

U.S. DEPARTMENT OF LABOR



Veterans' Employment & Training Service Annual Report to Congress

Fiscal Year 2009



Office of the Assistant Secretary
for Veterans' Employment and Training
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TABLE OF CONTENTS

<u>INTRODUCTION</u>	3
<u>EXECUTIVE SUMMARY</u>	4
<u>VETS PROGRAMS</u>	5
• <u>PERFORMANCE GOAL 08-1.E (VETS)</u>	5
• <u>PERFORMANCE GOAL 09-3E</u>	5
<u>JOBS FOR VETERANS STATE GRANT PROGRAM</u>	6
<u>STATE OUTCOME ANALYSIS FOR VETERANS AND DISABLED VETERANS</u>	10
• <u>PERFORMANCE ANALYSIS</u>	10
• <u>INCENTIVE AWARD ANALYSIS</u>	11
<u>HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)</u>	12
• <u>HOMELESS VETERANS STAND DOWNS</u>	12
<u>VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP)</u>	13
<u>TRANSITION ASSISTANCE PROGRAM (TAP)</u>	14
• <u>TAP EMPLOYMENT WORKSHOPS</u>	14
• <u>RESERVE AND NATIONAL GUARD</u>	15
• <u>OVERSEAS ACTIVITY</u>	16
<u>COMPLIANCE AND INVESTIGATIONS</u>	16
• <u>UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT</u>	17
• <u>VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974</u>	17
• <u>VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)</u>	19
<u>VETS INITIATIVES</u>	21
• <u>RECOVERY AND EMPLOYMENT ASSISTANCE LIFELINES (REALIFELINES)</u>	21
• <u>AMERICA'S HEROES AT WORK</u>	22
• <u>VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E)</u>	22
<u>PRIORITY OF SERVICE</u>	23
<u>APPENDIX</u>	28
• <u>PY 2008 FINAL REPORTS</u>	28

INTRODUCTION

This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), and 4215(d) [38 U.S.C. §§4107(c), 4212(c), and 4215(d)], and Title 38, United States Code Section 2021(d). The report describes the programs and activities for which the Office of the Assistant Secretary for Veterans' Employment and Training (OASVET) has primary responsibility.

Some of the activities described in this report are carried out on a Program Year (PY) basis while others operate on a Fiscal Year (FY) basis. For this report the applicable reporting periods are as follows:

PY 2008 (July 1, 2008, through June 30, 2009)

PY 2009 (July 1, 2009, through June 30, 2010)

FY 2008 (October 1, 2007, through September 30, 2008)

FY 2009 (October 1, 2008, through September 30, 2009).

VETS Mission Statement

VETS proudly serves Veterans and Service Members! We provide resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.



EXECUTIVE SUMMARY

In FY 2009, the U.S. Department of Labor Veterans' Employment and Training Service (VETS) continued to provide comprehensive services to meet the employment and training needs of eligible Veterans, especially those with disabilities and severe injuries, and to help employers find well-qualified, reliable, industrious, and resilient Veterans to fill job vacancies.

The Jobs for Veterans State Grant program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. These personnel provide intensive case management services to veterans and promote the hiring of Veterans through direct marketing and outreach activities with employers.

During the period of this Report, the Homeless Veterans' Reintegration Program (HVRP) grantees continued to achieve job placement and job retention rates for enrolled homeless Veterans that exceed most, if not all of the other targeted USDOL employment and training assistance programs. VETS strives to maintain the HVRP as an exemplary program for reintegrating homeless Veterans into society and the workforce. As in the past, for a relatively small investment in FY 2009, the HVRP successfully helped place thousands of previously, sometimes chronically, homeless Veterans on a path to self-sufficiency.

The Transition Assistance Program (TAP) Employment Workshops continued to provide critical assistance to Service Members and their spouses by giving them the tools necessary for a successful transition from military to civilian life. The Overseas Transition Assistance Program (OTAP) continues to grow, helping to facilitate an easier, faster return to civilian employment for Service Members stationed overseas.

Innovations and improvements continue to increase positive outcomes in the majority of VETS' programs and in other special projects undertaken on behalf of Veterans. The Recovery & Employment Assistance Lifelines (REALifelines) program, which focuses on services to those Transitioning Service Members and Veterans wounded or injured in the wars in Iraq and Afghanistan, has expanded existing services and led to increases in securing new and meaningful employment for those most in need.

Finally, the following Report also demonstrates VETS' compliance with the requirements of the Jobs for Veterans Act (JVA). It describes the successful implementation of a variety of program changes and new initiatives that illustrate a continuing focus on serving Veterans and preparing them to succeed in the 21st century workforce.

VETS PROGRAMS

PERFORMANCE GOAL 08-1.E (VETS)

Improve the employment outcomes for Veterans who receive One-Stop services.

Indicators, Targets and Results - (Program Year (PY) based (July-June)

Goals	PY 2007 Target	PY 2007 Result	Target Reached	PY 2008 Target	PY 2008 Result	Target Reached	PY 2009 Target
Percent of Veteran participants employed in the first quarter after exit	61%	62.5%	Y	62.5%	58.7%	N	57.6%
Percent of Veteran participants employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	80%	81.8%	Y	82.0%	80.6%	N	76.7%
Percent of disabled Veteran participants employed in the first quarter after exit	56%	58.4%	Y	58.5%	55.8%	N	52.9%
Percent of disabled Veteran participants employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	79%	81.1%	Y	81.0%	79.7%	N	75.8%

PERFORMANCE GOAL 09-3E

Reduce employer-employee employment issues originating from Service Members' military obligations conflicting with their civilian employment.

Indicators and Results

GOAL	FY 2009 ^[1]
USERRA Investigations completed within 90 Days	86%
USERRA Referrals completed within 60 Days	56%

VETS is committed to continuous improvement of its Uniformed Services Employment and Reemployment Rights Act (USERRA) program, and toward that end conducted a rigorous, independent process evaluation using the Lean Six Sigma method. The study, completed at the

^[1] Note: Does not include claims or referral requests received before October 10, 2008, date of enactment of the Veterans' Benefits Improvement Act of 2008, which instituted statutory deadlines for USERRA investigations and referrals, which could be exceeded with the consent of the claimant.

end of September 2009, yielded recommendations that will be reviewed in FY 2010 for improving effectiveness of USERRA services to Veterans. Also in FY 2010, VETS will assess performance of this program by timeliness of investigations and referrals. Other outcome-oriented indicators will be added in FY 2011.

JOBS FOR VETERANS STATE GRANT PROGRAM

VETS offers employment and training services to eligible Veterans through the Jobs for Veterans State Grant (JVSG) program. Services are provided to maximize employment and training opportunities for Veterans. VETS allocates program funds to each state, the District of Columbia, Puerto Rico, and the Virgin Islands according to a formula that relates: 1) the number unemployed in the general population in each state compared with the total number unemployed in the general population across all states; and, 2) the number of Veterans in the civilian labor force in each state compared with the total number of Veterans in the civilian labor force across all states. The grant supports services to Veterans provided by two principal staff positions, Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff members.

