

**FY 2025**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**VETERANS' EMPLOYMENT AND TRAINING SERVICE**

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# VETERANS' EMPLOYMENT AND TRAINING SERVICE

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# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## APPROPRIATION LANGUAGE

*(INCLUDING TRANSFER OF FUNDS)*

*Not to exceed \$271,801,000 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) \$185,000,000 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, 2027, and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: Provided, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, to the spouses or other family caregivers of such wounded, ill, or injured members, and to surviving spouses of individuals who died while members of the Armed Forces or as a result of a service-connected disability;*

*(2) \$34,379,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;*

*(3) \$49,008,000, to remain available until September 30, 2026, 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, \$65,500,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code:*

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*Provided, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, 2025, to provide services under such section: Provided further, That services provided under sections 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness: Provided further, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: Provided further, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure pursuant to 31 U.S.C. 1553.*

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

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

### ANALYSIS OF APPROPRIATION AND LEGISLATIVE LANGUAGE

<u>Program and Type</u>	<u>Description</u>	<u>Rationale</u>
VETS appropriation as a standalone bureau	The Department requests the VETS appropriation language be moved out from under the Departmental Management (DM) appropriation and instead placed in the Department's enacted appropriations after the Office of Disability Employment Policy appropriation and before the DM appropriation.	This proposal will establish VETS as a separate and standalone bureau with a new heading of the Veterans' Employment and Training Service (Including Transfer of Funds). This proposal is merely an administrative action, will not affect VETS' current authorities and activities, and will require the Department establishing a new VETS account number with the Department of the Treasury to execute the change.
Federal Administration appropriations language	The Department requests two-year funding availability to increase flexibility for program execution.	This proposal will mitigate uncertainty in the appropriations timing that results in delayed hiring and rushed execution of contracts. The multi-year availability would reduce the impact of short-term continuing resolutions at no cost.
JVSG DVOP and LVER legislative proposal	The Department is proposing to accelerate the deadline for JVSG DVOPs and LVERs to successfully complete required training from 18 months to 12 months. Doing so would specify these service providers acquire the specialized training needed to serve veterans six months sooner than the current standard.	The proposal will accelerate the training timeline to serve veterans. The Veterans' Benefits Act of 2010 (Public Law 111-275) statutory requirement calls for DVOP specialists and LVER staff to complete NVTI required training within 18 months of assignment to their positions.

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<u>Program and Type</u>	<u>Description</u>	<u>Rationale</u>
HIRE Vets Medallion Program legislative proposal	The Department is proposing three legislative revisions to the HIRE Vets Act of 2017: 1) remove the requirement that recipients are ineligible in the year following award receipt, 2) set the award's hiring percentage to link eligibility to the national percentage of veterans in the civilian labor force, and 3) simplify the requirement on large employer applicants to meet both the hiring and retention criteria for an award to match the requirement for small and medium employer applicants.	The three legislative revisions to Public Law 115-31, Division O, the HIRE Vets Act of 2017 will simplify requirements on applicants and expand eligibility for the award.
JVSG Surviving Spouses appropriations language	The Department is proposing to include surviving spouses as an approved nonveteran group eligible for DVOP services.	The inclusion of surviving spouses recognizes that supporting the economic, social, and emotional needs of military families is a national security imperative critical to the maintenance of an all-volunteer force.
JVSG Performance Incentive Awards legislative proposal	The department is seeking to update appropriations and legislation language in the following area: Amend JVSG legislation to provide States increased flexibility in funding annual performance incentive awards.	The Department is proposing a legislative language change to <a href="#">38 USC §4102A(c)(7)</a> regarding performance incentive awards. The current language mandates that one percent of the total grant award shall be used for making cash awards. VETS is required to issue over \$660,000 annually to states who are unable to utilize it due to legal restrictions, policy prohibitions, collective bargaining agreements, or other reasons. In 2022 and 2023, there were 16 states affected. The Department's proposal is to change the cited statute to a discretionary requirement to avoid issuing incentive funding to states that are unable to use it.



## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>0</b>	<b>\$65,500</b>	<b>0</b>	<b>\$65,500</b>	<b>0</b>	<b>\$65,500</b>
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$65,500</i>	<i>0</i>	<i>\$65,500</i>	<i>0</i>	<i>\$65,500</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	244	\$269,841	237	\$269,841	237	\$271,801
Fees	0	\$152	0	\$198	0	\$128
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>244</i>	<i>\$335,485</i>	<i>237</i>	<i>\$335,476</i>	<i>237</i>	<i>\$337,429</i>
<b>B. Gross Budget Authority</b>	<b>244</b>	<b>\$335,485</b>	<b>237</b>	<b>\$335,476</b>	<b>237</b>	<b>\$337,429</b>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	-\$152	0	-\$198	0	-\$128
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>244</i>	<i>\$335,341</i>	<i>237</i>	<i>\$335,341</i>	<i>237</i>	<i>\$337,301</i>
<b>C. Budget Authority Before Committee</b>	<b>244</b>	<b>\$335,341</b>	<b>237</b>	<b>\$335,341</b>	<b>237</b>	<b>\$337,301</b>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	\$293	0	\$198	0	\$0
Fees	0	\$152	0	\$198	0	\$602
<i>Subtotal</i>	<i>244</i>	<i>\$335,634</i>	<i>237</i>	<i>\$335,769</i>	<i>237</i>	<i>\$337,903</i>
<b>D. Total Budgetary Resources</b>	<b>244</b>	<b>\$335,634</b>	<b>237</b>	<b>\$335,769</b>	<b>237</b>	<b>\$337,903</b>
Unobligated Balance Expiring	0	-\$177	0	\$0	0	\$0
Additional FTE Usage	4	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	-\$198	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>248</b>	<b>\$335,164</b>	<b>237</b>	<b>\$335,769</b>	<b>237</b>	<b>\$337,903</b>

