
25.3	Other goods and services from Federal sources 1/	7,963	8,112	9,453	1,341
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	1,030	77	246	169
26.0	Supplies and materials	90	80	108	28
31.0	Equipment	50	50	162	112
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	50	65	65	0
	Total	43,548	44,048	52,538	8,490
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,745	7,767	8,408	641
	DHS Services	3	60	60	0
	Services by Other Government Departments	215	285	985	700

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$663
Personnel benefits	402
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	1
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
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	641
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
State Administration Workload	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$1,707**

Net Program **\$6,783**

Direct FTE **28**

	Estimate	FTE
Base	\$45,755	233
Program Increase	\$6,783	28
Program Decrease	\$0	0