DVOP: The DVOP is authorized by the Veterans' Rehabilitation and Education Amendments of 1980 (Public Law (P.L.) 96-466), as amended by P.L. 107-288, the Jobs for Veterans Act (JVA) of 2002, and is codified at Title 38, United States Code, Section 4103A (38 U.S.C. § 4103A). The primary duty of DVOP specialists is to provide intensive services to Veterans. P.L. 109-461 amended the statute to require DVOP specialists appointed to the position on or after January 1, 2006, to receive training from the National Veterans' Employment and Training Services Institute (NVTI) within three years of appointment. They receive Labor Employment Specialist and Case Management training through the NVTI.

DVOP specialists target their services on Veterans with barriers to employment. They may be located within the One-Stop Career Centers or co-located with other service providers such as the Department of Veterans Affairs (VA). DVOP Specialists:

- Provide intensive services to meet the employment needs of special disabled, disabled, and other eligible Veterans; and,
- Provide a full range of employment services to Veterans with maximum emphasis on assisting economically or educationally disadvantaged Veterans.

In accordance with flexibility given the states by the JVA, each state establishes the appropriate mix of DVOP specialists and LVER staff based upon local economic conditions and related factors and allocates a corresponding share of its JVSG funds to support those staff members each year. This fact accounts for a portion of the relative decrease in FY 2009 in the actual DVOP staffing level of 38 positions, but other factors also contributed to the lower numbers of actual positions paid. Many states faced recruiting challenges in seeking qualified candidates for employment as DVOP specialists. To overcome these challenges some state increased salaries

and/or benefits in order to recruit and retain qualified staff. These challenges, along with other administrative factors, contributed to an increase in the unit cost for each DVOP position, which reduced the total number of DVOP specialists that could be supported with program funds. Another factor that contributed to the lower number of actual DVOP positions paid with program funds was state budget shortfalls within numerous states that led to disruptions in normal hiring practices (such as hiring freezes), and subsequent inefficiencies in staffing up to meet service demands. VETS continues to work with state agency administrators and Governors to prevent or mitigate the negative impacts on the JVSG program of state hiring freezes, furloughs, and the consequences of such irregularities in human capital management, because these positions and incumbent employees are solely supported by Federal funds, and could therefore be exempted from such statewide actions.

DVOP Specialists	FY 2008	FY 2009
DVOP Funding	\$79,094,000	\$81,711,000
Projected DVOP Staffing	1,090	1,064
Actual DVOP Positions Paid	1,014	976
% of Planned Level Paid	93%	92%
Average Cost per Position	\$78,002	\$83,720

PY 2008 Productivity

During Program Year (PY) 2008, DVOP specialists served 345,133 transitioning Service Members, Veterans and other eligible persons. Of this total, 50,687 (15 percent) were disabled Veterans, 90,661 (26 percent) were campaign badge Veterans, 8,344 (2 percent) were transitioning Service Members and 37,160 (11 percent) were recently separated Veterans. The table below depicts the outcomes achieved as a result of services provided by DVOP specialists in PY 2008.

PY 2008 Outcomes for Veterans Served by DVOP Specialists	Veterans/ Eligible Persons	Disabled Veterans
Entered Employment Rate	61.0%	56.8%
Employment Retention Rate	80.7%	79.4%

LVER: LVER staff members have been providing employment services to Veterans for the past 65 years. The local office positions were first authorized under the original “GI Bill,” the Servicemen’s Readjustment Act of 1944 (P. L. 78-396). The program was substantially amended by the JVA in 2002. The LVER program is codified at 38 U.S.C. § 4104. LVER staff members are primarily responsible for conducting outreach to employers to assist Veterans in gaining employment. Most recently, P.L. 109-461 amended the LVER statute requiring LVER staff appointed to the position on or after January 1, 2006, to receive training from the NVTI within

three years of appointment. LVER staff receive Labor Employment Specialist and Promoting Partnerships in Employment training through the NVTI.

LVER staff members are located in service delivery points-- such as One-Stop Career Centers-- throughout the states. Their specific responsibilities are to:

- Conduct outreach to employers in the area to assist Veterans in gaining employment;
- Provide seminars for employers and, in conjunction with employers, conduct job search workshops and establish job search groups for job-seeking Veterans; and
- Facilitate and provide employment, training, and placement services to Veterans under the applicable state employment service delivery system.

In accordance with the JVA, each state establishes the appropriate mix of DVOP and LVER staff based upon local economic conditions and related factors and allocates a corresponding share of its Jobs for Veterans State Grant funds to support those staff members each year. This fact accounts for a portion of the relative decrease in FY 2009 in the actual LVER staffing level of 42 positions, but as explained above in the DVOP summary, other factors contributed to the lower number of actual positions paid.

LVER STAFF	FY 2008	FY 2009
LVER Funding	\$71,745,000	\$72,741,000
Projected LVER Staffing	971	938
Actual LVER Positions Paid	890	848
% of Planned Level Paid	91.7%	90.4%
Average Cost per Position	\$80,612	\$85,779

PY 2008 Productivity

During PY 2008, LVER staff members served 359,314 Transitioning Service Members, Veterans and other eligible persons. Of this total, 38,143 (11 percent) were disabled Veterans, 91,850 (26 percent) were campaign badge Veterans, 9,191 (3 percent) were Transitioning Service Members and 47,222 (13 percent) were recently separated Veterans. The table below depicts the outcomes achieved as a result of services provided by LVER staff in PY 2008.

PY 2008 Outcomes for Veterans Served by LVER Staff Members	Veterans/ Eligible Persons	Recently Separated Veterans
Entered Employment Rate	60.5%	64.9%
Employment Retention Rate	80.7%	81.5%

PY 2008 Average Earnings

The Labor Exchange Reporting System includes a VETS-200 C Report, which provides information on the services and outcomes for those Veterans who were served by DVOP specialists and/or LVER staff members. The average earnings result included in this report for PY 2008 for those veterans who received these services and who entered employment and were retained in employment was \$16,090. The services and outcomes included in this report also reflect activities funded through the Wagner-Peyser funded Employment Service, but do not reflect activities funded through the Workforce Investment Act (WIA).

Weighted Outcome Measure

In PY 2008, VETS utilized data from the VETS-200 C Report in a study designed to implement the Jobs for Veterans Act requirement that the DVOP and LVER program measures take into account the difficulty of serving Veterans with particular barriers to employment by “weighting” those measured outcomes. The study also responded to a similar recommendation by the Government Accountability Office (GAO). The three measures that VETS concluded most accurately reflect the efforts that DVOP specialists and LVER staff members provide when serving Veterans with barriers to employment are:

- Number of Veterans who Entered Employment (EE)
- Number of Veterans who received Intensive Services
- Number of Veterans who EE after receiving Intensive Services

VETS concluded that the most appropriate weighted measure of the program’s effectiveness is the consolidated Entered Employment Rate Following Staff Assisted Services for Total Veterans and Eligible Persons. The weighting is implemented by adjusting the value for that measure based on the number of Veterans who Entered Employment Following Intensive Services. The table below depicts the weighted outcomes achieved as a result of intensive services provided by DVOP specialists and LVER staff in PY 2008.

Note: Numbers within the table are unduplicated counts obtained from the VETS 200 C Report.