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$65,500	\$65,500	\$0
Trust Funds	\$269,841	\$271,801	+\$1,960
<b>Total</b>	<b>\$335,341</b>	<b>\$337,301</b>	<b>+\$1,960</b>
 <b>Full Time Equivalents</b>			
General Funds	0	0	0
Trust Funds	237	237	0
<b>Total</b>	<b>237</b>	<b>237</b>	<b>0</b>

Explanation of Change	FY 2025 Change							
	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	237	\$26,482	0	\$1,592	0	\$0	0	\$1,592
Personnel benefits	0	\$9,224	0	\$870	0	\$0	0	\$870
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$25	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$16	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$600	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$1,032	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$140	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$1,225	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$39,308	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$9,545	0	\$225	0	\$0	0	\$225
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$77	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$4,351	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

FY 2025 Change

Explanation of Change	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Supplies and materials	0	\$36	0	\$0	0	\$0	0	\$0
Equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$60,828	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$182,407	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$45	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>237</b>	<b>+\$335,341</b>	<b>0</b>	<b>+\$2,687</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$2,687</b>
<b>B. Programs:</b>								
<b>Total Increase</b>	<b>237</b>	<b>+\$335,341</b>	<b>0</b>	<b>+\$2,687</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$2,687</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	0	\$0	0	-\$727	0	\$0	0	-\$727
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$727</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$727</b>
<b>B. Programs:</b>								
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$727</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$727</b>
<b>Total Change</b>	<b>237</b>	<b>+\$335,341</b>	<b>0</b>	<b>+\$1,960</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$1,960</b>

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>State Grants</b>	<b>0</b>	<b>185,000</b>	<b>0</b>	<b>185,000</b>	<b>0</b>	<b>185,000</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	185,000	0	185,000	0	185,000	0	0
<b>Transition Assistance Program</b>	<b>0</b>	<b>34,379</b>	<b>0</b>	<b>34,379</b>	<b>0</b>	<b>34,379</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	34,379	0	34,379	0	34,379	0	0
<b>Federal Administration - USERRA Enforcement</b>	<b>248</b>	<b>47,048</b>	<b>237</b>	<b>47,048</b>	<b>237</b>	<b>49,008</b>	<b>0</b>	<b>1,960</b>
Unemployment Trust Funds	248	47,048	237	47,048	237	49,008	0	1,960
<b>National Veterans' Employment and Training Service Institute</b>	<b>0</b>	<b>3,414</b>	<b>0</b>	<b>3,414</b>	<b>0</b>	<b>3,414</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	3,414	0	3,414	0	3,414	0	0
<b>Homeless Veterans' Reintegration Program</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>0</b>
General Funds	0	65,500	0	65,500	0	65,500	0	0
<b>Total</b>	<b>248</b>	<b>335,341</b>	<b>237</b>	<b>335,341</b>	<b>237</b>	<b>337,301</b>	<b>0</b>	<b>1,960</b>
<b>General Funds</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>65,500</b>	<b>0</b>	<b>0</b>
<b>Unemployment Trust Funds</b>	<b>248</b>	<b>269,841</b>	<b>237</b>	<b>269,841</b>	<b>237</b>	<b>271,801</b>	<b>0</b>	<b>1,960</b>

NOTE: FY 2023 reflects actual FTE.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
	Full-Time Equivalent				
	Full-time Permanent	248	237	237	0
	<b>Total</b>	<b>248</b>	<b>237</b>	<b>237</b>	<b>0</b>
	Average ES Salary	\$195,580	\$191,541	\$191,541	\$0
	Average GM/GS Grade	13/5/6	13/2/3	13/2/3	0
	Average GM/GS Salary	\$115,538	\$117,231	\$117,952	\$721
11.1	Full-time permanent	25,582	25,582	26,447	865
11.3	Other than full-time permanent	400	400	400	0
11.5	Other personnel compensation	500	500	500	0
11.9	<b>Total personnel compensation</b>	<b>26,482</b>	<b>26,482</b>	<b>27,347</b>	<b>865</b>
12.1	Civilian personnel benefits	9,249	9,249	10,119	870
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	16	16	16	0
21.0	Travel and transportation of persons	600	600	600	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	1,032	1,032	1,032	0
23.3	Communications, utilities, and miscellaneous charges	140	140	140	0
24.0	Printing and reproduction	1,225	1,225	1,225	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	39,308	39,308	39,308	0
25.3	Other goods and services from Federal sources 1/	13,973	13,973	14,198	225
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	36	36	36	0
31.0	Equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	243,235	243,235	243,235	0
42.0	Insurance claims and indemnities	45	45	45	0
91.0	Other Fund Sources	0	0	0	0
	<b>Total</b>	<b>335,341</b>	<b>335,341</b>	<b>337,301</b>	<b>1,960</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	9,545	9,545	9,770	225
	DHS Services	77	77	77	0
	HHS Services	1,169	1,169	1,169	0
	Services by Other Government Departments	3,182	3,182	3,182	0

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## AUTHORIZING STATUTES

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

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>APPROPRIATION HISTORY</b>					
(Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
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...1/	\$281,595		\$300,041	\$300,041	219
2020					
Base Appropriation...2/ 3/	\$306,041	\$316,341		\$311,341	220
2021					
Base Appropriation...3/	\$312,000			\$319,341	232
2022					
Base Appropriation...4/	\$324,831	\$334,381		\$325,341	245
2023					
Base Appropriation	\$330,968			\$335,341	244
2024					
Base Appropriation...5	\$347,627		\$335,341		237
2025					
Base Appropriation	\$337,301				237

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

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

3/ Reflects the full appropriation pursuant to P.L. 116-260 without enacted rescissions

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

5/ The full-year FY 2024 appropriation was not enacted at the time the budget was prepared.