Weighted Veteran Measure for PY 2008	PY 2007	PY 2008
Number of Veterans who Received Services	520,021	627,682
Number of Veterans who Entered Employment (EE)	281,107	268,909
Number of Veterans who received Intensive Services	76,051	129,001
Number of Veterans who EE after receiving Intensive Services	46,760	57,320
Un-Weighted Entered Employment Rate	63.8%	60.1%
Weighted Entered Employment Rate	N/A	63.3%

STATE OUTCOME ANALYSIS FOR VETERANS AND DISABLED VETERANS

Performance Analysis

The workforce investment system supports economic growth; provides workers with the information, advice, job search assistance, training, and supportive services they need to get and keep good jobs; and provides employers with skilled workers in demand industries and occupations. The federally-funded workforce system supports the One-Stop Career Center system and programs to serve employers and job seekers at no cost to either the employer or the job seeker. The workforce system also provides priority of service and supplementary assistance to Veterans, disabled Veterans and other eligible persons (see 38 U.S.C. § 4215) by the staff of all programs supported wholly or in part through the funds provided by the U.S. Department of Labor.

In PY 2008 VETS continued to implement a system of Common Measures to assess the performance of the One-Stop Career Center system regarding services to Veterans. Common Measures are an integral part of the performance accountability system. The value of implementing Common Measures is the ability to describe the outcomes of the workforce system across agency and program lines. Common Measures answer three key questions:

- How many unemployed people went to work after receiving services?
- How many of those employed remained at work after receiving services?
- What are the average earnings of individuals who are employed after receiving services?

The three key measures of performance for state-based programs in PY 2008 were:

- Entered Employment Rate (EER), which is the percent of the participants served who are employed in the first quarter after exit;
- Employment Retention Rate (ERR), which is the percent of those entering employment who are still employed in the second and third quarters following the quarter in which these participants exited; and,
- Average Earnings (AE), which is calculated based on the wages paid to those entering employment who are still employed in the second and third quarters following the quarter in which these participants exited.

These three performance measures are applied to the outcomes achieved separately for disabled Veterans and for all Veterans (including disabled Veterans). These three measures are defined under the Employment and Training Administration's (ETA) Common Performance Measures Policy.

The EER, ERR and AE performance measure numerical targets were negotiated between VETS' Director for Veterans' Employment and Training (DVET) located in each state and appropriate State Agency administrative staff. One set of negotiated performance measure targets covers all

Veterans receiving One-Stop employment services, and the second set covers those Veterans served by DVOP specialists and LVER staff (Grant-Based Measures). There is an expectation that states will set their targets for outcomes high enough to be challenging, but still remain achievable. If a state falls short of its negotiated targets VETS provides technical assistance, through the appropriate DVET, to help the state achieve success in providing Veterans with services that lead to viable opportunities for employment. Mutually agreed upon targets for Veterans were included in each state's plan of service under the Jobs for Veterans State Grant program.

Incentive Award Analysis

The JVA requires a program of performance incentive awards for quality employment, training and placement services to be administered by states. The JVA stipulates that one percent of a state's total grant allocation shall be used for this purpose. The intent is to:

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

Generally, incentive awards are cash awards for individual recipients. However, non-financial incentives may be awarded in lieu of, or in combination with, cash awards as outlined in an approved State Veterans' Services Plan.

With the passage of the Veterans' Benefits, Health Care and Information Technology Act of 2006 (P.L. 109-461), enacted December 22, 2006, states were provided additional flexibility to include employment service offices and One-Stop Career Centers as eligible recipients of Incentive Award funds. In accordance with the amendments made to 38 U.S.C. § 4112, office award recipients may use their incentive awards "for any purpose."

One percent of the total funds authorized in FY 2009 (\$1,563,710) were set aside for incentive awards. Thirty-five state agencies (including the District of Columbia and the Virgin Islands) were awarded \$1,019,530 in FY 2009 incentive award funds. Eighteen state agencies declined use of any incentive award funding due to legislative restrictions, state policies, union agreements or other unspecified reasons.

Of the 35 states awarded incentive award funds, 21 states fully utilized all of the incentive funds authorized, nine states expended a portion of their funding for a total of \$828,138 expended on incentive awards, and five states that requested incentive awards did not submit an acceptable plan or returned the incentive award funds shortly after award due to personnel-related issues. Of the \$828,138 expended on incentive awards, \$444,726 were awarded to DVOP specialist or LVER staff, \$178,214 were awarded to other employment staff and \$205,198 were awarded to employment offices.

HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

The HVRP authorized at 38 U.S.C. 2021, was modified by Section 5 of P.L. 107-95, the Homeless Veterans Comprehensive Assistance Act of 2001 (HVCAA), and was extended through FY 2009 by Section 203, P.L. 109-233, the Veterans Housing Opportunity and Benefits Improvement Act of 2006. The activities and outcomes reported here reflect funds appropriated for FY 2008, which were awarded to grantees for a period of performance beginning on July 1, 2008 and ending on June 30, 2009. That period of performance is referred to here as PY 2008

The HVRP provides employment and training services to assist in reintegrating homeless Veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless Veterans. HVRP is the only nationwide program focusing exclusively on employment of Veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in the annual Solicitation for Grant Applications. Eligible entities in PY 2008 included state and local workforce investment boards, state agencies, local public agencies, and private non-profit organizations including faith-based and community organizations. HVRP grantees provide an array of services utilizing a holistic case management approach that directly assists homeless Veterans as well as provides critical linkages for a variety of supportive services available in their local communities. The program is employment-focused and homeless Veterans receive customized employment and training services to assist them to successfully transition into the labor force. Homeless Veterans receive occupational, classroom, and on-the-job training as well as job search and placement assistance, including follow-up services. During the performance period July 1, 2008 through June 30, 2009, appropriated funding was \$23.620 million, a nine percent increase over the prior year appropriation of \$21.809 million. During PY 2008, the number of participants increased to 13,735, the number of Veterans who were placed in employment (7,824) declined slightly, while the job retention rate exceeded 60 percent. The cost per participant (\$1,503) dropped by a small amount while cost per placement (\$2,639) increased by less than the national rate of inflation over PY 2007. The average wage at placement increased by almost four percent to \$10.34 per hour.

VETS awarded a total of 98 HVRP grants, including 50 newly-competed grants and 48 grantees approved to receive second- or third-year funding in PY 2008.

Homeless Veterans Stand Downs

VETS utilizes a portion of HVRP funds to support stand down activities. VETS allowed all of its competitive grantees to budget and expend up to \$10,000 of their existing funds per year to support stand down events since they are considered to be an effective means of outreach. Stand down events are a gateway for many homeless Veterans into a structured housing and reintegration program.

A stand down is an event held in a local community where a variety of social services are provided to homeless Veterans. Stand down organizers partner with local business and social service providers to provide critical services such as:

- Shower facilities/haircuts;
- Meals;
- Legal advice;
- Medical examinations;
- Dental treatment;
- Hygiene care kits;
- Immunizations;
- Information on Veterans benefits;
- Information on training and employment opportunities; and
- Emotional support and camaraderie amongst other Veterans.

The maximum amount awarded to HVRP eligible entities (that did not have a competitive HVRP grant) to support a stand down event was \$7,000 for a one (1) day event and \$10,000 for a multi-day event. During FY 2009, stand down event activities increased nationwide, probably due to the recessionary economy. VETS awarded \$520,436 in non-competitive grants for 66 stand down events that provided direct assistance to 9,607 homeless Veterans.

VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP)

The VWIP is authorized by Section 168 of P.L. 105-220, the Workforce Investment Act of 1998. The primary objectives of VWIP are to provide services to assist in reintegrating eligible Veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery strategies that will address the complex problems facing those Veterans eligible for VWIP. Eligible Veterans include:

- Veterans with service-connected disabilities;
- Veterans who have significant barriers to employment;
- Veterans who served on active duty in the armed forces during a war or in a campaign/expedition for which a campaign badge has been authorized; and
- Veterans who were discharged four years or less prior to entering participation.

VWIP funds are awarded to eligible organizations through a competitive grant process. Eligible organizations in PY 2008 included state and local workforce investment boards, states and state

agencies, local public agencies, and private non-profit organizations including faith-based and community-based organizations.

VWIP grantees provide an array of services utilizing a case management approach that directly assists Veterans and that also provides critical linkages with a variety of supportive services available in their local communities. The program is employment-focused and Veterans receive the employment and training services they need in order to re-enter the labor force.

In PY 2008, VWIP grants totaling \$7.3 million provided training for 3,554 Veterans. In PY 2008, 1,738 Veterans were placed in jobs, a placement rate of 48.9 percent.

TRANSITION ASSISTANCE PROGRAM (TAP)

The TAP for separating and retiring Service Members is a cooperative effort between VETS, the Department of Defense (DoD), Department of Homeland Security (DHS) and the VA. Since 1990, TAP Employment Workshops have provided job preparation assistance to over two million separating and retiring military members.

Title 10 U.S.C. Chapter 58, requires DOL to assist the DoD, DHS, and VA in providing transition assistance services to separating Service Members and their spouses. In September 2006 these agencies signed a Memorandum of Understanding for the TAP and Disabled TAP (DTAP). VETS provides employment search workshops based on projections made by each of the Armed Services and the DHS (for the U.S. Coast Guard). P.L. 108-183 added Section 4113 to Title 38, U.S.C Chapter 41 mandating VETS to provide TAP services at military installations overseas. DVOP and LVER staff members are the primary source for stateside facilitation of the TAP Employment Workshop. However, where logistical and other cost factors indicated need for augmentation of the staffing for workshop delivery, contracted personnel are used.

TAP Employment Workshops

TAP Employment Workshops are standardized so that all attending Service Members and spouses receive the same high level of instruction. Participants also receive an evaluation of their employability relative to the current job market. The course curriculum covers two and one-half days of classroom instruction and provides information on a variety of topics including:

- Career exploration;
- Resume preparation;
- Strategies for an effective job search;
- Interview techniques;
- Reviewing job offers;
- Prevention of homelessness;

- Entrepreneurship information; and
- Other available support and assistance.

VETS requires that all TAP facilitators receive training conducted by the NVTI at the University of Colorado in Denver. All TAP attendees receive the same student manual and all TAP facilitators receive the same facilitator manual. Both the TAP Employment Workshop manual and the facilitator manual are available via the Internet through the NVTI web site.

Domestic Activity

The table on the following page provides a comparison of TAP activity between FY 2008 and FY 2009. The increase in the number of workshops between FY 2008 and FY 2009 reflects two initiatives to extend the availability of TAP Employment Workshops. The first seeks to extend TAP availability to members of National Guard and Reserve units returning from overseas deployments, while the second seeks to extend TAP availability to the Wounded Warrior Population at Warrior Transition Units. The decrease in the number of workshop participants reflects a decrease in the number of separations from the military services across the two time periods.

National Rollup of Domestic TAP Activity – Comparison of FY 2008 & FY 2009

	FY 2008	FY 2009	# Difference	% Difference
Workshops	3,525	3,877	+ 352	+ 10%
Participants	120,875	117,283	- 3,592	- 3%

Reserve and National Guard

VETS began offering TAP Employment Workshops to members of the Reserve and National Guard returning from active duty assignments in FY 2005. DVETs coordinate closely with VETS grantees to ensure that staff members are available to facilitate TAP Employment Workshops for returning Reserve component Service Members. Additionally, DVETs work directly with officials of the state Adjutant General offices and local reserve unit commanders to advertise the availability of TAP Employment Workshops to their returning Service Members. In addition, VA representatives provide pertinent information on benefits, education assistance, and Post Traumatic Stress Disorder. Spouses are invited to attend these workshops.

FY 2009

VETS implemented the use of a new, standard TAP Employment Workshop presentation and facilitator guide to ensure consistency of content and delivery of the workshop material regardless of the Service Member's location. Work began on a redesign of the standard TAP Employment Workshop model and implementation is planned in FY 2010 to ensure proper alignment with the new administration's vision and goals.

Overseas Activity

As noted above, P.L. 108-183 requires VETS to assist in providing TAP workshops at military installations overseas.

Status of Forces Agreements (SOFA) with host countries are needed to allow contractor and VETS staff to provide workshops on a regularly scheduled basis. VETS currently delivers TAP Employment Workshops at 50 sites in Germany, the United Kingdom, Guam, Japan, Korea, Belgium, Italy, and the Azores (Portugal). In FY 2010, VETS expects to expand workshop delivery to Bahrain, Spain, Turkey, and Greece.

The table below provides a comparison of the number of workshops delivered and total participants between FY 2008 and FY 2009. The number participating in TAP Employment Workshops overseas in FY 2009 was virtually identical to the number participating in FY 2008, while the number of workshops decreased over those two time periods. Since the average number of participants per workshop is substantially lower in overseas locations than in domestic locations, VETS and DOD have taken steps to improve the efficiency of the overseas operations of TAP by increasing the number of participants per workshop. For FY 2009, with a number of participants equal to FY 2008, this initiative resulted in a decrease in the number of workshops.

Rollup of Overseas TAP Activity – Comparison of FY 2008 & FY 2009 Data

	FY 2008	FY 2009	# Difference	% Difference
Workshops	579	549	- 30	- 5%
Participants	9,796	9,770	- 26	- 0.3%

COMPLIANCE AND INVESTIGATIONS

VETS is responsible for administering three Federal compliance programs which provide employment protections for Veterans. The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides employment and reemployment rights and protects Veterans from employer discrimination due to military obligations. The Federal Contractor Program requires that Federal contractors and subcontractors report at least annually the number of Veterans in their workforces by job category and hiring location in four categories: 1) disabled Veterans; 2) other protected Veterans (Veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized; 3) Armed Forces service medal Veterans; and 4) recently separated Veterans. The third compliance program is authorized by the Veterans Employment Opportunities Act (VEOA) to provide protection to those who are eligible for preference when applying for Federal jobs and during a Federal reduction-in-force. In addition, the VEOA allows certain Veterans who served in the military for three years or more under honorable conditions, and other preference-eligible persons to apply to job openings that a Federal agency announces outside its own workforce under merit promotion procedures.