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## OVERVIEW

As the principal agency in the U.S. Department of Labor (DOL) that provides training for and protects the employment rights of veterans, service members, and military spouses, the **Veterans' Employment and Training Service (VETS)** is deeply committed to supporting the employment needs of veterans and employers in the job market of today and tomorrow. VETS is a member of DOL's integrated employment, training, and compliance enterprise.

The Agency administers programs that address the employment, training, and job security needs of America's veterans. Our vision is to enable all veterans, service members, and military spouses to reach their full potential in the workplace. Our FY 2025 overall budget proposal is designed to align staffing and financial resources to serve effectively and sustainably our nation's veterans. The VETS budget proposal advances racial and gender equity; prioritizes information technology, modernization, and cybersecurity; and enhances efforts to deliver results through performance, evidence-based decision making, and evaluation.

VETS resources offer a continuum of services that:

- Prepare veterans, service members, and military spouses for the civilian sector through the **Transition Assistance Program (TAP)**;
- Build quality jobs and meaningful careers through **Jobs for Veterans State Grants (JVSG)**;
- Provide pathways to employment for veterans experiencing homelessness through the **Homeless Veterans' Reintegration Program (HVRP)**;
- Train staff providing employment services to veterans through the **National Veterans' Training Institute (NVTI)**;
- Protect employment rights of veterans and National Guard and Reserve members through the **Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)** and veterans' preference programs; and
- Promote employment opportunities for veterans, service members, and military spouses and recognize employers who demonstrate a commitment to recruiting, employing, and retaining veterans through the **Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act)**.

In addition, VETS has established a network of government and non-government partners that are associated with and help to amplify our mission, including partnerships with Veteran and Military Service Organizations that support underserved and underrepresented populations. VETS is focused on recruiting, developing, and retaining skilled and diverse staff committed to continuous improvement and positive employment outcomes for our target population, and provide staff and our customers access to modern IT solutions and high-quality data to improve the effectiveness, efficiency, and accountability of our programs.

VETS will continue to support the Administration's priorities of equity and serving underserved populations by helping veterans with disabilities, veterans from diverse backgrounds, LGBTQ+ veterans, veterans experiencing homelessness, and other vulnerable groups access employment and training services.



## VETERANS' EMPLOYMENT AND TRAINING SERVICE

In FY 2025, VETS is requesting a funding level of \$337,301,000, which is an increase of \$1,960,000 over the FY 2024 estimate. This increase will support inflationary increases for personnel benefits and cost adjustments and is essential for retaining VETS' capacity to fully execute its mission. VETS budget is formulated and executed through five budget activities:

1. **Jobs for Veterans State Grants:** \$185,000,000.

This funding level enables each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands to hire dedicated staff who provide individualized career and training services to veterans and eligible persons with significant barriers to employment, as well as other authorized populations. These staff help employers address their workforce needs with job-seeking veterans. The JVSG staff work at American Job Centers (AJCs) and other locations. The grant allocates funds based on the ratio of veterans seeking employment in each state to the total number of veterans seeking employment in all states. The grants fund approximately 1,800 state positions nationwide.

2. **Transition Assistance Program:** \$34,379,000.

This funding level will allow VETS to continue: 1) implementing the Congressionally-mandated **Off-Base Transition Training Pilot (OBTT)** pilot and expand it to fifty sites dispersed across at least twenty states, 2) conducting a program that uses contracted **Employment Navigators (ENs)** stationed on-site at select military installations to provide one-on-one support to transitioning service members and be able to track and report long-term participant employment outcomes, 3) providing in-person and virtual course offerings of the **Transition Employment Assistance for Military Spouses (TEAMS)** workshops and the Wounded Warrior and Caregiver Employment Workshop curriculum designed for transitioning service members undergoing medical separation or retirement, and 4) offering ~10,000 workshops of its 1-day mandatory workshop, and its 2-day elective workshops, on employment preparation and vocational training as part of TAP to assist service members transitioning to civilian employment.

3. **Federal Administration – USERRA Enforcement:** \$49,008,000.

This funding level covers key responsibilities of the Agency, which include executive management; USERRA and Veteran's Preference administration; payments to other Agencies and the Working Capital Fund; support for the HIRE Vets Act; and operations, outreach, research, program evaluation, and policy development. At this request level, VETS will:

- 1) Recruit, train, and retain federal staff to effectively manage and allocate funds related to TAP, JVSG, HVRP, NVTI, and HVMP, as well as provide the IT resources needed to operate these programs.
- 2) Provide comprehensive support for all USERRA and Veteran's Preference activities, including program administration, handling of violation claims, upkeep of IT case management systems, regulation drafting, and compliance activities with employers.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

4. **National Veterans' Training Institute:** \$3,414,000.

This funding level will enable the National Veterans' Training Institute (NVTI) to continue its vital role in supporting the employment and training needs of veterans across the nation. NVTI provides high-quality and relevant training to veterans' service providers' staff, ensuring that veterans receive the best possible assistance in their transition to civilian careers. The NVTI also fosters a community of practice among veterans' service providers, enabling them to share best practices, resources, and innovations. NVTI trains over 4,000 participants, including JVSG-funded state staff, Department of Labor (DOL) and other federal agency staff who serve veterans or perform grants management, and staff who conduct compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