Uniformed Services Employment and Reemployment Rights Act

The USERRA (38 U.S.C. §§ 4301-4335) of 1994, as amended provides employment and reemployment rights and anti-discrimination protections for Veterans as well as members of the National Guard and Reserves. VETS administers and enforces the statute with the assistance of the Department of Justice (DOJ), the Office of Special Counsel (OSC) and the DoD.

VETS' goal is the smooth reintegration of all returning Service Members into the civilian workforce. This is accomplished through an aggressive series of pre-deployment and demobilization briefings, employment seminars and Internet-based information. VETS also provides technical assistance to employers and Service Members, conducts investigations into alleged violations, mediates disputes, and refers unresolved claims to the DOJ or the OSC for litigation as appropriate.

VETS' interactive elaws Advisor at www.dol.gov/elaws/userra.htm provides information for employers and employees on their eligibility, responsibilities, and obligations under USERRA. For those Veterans who seek further formal assistance, USERRA complaint forms (Form 1010) and associated instructions are also available through the Advisor.

This program is covered in detail in a separate USERRA Annual Report to Congress. The most current report is available on the Web at <http://www.dol.gov/vets/>.

Vietnam Era Veterans' Readjustment Assistance Act of 1974

Veteran Employment Emphasis Under Federal Contracts

The USDOL Office of Federal Contract Compliance Programs (OFCCP) administers and enforces the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. 4212. The VEVRAA statute at 4107(c) of Title 38 requires the Secretary of Labor to include as part of this annual report the number of complaints filed pursuant to subsection (b) of this section. In FY 2009, OFCCP investigated 30 Veteran cases, which accounted for 35 percent of all complaints investigated in 2009. Of the 30 cases, 22 were closed with findings of no violations by the employers. Financial agreements were reached in eight cases, which resulted in compensation for eight Veterans. In addition, one Veteran received a salary adjustment.

Federal Contractor Veterans' Employment Program (VETS-100 Report)

The VEVRAA, 38 U.S.C. 4212(d), required Federal contractors and subcontractors awarded a Federal contract of \$25,000 or more prior to December 1, 2003 to report annually to the Secretary of Labor the number of employees in the following categories:

- Special disabled Veteran;
- Veteran of the Vietnam era;
- Recently separated Veteran (within 12 months of discharge from active duty); and
- A person who served on active duty during a war or in a campaign or expedition for which a campaign badge is has been authorized.

These groups of covered Veterans are reported for each hiring location and specific job categories. The VEVRAA also required reporting on the number of new employees hired during the reporting year who belong to the specified categories of covered Veterans. The regulations that implement this requirement are found in 41 Code of Federal Regulations (CFR) Part 61-250.

- The JVA amendments (of 2002) changed the reporting requirements for contracts entered into on or after December 1, 2003. The dollar amount of the Federal contract that triggers a contractor's obligation to report on Veterans' employment increased to \$100,000 or more, and the categories of Veterans that must be tracked and reported changed. The new report categories include:
 - Disabled Veterans;
 - Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded;
 - Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
 - Recently separated Veterans (within 36 months from discharge from active duty).

In 2008 the DOL promulgated new regulations to implement the change to the reporting requirements. The regulations are published in 41 Code of Federal Regulations (CFR) Part 61-300. In addition, the DOL revised the regulations in 41 CFR Part 61-250 to incorporate the amendment to VEVRAA made by the Veterans' Benefit and Health Care Improvement Act of 2000 ("VBHCIA"). These new reporting requirements apply to reports submitted for FY 2009 and future years.

Federal contractors can submit the VETS-100 and the VETS-100A electronically or a paper report. VETS encourages and promotes electronic submissions to streamline reporting by firms and enhance the agency's data validation. Electronic filing allows VETS to provide the Federal contractor an email confirmation that its annual report was received and a copy of the report(s) submitted. Electronic filings have increased dramatically over the past five years. In the 2009 reporting period 94 percent of the VETS-100 Reports and 95 percent of the VETS-100A Reports were submitted electronically.

**ANNUAL FEDERAL CONTRACTOR REPORTING
COMPARISON TABLE
December 2009**

Category	2009 VETS-100A*	2009 VETS -100*	2008 VETS -100	2007 VETS -100
Total Federal Contractors	13,011	11,919	22,159	21,428
Single Establishments	10,618	9,717	18,943	18,741
Multiple Establishment Organizations	7,340	4,861	8,690	8,347
Multiple Establishment Hiring Organizations	144,896	76,631	46,903	46,571
Multiple State Consolidated Reports	26,684	13,964	10,177	9,288
Total Reports Submitted	190,190	105,251	84,713	82,947
Regular Vietnam Era Veterans	n/a	199,055	341,000	361,039
Regular Special Disabled Veterans	n/a	45,800	62,020	54,793
Recently Hired Vietnam Era Veterans	n/a	14,285	32,007	38,849
Recently Hired Special Disabled Veterans	n/a	7,436	15,466	13,288
Regular Other Protected Veterans	669,265	n/a	n/a	n/a
Regular Disabled Veterans	154,002	n/a	n/a	n/a
Regular Armed Forces Service Medal	142,677	n/a	n/a	n/a
Regular Recently Separated	118,263	n/a	n/a	n/a
Recently Hired Other Protected Veterans	116,769	n/a	n/a	n/a
Recently Hired Disabled Veterans	50,053	n/a	n/a	n/a
Recently Hired Armed Forces Service Medal	51,332	n/a	n/a	n/a
Recently Hired Recently Separated Veterans	49,194	n/a	n/a	n/a

* The data reported for FY 2009 are preliminary and will be updated in the FY 2010 VETS Annual Report. The 2009 preliminary for the number of VETS-100 and VETS-100A Report's Total Reports Submitted (295,341 Reports) was greater than the number of VETS-100 Reports (84,713) submitted in 2008. This indicates that most contractors, because of an uncertainty of their reporting obligation, chose to file both the VETS-100 and the VETS-100A Report. VETS will work on clarifying to the contractors their reporting requirements before the start of the 2010 reporting period.

Veterans' Employment Opportunities Act (VEOA)

The VEOA, 5 U.S.C. § 3330a, was signed into law on October 31, 1998, providing improved redress for preference-eligible persons and transferring certain administrative responsibilities for assuring that they receive applicable preferences to VETS.

Section 3304(f) of title 5, United States Code, allows preference eligibles or Veterans who have been separated from the armed forces under honorable conditions after three years or more of active service to apply for certain Federal merit promotion opportunities. This group of individuals may not be denied the opportunity to compete for vacant positions for which the agency recruiting for the announcement is accepting applications from individuals outside its own workforce under merit promotion procedures. Those Veterans mentioned above with three

years of active service are not required to be preference-eligible persons to gain access to jobs under the VEOA.

The most significant impact of the VEOA is that VETS, and not the Office of Personnel Management, investigates complaints of violations of Federal Veterans’ preference law and denial of access to vacant positions for those individuals described above, that are announced outside an agency’s workforce. VETS investigates each complaint and tries to bring about voluntary compliance. If resolution cannot be achieved within 60 days, the claimant may appeal to the Merit Systems Protection Board (MSPB). If the MSPB issues an adverse decision, an appeal may be taken to the Court of Appeals for the Federal Circuit; if it fails to issue a judicially reviewable decision within 120 days the claimant may seek judicial redress in U.S. District Court.

VETS has developed the “Veterans’ Preference Advisor” to provide electronic information and advice to employers and employees on Veterans’ preference issues. It also helps Veterans to determine the type of preference and benefits to which they are entitled, explains how to file a complaint, and provides an electronic claims form that can be downloaded, completed and mailed or submitted electronically. The Advisor can be found on the Department’s elaws site at <http://www.dol.gov/elaws/vetspref.htm>.

VETS developed and issued the “Veterans’ Preference Operations Manual” in 2009. The purpose of this manual is to provide VETS investigators with uniform guidance for processing complaints brought by preference-eligible persons alleging denial of their rights under the provisions of the VEOA. The manual is available to VETS investigators both in hard copy and electronically.

The table below indicates the total number of Veterans’ Preference cases investigated during FY 2009. Of the 740 complaints received in FY 2009 and the 45 cases carried over from FY 2008, VETS resolved 719 cases (92 percent). On average, those cases were resolved in 27 days. The remaining 66 cases were carried over into FY 2010.

TABLE 1: VETERANS’ PREFERENCE CASES – FY 2009	
Cases Carried over from FY 2008	45
Cases Opened during FY 2009	740
Total Cases	785
Cases Closed during FY 2009	719
Cases Carried to FY 2010	66

VETS INITIATIVES

Recovery and Employment Assistance Lifelines (REALifelines)

The REALifelines initiative is a VETS project conducted in collaboration with the DoD and the military service branches. Its purpose is to create a seamless, personalized assistance network to ensure that seriously wounded and injured Service Members from the conflicts in Iraq and Afghanistan (and their spouses) are offered opportunities to be trained for and employed in rewarding careers in the civilian labor force. The program started at Walter Reed Army Medical Center and Bethesda National Naval Medical Center in FY 2004. As of Fiscal Year 2009, VETS has expanded the REALifelines program into military medical treatment facilities located throughout the nation. There are fulltime REALifelines personnel at the following locations:

- Walter Reed Army Medical Center (Washington, DC)
- Madigan Army Medical Center (Ft. Lewis, WA)
- The National Naval Medical Center (Bethesda, MD)
- Navy Medical Center San Diego (San Diego, CA)
- Brooke Army Medical Center (Ft Sam Houston, TX)
- Tripler Army Medical Center (Honolulu, HI)
- Medical Holding Company (Ft. Carson, CO)

Additionally, there are REALifelines program outreach personnel who work on an “as-needed” basis at other medical treatment facilities in Florida, Georgia, Alabama, Kentucky, Mississippi, North Carolina, South Carolina, New York, Massachusetts, Minnesota, Colorado, New Mexico, Texas, Washington, DC, Maryland, Virginia, California, Hawaii, and Washington.

REALifelines staff located at these facilities assist each person to discover his or her special interests and unique talents to help guide their right career path. They also answer questions and provide insight into the processes for exploring and selecting new job and vocational training opportunities. REALifelines personnel have established solid working relationships with the U.S. Army Warrior Transition Units and the U.S. Marine Corps Warrior Transition Battalions by improving their overall networking to better serve our injured/wounded Service Members and their families. A total of 8,848 Service Members, spouses or Veterans have been assisted in some way since the beginning of the program. Of those Service Members, 1,592 participants have entered civilian employment, and 1,582 participants have returned to active duty.

An invaluable component of the REALifelines program is the connection made to the local One-Stop Career Center in the home region to which the Service Member will return. This connection ensures that those who cannot return to active duty are trained for or re-enter rewarding new careers. The DVET in each state is responsible for referring returning Veterans for services. In addition to assisting wounded and injured Veterans, job training and employment services also are made available to spouses in families that have suffered an active duty casualty, as well as to family members who have temporarily left their jobs to be with their loved ones during their

recovery. To facilitate this process, during FY 2009 the REALifelines program instituted and updated a new reporting process, developed a program Technical Assistance Guide to standardize service across Regions, and updated the Memorandum of Understanding between DoD and DOL to improve the ability to collect and share data.

America's Heroes at Work

The America's Heroes at Work project is a joint initiative of DOL's Office of Disability Employment Policy and VETS designed to help veterans with Traumatic Brain Injury (TBI) and/or Post-Traumatic Stress Disorder (PTSD) succeed in the workplace. TBI and PTSD have been called the "signature" injuries of the conflicts in Iraq and Afghanistan, and by many accounts, hundreds of thousands of returning Service Members will be coping with these often "invisible" wounds of war as they transition to civilian life. Through its comprehensive Web site (www.AmericasHeroesAtWork.gov) and public education campaign, America's Heroes at Work equips employers and the workforce development system with the tools and technical assistance needed to support these returning Service Members. In addition to providing fact sheets, reference guides, training modules, and a toll-free helpline designed to offer guidance to employers; the project develops workplace policy through an interagency working group that includes representatives from both military and federal civilian agencies.

Vocational Rehabilitation & Employment (VR&E)

During FY 2009, VETS continued to focus on serving those disabled Veterans who participate in the Vocational Rehabilitation and Employment (VR&E) program, which is administered by the VA. The ultimate goal in this partnership is successful job placement and adjustment to employment for disabled veterans without duplication, fragmentation, or delay in the services provided.

Interagency initiatives to increase the employment opportunities and placements for service-connected disabled Veterans who participate in VR&E continue to improve. DOL/VETS and VA/VR&E have been implementing an updated Memorandum of Agreement (MOA) outlining the process – and responsibility – to work together to maximize the services both agencies provide on behalf of disabled Veterans and their dependents.

VETS and VR&E established three work groups identified in the new MOA. VETS' participants include one individual from each of VETS' six regions and two individuals from the national office. The goal of each work group is to improve the quality of employment services and job placements for Veterans with disabilities. Each work group has an established list of roles and responsibilities that direct their efforts. The work groups are:

- Performance Measures for Assessment of Partnership Program Results;
- Curriculum Design; and
- Joint Data Collection, Analysis, and Reports.

During FY 2008, a demonstration project, which explored how to improve the overall processes, was implemented within the areas served by eight of the VA Regional Offices. During FY 2009, this process improvement initiative was rolled-out nationwide. The work groups established under the MOA are continuing to monitor the progress that is being made in improving the processes within their areas of responsibility.

Much of VETS' interface with the VR&E program is through the workforce investment system. Accordingly, VETS continues to work in partnership with its Jobs for Veterans State Grant recipients on behalf of VR&E job-ready Veterans who are referred to and registered with the state workforce agencies for intensive employment services. Therefore, in conjunction with the interagency initiatives underway at the national level, most of the grantees and their counterpart VA/VR&E agencies also have updated, as needed, their local written agreements.

During FY 2009, a comprehensive set of revised reporting procedures was implemented for VR&E. The intent of these new procedures is to make it possible for both VA and DOL to rely on a single source of reported results. It is anticipated that results reported under the new system will be available for FY 2010.