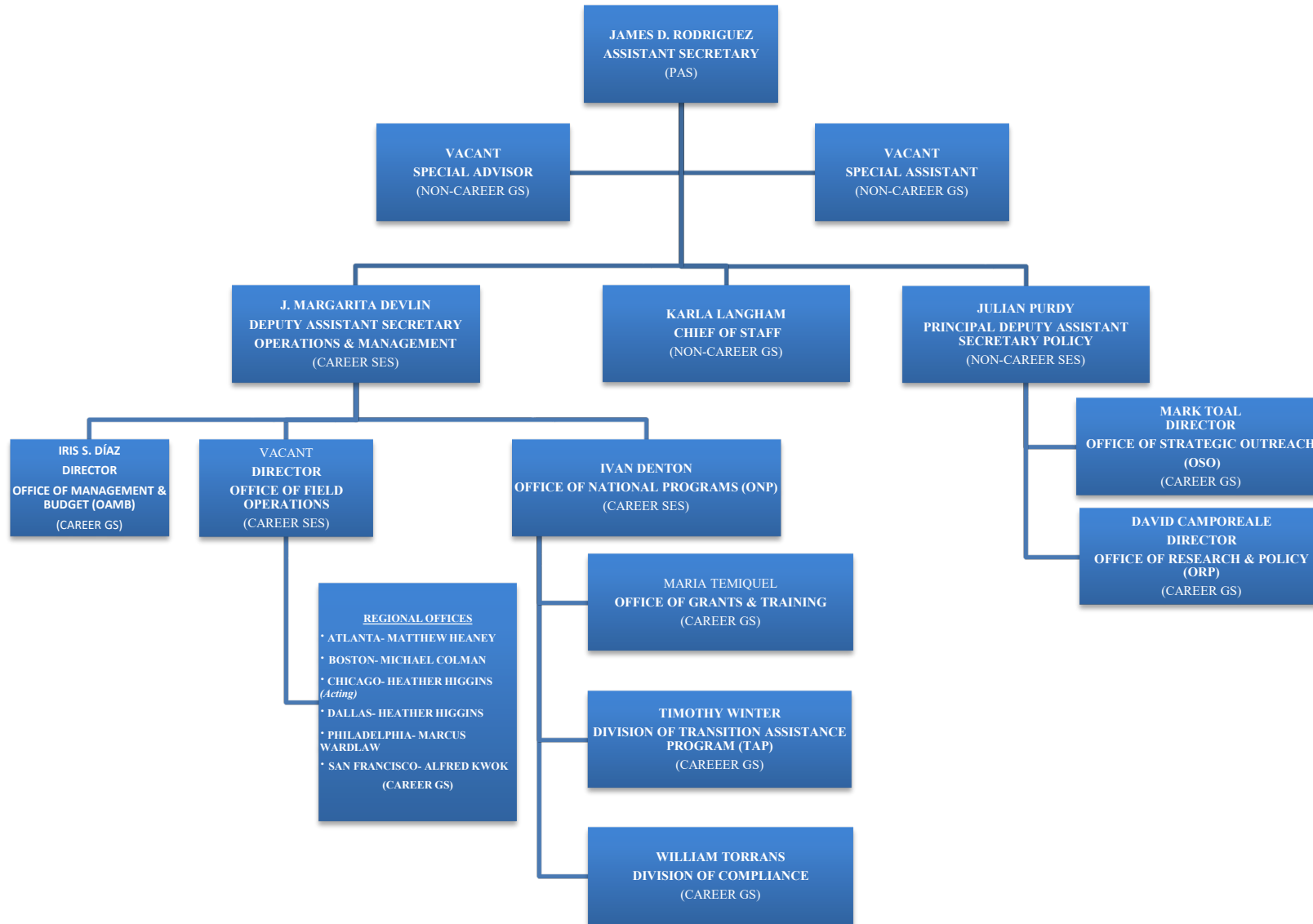
5. **Homeless Veterans' Reintegration Program:** \$65,500,000.

This funding level enables eligible applicants, such as State and Local Workforce Development Boards and for- and non-profit organizations, to compete for grants that provide job training, counseling, and placement services to veterans at risk of or experiencing homelessness. These services include job readiness and skills training to help veterans reintegrate into the labor force. The funding level also supports Stand Down events, which are one- to three-day events that offer veterans experiencing homelessness food, shelter, clothing, health screenings, and VA benefits counseling. At these events, veterans can get referrals to other resources, such as health care, housing, employment services, substance use treatment, and mental health counseling. The Department of Labor (DOL), local VA Medical Centers, other government agencies, and community-based homeless service providers coordinate these collaborative events. The grants serve over 17,000 veterans at risk of or experiencing homelessness.

In addition, DOL is requesting two-year funding availability to increase VETS' flexibility for program execution. This proposal will mitigate uncertainty in the appropriations timing that results in delayed hiring and rushed execution of contracts. The multi-year availability would reduce the impact of short-term continuing resolutions at no additional cost to American taxpayers.

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## ORGANIZATION CHART





## STATE GRANTS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>185,000</b>	<b>185,000</b>	<b>185,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Jobs for Veterans State Grants (JVSG) program funds state employees who provide employment and specialized services to veterans and eligible spouses. The program targets veterans who face significant barriers to employment, such as:

- Transitioning service members who need individualized career services.
- Wounded or ill service members and their family caregivers.
- Veterans aged 18 – 24, and,
- Vietnam-era veterans.

The program supports Disabled Veterans’ Outreach Program (DVOP) specialists, Local Veterans’ Employment Representatives (LVER), and Consolidated DVOP/LVER staff in 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. These staff work in various locations, such as State Workforce System facilities, VA facilities, Military installations, medical treatment facilities, and Soldier Recovery Units (formerly Warrior Transition Units.)

DVOP specialists provide individualized career services and facilitate employment placements to meet the employment needs of eligible populations. Delivery of these services is provided to eligible veterans in the following priority order, placing maximum emphasis on assisting eligible populations who are economically or educationally disadvantaged:

1. Special disabled veterans,
2. Other disabled veterans, and
3. Other eligible veterans and eligible persons in accordance with the priorities determined by the Secretary.

Individualized career services may include:

- Comprehensive and specialized job readiness assessments
- Interview preparation
- Development of individual employment plans
- Career guidance through group or individual counseling
- Recovery and employment assistance to wounded and injured service members and their family caregivers
- Individualized employment-related services to eligible veterans served through the Homeless Veterans’ Reintegration Program, Homeless Female Veterans and Veterans with Children program, and Incarcerated Veterans Transition Program

## STATE GRANTS

LVER staff conduct outreach and advocacy efforts with local businesses to increase employment opportunities for veterans. They also facilitate and support veterans in gaining and retaining employment and maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

The Consolidated positions are those that perform both DVOP and LVER functions, as authorized by the Veterans' Benefits Act of 2010.

JVSG aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services that by statute are focused on veterans who have been disadvantaged in the labor market, such as veterans experiencing homelessness, low-income veterans, justice-involved veterans, or veterans fleeing domestic violence.

DOL's commitment is an important part of fulfilling our Nation's obligation to the people who have served our country.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$180,000	0
2021	\$180,000	0
2022	\$183,000	0
2023	\$185,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2025**

The FY 2025 Request level is \$185,000,000 for the JVSG Program, which represents no change from the FY 2023 Enacted level.

The FY 2025 request will expand the eligibility for DVOP services to include surviving spouses of service members who died while performing active duty. Currently, JVSG appropriations language includes specific non-veteran groups that are eligible for services from a DVOP specialist, funded by JVSG. This budget request proposes to add surviving spouses as an approved non-veteran group eligible for DVOP services. Surviving spouses are widows/widowers whose spouses died while serving in the Armed Forces. Surviving military spouses start a new life as a widow or widower, redefining their identity, continuing to raise their children, and in some cases seeking employment. While finding employment can be challenging, the Department of Labor's JVSG program is ready to step forward and fulfill the duty to help the husbands or wives of service members who gave their lives for our country. DVOP specialists can provide individualized career services to surviving spouses with no impact on current service levels. We estimate that the number of spouses seeking employment services from a DVOP specialist will range annually from approximately 255-750 nationwide.

## STATE GRANTS

Building on the accomplishments of FY 2023 and 2024, the program will advance the Human-Centered Customer Experience (CX) in FY 2025. From FY 2025 onwards, the emphasis will shift to the implementation of the JVSG CX program, concentrating on the execution of the CX strategy and the creation of CX initiatives. The objective is to devise, execute, and institutionalize a multi-year CX program that will adapt and enhance in alignment with the Agency's evolving priorities. This initiative signifies our commitment to continuous improvement and customer-centric service.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

The FY 2024 Estimate level is \$185,000,000 for JVSG, which represents no change from the FY 2023 Enacted level. The amount funds approximately 1,800 DVOP specialists, LVER staff, and Consolidated positions across the country. The Veterans' Employment and Training Service (VETS) administers the JVSG program and oversees its performance and accountability. VETS ensures that the program aligns with the strategic goals and priorities of the Department of Labor and the Administration, as well as the needs and preferences of the veterans' community and the labor market.

In FY 2024, VETS will continue to focus on the following objectives:

- Enhance the quality and effectiveness of the services provided by the JVSG staff to veterans with significant barriers to employment, such as disabled veterans, homeless veterans, and recently separated veterans. These services include comprehensive and specialized assessments of skill levels and needs; development of individual employment plans; group and individual career counseling and planning; connection to career training and apprenticeship opportunities; and short-term skills development (such as interview and communication skills), to improve employment outcomes for these individuals.

Strengthen the collaboration and coordination with the U.S. Department of Veterans Affairs (VA) Veterans Benefit Administration (VBA) to provide Labor Market Information and other employment services to veterans who are enrolled in the Chapter 31 Vocational Rehabilitation and Employment (VR&E) program. This program assists service-disabled veterans with job training, employment accommodations, resume development, and job seeking skills coaching.

## STATE GRANTS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>State Grants</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
WIOA DVOP-01	Employment rate (2nd quarter after exit) for veterans served by DVOP	--	58.4%	--	--	--	--
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	--	56.6%	--	--	--	--
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP	\$6,600	\$8,784	\$7,000	--	\$7,000	\$8,000
DVOP-05a	Percentage of states that met their median earnings target	70.0%	96.3%	70.0%	--	75.0%	90.0%

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



## STATE GRANTS

### **Workload and Performance Narrative**

The performance measures DOL uses to measure the outcomes of JVSG participants are the employment rates in the 2<sup>nd</sup> and 4<sup>th</sup> quarters after exit, median earnings in the 2<sup>nd</sup> quarter after exit, and percentage of states that met their median earnings target.

In PY 2022, participants who were served by a DVOP specialist were employed at a rate of 58.4 percent in the 2<sup>nd</sup> quarter after exit, and at a rate of 56.6 percent during the 4<sup>th</sup> quarter after exit. In the 2<sup>nd</sup> quarter after exit, participants served by a DVOP show median quarterly earnings of \$8,784. VETS analyzes actual performance outcomes compared to the state established targets at the end of each program year (DVOP-05a). Informed by state demographics, current economic conditions, labor market information, and historical performance data, states determine and set evidence-based performance targets for employment-related Workforce Innovation and Opportunity Act (WIOA) primary indicators of performance. JVSG established performance goals for a two-year period. VETS expects this measure to be a better indicator of JVSG performance as it directly connects back to state-specific performance targets rather than a national average. This analysis identifies which states underperformed and therefore may need technical assistance from VETS Regional staff.

## STATE GRANTS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	1,600	1,600	1,600	0
25.3	Other goods and services from Federal sources 1/	993	993	993	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	0	0	0	0
41.0	Grants, subsidies, and contributions	182,407	182,407	182,407	0
	<b>Total</b>	<b>185,000</b>	<b>185,000</b>	<b>185,000</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	340	340	340	0
	HHS Services	51	51	51	0
	Services by Other Government Departments	602	602	602	0

# STATE GRANTS

## CHANGES IN FY 2025

(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
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Supplies and materials	0
Grants, subsidies, and contributions	0
State Administration Workload	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$185,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>34,379</b>	<b>34,379</b>	<b>34,379</b>	<b>0</b>
FTE	0	0	0	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 0.