PRIORITY OF SERVICE

The Department of Labor (DOL) has a long history of providing priority of service to Veterans. Even before the Jobs for Veterans Act (JVA) of 2002, in many states, Veterans received priority in job postings, both electronically and in person. Currently, Veterans and certain spouses receive priority of service in qualified DOL- funded workforce preparation programs (as defined by 38 USC 4215(a)(2)). The term "priority of service" means, with respect to any qualified workforce preparation program, that a covered person shall be given priority over non-Veterans for the receipt of employment, training, and placement services provided under that program. As detailed subsequently in this section, the available data indicate that Department of Labor programs for adults served over 1.6 million Veterans among their 20.8 million customers during PY 2008. In other words, roughly 8 percent of those taking part in the workforce system are Veterans.

Priority of service was initiated by the enactment of the JVA of 2002 (Section 2 of P. L. 107-288), and applies to qualified DOL-funded workforce preparation programs. Most of these programs have only general program eligibility requirements and do not target specific participant groups. However, DOL also administers a number of programs that have existing statutory targeting provisions that must be taken into account when applying Veterans' priority. The programs in which Veterans receive priority of service include, but are not limited to:

ETA Programs:

- Wagner-Peyser Funded Programs;
- Trade Act Programs;

- WIA Adult, Dislocated Worker and Youth Programs;
- National Emergency Grants;
- Senior Community Service Employment Program;
- Indian/Native American and Migrant/Seasonal Farm Worker Programs;
- Workforce Innovation in Regional Economic Development Grants;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and Offender grants under the Youth Offender Initiatives and the Serious and Violent Offender Reentry Initiative;
- Virtual Workforce Information Tools;
- Prisoner Re-Entry Initiative;
- High Growth Grants; and
- Community Based Job Training Grants.

Other partner Agencies/Offices:

- Job Corps
- The Women’s Bureau Grants and Initiatives;
- Office of Disability Employment Policy Pilot & Demonstration grants; and
- Bureau of International Labor Affairs Grants.

Veterans' Priority Provisions

The JVA (P.L. 107-288) establishes provisions for priority of service to Veterans. The purpose is to provide priority of service to Veterans and spouses of certain Veterans for the receipt of employment, training, and placement services in any workforce preparation program directly funded, in whole or in part, by DOL. To obtain priority of service for a specific program, a Veteran or eligible spouse must meet the statutory definition of a “covered person” and also must meet any other statutory eligibility requirements applicable to that program. The DOL issued the final rule to implement priority of service in qualified job training programs on January 19, 2009. On November 10, 2009, ETA and VETS issued joint guidance through Training and Employment Guidance Letter (TEGL) 10-09 and Veterans Program Letter (VPL) 07-09 to provide additional details on the expectations for implementing Priority of Service for Veterans and eligible spouses under Department of Labor funded job training programs.

DOL Strategies for Enhancing Services to Veterans

DOL has made it a departmental priority to develop and implement innovative and enhanced strategies for connecting Veterans to good jobs and career opportunities. In addition to implementing the technical features of the JVA, these strategies promote overall systemic change in how the workforce system serves Veterans. Throughout 2009, ETA and VETS made presentations at National and Regional Workforce Conferences on implementing priority of service. The presentations reviewed DOL’s expectations around priority of service

implementation that were formalized in the November guidance letter to the workforce system and provided a forum to discuss innovative strategies for connecting Veterans to good jobs and career opportunities.

By connecting over 1.6 million Veterans to the workforce investment system, One-Stop Career Centers are helping to provide the support Veterans need to be successful and competitive in the 21st century workforce. Building on this success, DOL continues to strive to increase Veterans' awareness of, access to, and use of the One-Stop service delivery system.

The CareerOneStop Web site (www.careeronestop.org) is an integrated suite of national electronic tools that help businesses, job seekers, students, and workforce professionals find employment and career resources. CareerOneStop, sponsored by the Department of Labor, includes the following Web pages and related sites:

- America's Career Info Net (<http://www.careerinfonet.org>) – a site that offers access to a wide array of current and accurate career and labor market information;
- America's Service Locator (<http://www.servicelocator.org>) – a tool that directs citizens to available workforce services and location information at the Federal, state and local level;
- Military to Civilian Occupation Translator (<http://www.acinet.org/acinet/moc>) – a site that provides easy access to detailed information for transitioning workers to identify occupations that match their work-related interests. Users can search by keyword and find military occupational specialties (MOS) with a civilian jobs' crosswalk.
- Information specifically related to transitioners to civilian life can be found by accessing the following link: <http://www.careeronestop.org/militarytransition>.

One-Stop Services for Veterans with Disabilities

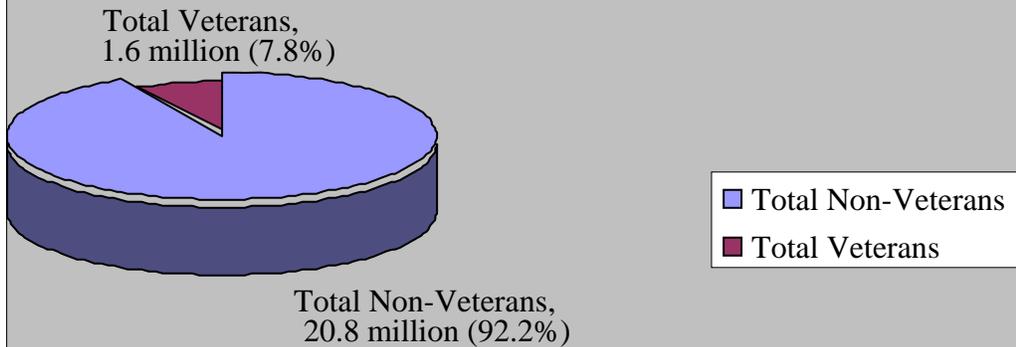
The One-Stop Career Center system has become increasingly accessible to all individuals with disabilities through initiatives such as the Disability Program Navigator and the issuance of a Disability Checklist under Section 188 of the Workforce Investment Act. Over 173,280 individuals served at One-Stop Career Centers in PY 2008 identified themselves as disabled Veterans, an increase of almost 30,000 individuals over PY 2007.

The Veterans' Program Participation Rates for PY 2008

The JVA requires the Secretary of Labor to evaluate whether covered persons are receiving priority of service and are being fully served by qualified job training programs, and whether the participation of Veterans in such programs is in proportion to the rate of representation of Veterans in the civilian labor force. Data for PY 2008, as displayed in the pie chart below, indicate that: a) adult employment and training programs subject to Veterans' priority of service provisions (38 U.S.C. § 4215) served 1.6 million Veterans among their 20.8 million participants and exiters; and, b) the participation rate for Veterans in these DOL-funded adult programs was 7.8 percent.

The chart below depicts the number of Veterans served in Department of Labor Adult programs versus non-Veterans served in PY 2008.

Veterans Served in Department of Labor Adult Programs - PY 2008



The table below breaks out the participation of Veterans for PY 2008 according to the specific workforce development programs in which they participated. The overwhelming majority of the Veterans served (93.8 percent) participated in programs operating within the context of Wagner Peyser, including those Veterans who were served by DVOP specialists and LVER staff supported by VETS’ Jobs for Veterans State Grants. Among the remaining programs, the highest Veterans’ participation rates were achieved by the Senior Community Services Employment Program (13.2 percent) and the Trade Act Program (8.3 percent).