### **Introduction**

The Transition Assistance Program (TAP) for separating service members and their spouses, codified in 10 U.S.C. §1144, is a cooperative effort between DOL, DoD, the U.S. Department of Homeland Security (DHS), the VA, the Department of Education, the Small Business Administration, and the Office of Personnel Management. As directed in the FY 2019 National Defense Authorization Act (NDAA), DOL provides a mandatory one-day employment workshop, as well as two 2-day career track 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, and maintains that capability. At the request level, TAP Employment Workshops will be delivered to approximately 150,000 transitioning service members and spouses.

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

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$29,379	0
2021	\$31,379	0
2022	\$32,379	0
2023	\$34,379	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

# TRANSITION ASSISTANCE PROGRAM

## FY 2025

The FY 2025 request level for TAP is \$34,379,000, which represents no change from the FY 2023 Enacted level.

In FY 2025, VETS will continue delivering a course curriculum designed for military spouses that are transitioning with their service member. Course content will be available as both in-person and virtual workshops, including on-demand web-based content.

In FY 2025, VETS will continue implementing the Wounded Warrior and Caregiver Employment Workshop. This is an employment-focused transition assistance curriculum designed for service members undergoing medical separation or retirement, and their caregivers.

During FY 2025, VETS will continue to establish Employment Navigators (ENs) as a program within DOL TAP. From April 2021 through the end of FY 2023, VETS conducted a pilot of contracted ENs stationed on-site at select military installations. This pilot was conducted to analyze employment outcomes to determine whether staffing ENs at brick-and-mortar installations was an effective and efficient use of taxpayer resources. ENs provide personalized, one-on-one career support services to transitioning service members and their spouses to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners. During the pilot phase, VETS successfully provided EN services. Based on survey results, 96 percent of EN clients said they are likely or extremely likely to recommend EN services to a friend or colleague, and 98 percent said their interaction with a partner organization met or exceeded expectations. Initial analysis of employment outcome data received from the National Directory of New Hires (NDNH) indicates EN services had a positive impact for those receiving services.

VETS will collect, analyze, and publicly report outcome data for this EN program. 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.

DOL's Chief Evaluation Office (CEO) recently completed a formative study of the VETS Employment Navigator and Partnership Pilot (ENPP), to examine the early implementation of the ENPP and variations in implementation by site. In addition, in 2022 CEO initiated an ENPP Evaluation to understand how Employment Navigators provide support to transitioning service members to find employment faster and obtain higher wages.

During FY 2025, VETS will continue to conduct the Off-Base Transition Training (OBTT) pilot in accordance with Public Law 116-315. VETS began OBTT in January 2022 in five states. In the first quarter of FY 2024, VETS added another five states to the pilot, and will conduct the pilot in not less than 50 locations in not less than 20 states. The pilot continues into FY 2026.

# TRANSITION ASSISTANCE PROGRAM

## **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

The FY 2024 Estimate level is \$34,379,000 for TAP, which represents no change from the FY 2023 Enacted level.

The FY 2024 National Defense Authorization Act modified the membership and structure of the VA-DoD Joint Executive Committee by adding DOL VETS to the Joint Executive Committee and retaining the DoD and VA as the designated co-chairs. In addition, the TAP Executive Council was renamed as the Transition Executive Committee.

## **FY 2023**

The FY 2023 Enacted level is \$34,379,000. This level allowed VETS to conduct the one mandatory and two career track workshops in compliance with the FY 2019 NDAA. This level allowed VETS to continue to pilot additional employment assistance outside of the classroom at select military installations, as in FY 2021 and FY 2022, to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract included career counseling, job search assistance, resume review, and apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also included coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.” VETS continued to operate the Off Base Transition Training pilot program in the initial five states..

## TRANSITION ASSISTANCE PROGRAM

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Transition Assistance Program</b>				
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>				
<b>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.</b>				
VETS-TAP- 14	Facilitator satisfaction through post-course survey	90.0%	96.6%	90.0%

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



# TRANSITION ASSISTANCE PROGRAM

## Workload and Performance Narrative

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 2024.

In FY 2023, the interagency partners collected and analyzed survey results regarding participants' satisfaction with the TAP curricula and delivery methods. Survey results indicated 96 percent would use what they learned in their own transition planning and 94 percent reported that the DOL Employment Fundamentals of Career Transition (EFCT) workshops enhanced their confidence in transition planning.

- 5,815 of the mandatory EFCT courses were delivered to 148,560 Transitioning Service Members (TSMs), including 979 military spouses.
- 4,279 of the 2-day optional course, entitled DOL Employment Workshop, were delivered to 78,473 TSMs, including 575 military spouses.
- 1,066 of the 2-day Career and Credential Exploration (formerly the Vocational Training Workshop) were delivered to 15,951 TSMs, including 96 military spouses.

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
12.2	Military 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
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	100	100	100	0
24.0	Printing and reproduction	1,200	1,200	1,200	0
25.2	Other services from non-Federal sources	30,808	30,808	30,808	0
25.3	Other goods and services from Federal sources 1/	2,271	2,271	2,271	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	0	0	0	0
31.0	Equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	<b>Total</b>	<b>34,379</b>	<b>34,379</b>	<b>34,379</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	Services by Other Government Departments	2,271	2,271	2,271	0

# TRANSITION ASSISTANCE PROGRAM

## CHANGES IN FY 2025

(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
Rental payments to GSA	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
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
State Administration Workload	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$34,379</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>47,048</b>	<b>47,048</b>	<b>49,008</b>	<b>1,960</b>
FTE	248	237	237	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 244.

### **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 conduct outreach and engagement activities. Each regional office is led by a Regional Administrator and includes two Deputy Regional Administrators, 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

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

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.

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

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

VETS staff are also responsible for:

- Grant administration for JVSG and HVRP, including reviewing financial statements and grant modifications; conducting formal compliance assessments; and performing on-site monitoring trips, desk audits, and regular performance reviews of grants under their purview;
- TAP and NVTI management, oversight, and program administration;
- 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; and
- Executive management, administration, research, program evaluation, and policy development in support of all VETS programs and government mandates and regulations.

The Federal Administration-USERRA Enforcement budget activity also supports the Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets Act). This program was established as a fee-based funded activity, authorized to solicit voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a Platinum or Gold HIRE Vets Medallion Award for small, medium, and large employer categories as set forth in 20 CFR 1011, 82 FR 52186. VETS received 863 paid applications for the HIRE Vets Medallion Award in 2023. This budget submission reflected an estimated \$135,000 in fees to be collected in FY 2024, and an estimated \$128,000 to be collected in FY 2025. The Federal Administration-USERRA Enforcement budget activity is authorized to support this program with up to \$500,000 until it becomes self-sufficient.

The increase in this activity will also allow 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, and improvement;

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

- Outreach to national and regional employers and veteran advocacy organizations;
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, and the Federal Contractor Program.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$43,548	220
2021	\$47,048	232
2022	\$46,048	245
2023	\$47,048	244
2024	\$0	237

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

The FY 2025 budget requests \$49,008,000 for Federal Administration. This amount includes an increase of \$1,960,000, which will support inflationary increases for personnel benefits and cost adjustments. Providing this inflationary increase is essential to enable VETS to maintain its staffing level and preserve its capacity to effectively serve our Nation’s veterans, transitioning service members, and their spouses. The requested amount continues to include up to \$500,000, if needed, for funding to continue the HVMP program. Resources in this activity allow VETS to continue to fund:

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

The FY 2025 budget also requests two-year funding availability for the Department to increase VETS’ flexibility for program execution. With the increased certainty, VETS will be able to provide more consistent oversight and technical assistance to its grantees and contractors, ensuring the highest level of service to our Nation’s veterans, transitioning service members, and their families.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

The FY 2024 Estimate level is \$47,048,000 for Federal Administration, which represents no change from the FY 2023 Enacted level. This amount also continues to include up to \$500,000, if needed, for funding to continue the HVMP program. Resources in this activity allow VETS to continue to fund:

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

### **FY 2023**

The FY 2023 Enacted level is \$47,048,000 for Federal Administration. This amount also continues to include up to \$500,000, if needed, for funding to continue the HVMP program. Resources in this activity allow VETS to continue to fund:

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



## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Federal Administration - USERRA Enforcement</b>					
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>					
<b>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.</b>					
<b>HIRE Vets Medallion Program</b>					
VETS- HVMP-01	Number of paid HIRE Vets Medallion applications	882	863	765	727
VETS- USERRA- 05	Percent of USERRA cases completed within 90 days, Percent of USERRA cases completed within 90 days, or within any approved extensions	100.0%	99.8%	100.0%	100.0%
VETS- USERRA- 09a	Percentage of substantiated USERRA claims which are resolved prior to closing	84.5%	93.2%	85.0%	85.0%

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

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

### **Workload and Performance Narrative**

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. An analysis of historical 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.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
11.1	Full-time permanent	25,582	25,582	26,447	865
11.3	Other than full-time permanent	400	400	400	0
11.5	Other personnel compensation	500	500	500	0
11.9	<b>Total personnel compensation</b>	<b>26,482</b>	<b>26,482</b>	<b>27,347</b>	<b>865</b>
12.1	Civilian personnel benefits	9,249	9,249	10,119	870
13.0	Benefits for former personnel	16	16	16	0
21.0	Travel and transportation of persons	400	400	400	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	1,032	1,032	1,032	0
23.3	Communications, utilities, and miscellaneous charges	40	40	40	0
24.0	Printing and reproduction	25	25	25	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	334	334	334	0
25.3	Other goods and services from Federal sources 1/	9,389	9,389	9,614	225
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	36	36	36	0
31.0	Equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	45	45	45	0
91.0	Other Fund Sources	0	0	0	0
	<b>Total</b>	<b>47,048</b>	<b>47,048</b>	<b>49,008</b>	<b>1,960</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	9,205	9,205	9,430	225
	DHS Services	77	77	77	0
	Services by Other Government Departments	107	107	107	0

# FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$865
Personnel benefits	870
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
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	225
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** **\$1,960**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$49,008</b>	<b>237</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>3,414</b>	<b>3,414</b>	<b>3,414</b>	<b>0</b>
FTE	0	0	0	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 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 employment and training to veteran professionals, including employment service personnel, veterans service organization providers, Federal staff, Department of Defense employment service providers, Native American groups that work with veterans, county veterans' service representatives, and others.

Consistent with the Administration's goal to spend taxpayer dollars as 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.

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

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.

# 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>
2020	\$3,414	0
2021	\$3,414	0
2022	\$3,414	0
2023	\$3,414	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

The FY 2025 budget requests \$3,414,000 for NVTI, which represents no change from the FY 2024 Estimate. VETS requests to amend 38 U.S.C § 4102(A)(c)(8)(A), which currently “requires all newly hired DVOP specialists and LVER staff to satisfactorily complete JVSG training delivered by the NVTI within 18 months from the date of assignment,” such that new JVSG staff would be required to receive training within 12 months of their assignment. This change would equip them with the necessary skills and training to ensure that the underserved veteran community’s employment needs are met effectively.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President’s Budget and do not reflect sequestration.

The FY 2024 Estimate level is \$3,414,000 for NVTI, which represents no change from the FY 2023 Enacted level. NVTI will continue to offer 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 was reviewed, updated, and augmented with new courses and training resources.

### FY 2023

The FY 2023 Enacted level was \$3,414,000 for NVTI. The funding allowed the continuation of the delivery of courses both in-person and online. In late FY 2023, NVTI transitioned to a new contract and in doing so, VETS expanded the delivery of the JVSG Career Roadmap Certificate program from only being offered to JVSG-funded staff to also being offered to the broader NVTI community of veteran service providers. To complete each certificate level, participants are required to pass specific courses. The newly developed career roadmap provided both the JVSG staff and the broader NVTI community of veteran service providers a tangible way to track their career progress, plan their development activities, and provide proof of their achievement and competency in their profession.

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>National Veterans' Employment and Training Service Institute</b>				
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>				
<b>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.</b>				
VETS- NVTI-02	Number of trainees completing classes and distance learning courses		--	3,219
			--	--

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

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

## **Workload and Performance Narrative**

VETS' National Veterans' Training Institute (NVTI) trains all newly hired Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans Employment Representatives (LVER) staff within 18 months after being hired. This helps ensure the quality and consistency of service delivery. VETS developed a Career Roadmap Certification Program so staff can use their abilities and experience in a tiered pathway to provide detailed and direct service to veterans.



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

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	200	200	200	0
25.2	Other services from non-Federal sources	3,214	3,214	3,214	0
	<b>Total</b>	<b>3,414</b>	<b>3,414</b>	<b>3,414</b>	<b>0</b>

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## CHANGES IN FY 2025 (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
---	---

<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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<b>Direct FTE</b>	<b>0</b>
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	Estimate	FTE
<b>Base</b>	<b>\$3,414</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>65,500</b>	<b>65,500</b>	<b>65,500</b>	<b>0</b>
FTE	0	0	0	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 0.

### **Introduction**

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, 2021a, and 2023, provides services to help veterans experiencing or at risk for homelessness obtain meaningful employment and support to organizations to develop effective service delivery systems to address the complex problems homeless veterans reentering the workforce encounter. In addition, there is an emphasis on ensuring the program is cultivating successful linkages and support service providers, by engaging veterans with lived experience, particularly people belonging to marginalized populations and those with recent experience with homelessness and homeless service systems. 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 used to serve specific subsets of the homeless veteran population through the Homeless Female Veterans', Veterans with Children, and the Incarcerated Veterans' Reintegration Program. VETS also administers grants for Stand Down events in local communities, typically held for one to two days. A Stand Down event is a community-based event in which organizations come together to serve veterans who are experiencing homelessness, connecting them with support services to help them reenter the workforce, gain permanent housing, and access healthcare services. VETS utilized funding in FY 2021 for a new performance system that will both improve and enhance the collection and reporting of metrics related to grantee funding. Further development, implementation, and training will take place in FY 2024 and FY 2025.

The United States Interagency Council on Homelessness (USICH), of which VETS is an active member of, 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<sup>1</sup>. 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. 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

<sup>1</sup> [Homelessness in America: Focus on Veterans](#), June 2018

## HOMELESS VETERANS' REINTEGRATION PROGRAM

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

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$55,000	0
2021	\$57,500	0
2022	\$60,500	0
2023	\$65,500	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

The FY 2025 request level for HVRP is \$65,500,000, which represents no change from the FY 2024 Estimate. At this funding level, the program will continue to support the Federal Strategic Plan *All In*, a multi-year, interagency roadmap for a future when no one experiences the tragedy and indignity of homelessness, and everyone has a safe, stable, accessible, and affordable home. The program will continue to meet its two core principles: to provide services to assist in reintegrating veterans at risk of or experiencing homelessness into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing veterans at risk of or experiencing homelessness.

The program will continue with the Human-Center Design Customer Experience (CX) initiative. The program will review the results of the research and voices of the customers to inform novel solutions.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

The FY 2024 Estimate level is \$65,500,000 for HVRP, which represents no change from the FY 2023 Enacted level. At this funding level, the program will continue to support the Federal Strategic Plan *All In*, a multi-year, interagency roadmap for a future when no one experiences the tragedy and indignity of homelessness, and everyone has a safe, stable, accessible, and affordable home. The program will continue to address its two core principles: to provide services to assist in reintegrating veterans at risk of or experiencing homelessness into

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing veterans at risk of or experiencing homelessness.

In 2024, in support of Executive Order 14058 on Transforming Federal Customer Experience and Service Delivery to Rebuild Trust in Government, the program also undertook a Human-Centered design Customer Experience (CX) initiative. The CX initiative began with qualitative research. To ensure that the veteran experiencing homelessness job-seeker journey is improved, the Human-Centered Design CX initiative will identify service gaps, explore resource utilization, and understand the employment landscape. The insights gained from this research will inform solutions that will be implemented across the entire customer experience journey.

### **FY 2023**

The FY 2023 Enacted level was \$65,500,000. This funding level allowed HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness, led by the United States Interagency Council on Homelessness (USICH). HVRP continued to align with the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Homeless Veterans' Reintegration Program</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
HVRP-01	Employment Rate 2nd Quarter After Exit	--	36.4%	--	--	--	--
HVRP-02	Employment Rate 4th Quarter After Exit	--	26.8%	--	--	--	--
HVRP-03	HVRP Median Earnings 2nd Quarter After Exit	\$7,100	\$8,650	\$7,500	--	\$7,500	\$8,000
HVRP-05	Number of HVRP Participants	18,000	17,389	18,000	--	18,000	18,000

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

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## **Workload and Performance Narrative**

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 2<sup>nd</sup> and 4<sup>th</sup> 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.

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

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	3,352	3,352	3,352	0
25.3	Other goods and services from Federal sources 1/	1,320	1,320	1,320	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	60,828	60,828	60,828	0
	<b>Total</b>	<b>65,500</b>	<b>65,500</b>	<b>65,500</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	HHS Services	1,118	1,118	1,118	0
	Services by Other Government Departments	202	202	202	0



# HOMELESS VETERANS' REINTEGRATION PROGRAM

## CHANGES IN FY 2025

(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
<b>Base</b>	<b>\$65,500</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>