PY 2008 DOL/ETA ADULT PROGRAMS:	Number of Veteran Participants/ Exiters	Veterans’ Participation Rate in DOL Programs	Veterans’ Rate of Representation in the Adult Civilian Labor Force – PY 2008
Public Labor Exchange/Wagner Peyser Prog.	1,533,693	7.8%	8.3 %
WIA Adults	60,390	7.1%	
WIA Dislocated Workers	21,313	7.5%	
National Emergency Grants	924		
Senior Community Services Employment Program – Ages 55+ (Veterans and eligible spouses)	11,760	13.2%	
Trade Act Program	4,282	8.3%	
High Growth Grants	479	2.4%	
Community Based Job Training Grants	2,393	4.7%	
Indian and Native American Program	211	2.3%	
National Farmworker Jobs Program – Adult	133	1.0%	
Total Veterans/Overall Participation Rate	1,635,346	7.8%	

Sources: Program data was derived from Employment and Training Administration Performance Reports; most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. The data for PY 2008 programs is for the quarter ending 06/30/2009 with the exception of the WIA Adult Dislocated Worker and National Emergency Grant programs. These data span the quarters beginning in April 2008 and ending in March 2009.

Note: The WIA Adult and Dislocated Workers Programs, the Trade Act Program, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track *exitors* (i.e., individuals who participated and then exited the program) and not participants.

DOL recognizes that priority of service for Veterans will continue to be critical as more military personnel return from abroad. Currently, the Department has the ability to capture data on characteristics, services and outcomes of Veteran customers. Additional data collection is planned for priority of service in conjunction with broader reporting enhancements that are pending WIA reauthorization, so as to not overly burden the states with excessive reporting changes. The Department plans to consult with the state workforce agencies about the revised performance accountability framework. In the meantime, DOL monitors priority of service implementation by applying ETA's Core Monitoring Guide, a tool for ETA staff to gauge, during on-site examinations, the readiness and capacity of the grantee to operate the grant. ETA also used the WIA state planning process as a tool to ensure that states are developing strategies for implementation of priority provisions. In the WIA State Plans submitted to DOL June 30, 2009, states were required to outline their policies and strategies to ensure that, pursuant to the JVA, priority of service is provided to Veterans and certain spouses who otherwise meet the eligibility requirements for all employment and training programs funded by the U.S. Department of Labor. To further assist in the application of priority of service, DOL is developing an implementation protocol, as a companion to TEGL 10-09, for implementation of priority of service at the local level.

The Department will continue to highlight the requirement for priority of service and to implement overall strategies that support Veterans moving successfully into employment. DOL also will continue to explore methods of capturing the outcomes of these efforts.

APPENDIX

PY 2008 Final Reports

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

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

http://www.dol.gov/vets/media/FY2009_Annual_Report_To_Congress.pdf

ETA 9002 Report
Veterans Participants by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 1

VETERAN PARTICIPANTS									
(Data obtained from ETA 9002 B for Period Ending June 30, 2009)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	24,047	3,833	81	2,715	4,136	417	12,704	6,772	4,559
Alaska	13,288	1,466	827	1,723	5,050	324	6,416	3,610	3,262
Arizona	20,024	2,756	937	1,780	6,378	488	7,145	6,141	6,738
Arkansas	17,171	2,205	113	2,639	2,974	372	8,753	4,491	3,912
California	82,923	8,316	3,995	11,630	37,734	4,090	37,467	19,561	25,817
Colorado	45,726	6,719	1,263	4,395	7,948	2,381	20,150	12,645	12,919
Connecticut	8,955	804	377	948	2,440	61	3,049	2,458	3,441
Delaware	5,650	747	35	522	1,650	59	1,840	1,673	2,137
District of Columbia	3,161	484	167	293	1,542	98	1,260	1,074	823
Florida	103,499	18,728	6,310	10,258	41,901	7,386	47,060	29,517	26,911
Georgia	66,403	6,183	2,458	10,124	22,638	0	31,008	19,597	15,792
Hawaii	5,741	930	315	1,205	2,295	325	2,762	1,410	1,569
Idaho	22,396	3,569	1,456	3,002	13,265	401	9,682	5,777	6,931
Illinois	44,822	6,310	2,604	8,360	14,023	1,189	16,421	9,626	18,763
Indiana	22,737	2,144	541	945	326	54	9,489	7,051	6,187
Iowa	17,211	2,014	1,023	2,677	5,588	685	8,874	4,556	3,753
Kansas	8,875	1,200	37	1,082	1,546	1,845	4,968	2,139	1,761
Kentucky	26,197	5,690	1,205	4,396	3,871	443	12,475	6,977	6,504
Louisiana	21,811	3,234	782	2,236	7,608	1,628	11,809	5,194	4,803
Maine	6,768	942	469	366	2,583	254	2,772	2,039	1,957
Maryland	15,264	1,918	1,611	2,397	5,235	146	6,603	4,735	3,926
Massachusetts	12,128	1,105	526	1,435	3,516	302	3,940	3,411	4,772
Michigan	69,327	4,955	2,136	6,296	14,628	340	26,038	18,911	24,377
Minnesota	12,140	1,494	314	1,245	3,008	406	4,626	3,340	2,952
Mississippi	11,608	883	487	3,200	3,812	1	6,372	3,182	2,053
Missouri	34,229	3,991	1,801	4,324	9,728	1,006	13,943	10,590	9,694
Montana	13,999	2,273	1,098	1,280	5,096	6,392	7,201	3,373	3,416
Nebraska	8,106	1,186	507	1,212	3,110	75	3,390	2,329	2,375
Nevada	17,226	1,422	494	1,207	1,703	90	4,577	3,987	4,827
New Hampshire	5,903	567	223	482	1,515	72	1,827	1,682	2,394
New Jersey	19,737	1,713	488	1,587	2,404	27	5,817	4,799	6,715
New Mexico	11,422	1,849	658	1,110	5,543	460	4,778	3,377	3,266
New York	51,236	5,896	2,357	6,631	4,565	2,006	20,398	12,776	18,062
North Carolina	94,602	5,738	3,152	6,369	27,807	591	44,026	27,169	23,405
North Dakota	7,101	1,515	615	1,354	2,452	730	4,012	1,660	1,429
Ohio	80,474	7,028	4,838	3,283	15,659	168	33,873	22,052	24,534
Oklahoma	17,518	2,825	89	2,311	3,205	452	8,737	4,351	4,418
Oregon	47,660	8,652	3,326	4,571	12,923	1,177	18,854	12,830	15,914
Pennsylvania	25,595	2,026	811	1,742	7,455	105	10,287	7,929	7,379
Puerto Rico	2,831	36	22	221	104	369	1,978	444	409
Rhode Island	1,736	319	19	150	361	12	538	514	676
South Carolina	36,045	4,638	170	4,052	8,701	413	15,734	10,323	9,968
South Dakota	4,513	742	458	475	828	17	2,053	1,351	1,108
Tennessee	40,641	5,144	2,466	4,209	23,365	401	17,178	11,878	11,579
Texas	195,836	7,085	3,402	33,708	100,715	5,260	93,565	45,016	45,890
Utah	25,734	3,109	1,433	3,588	8,639	5,156	14,735	5,464	5,384
Vermont	2,476	359	16	219	478	19	875	709	891
Virginia	42,352	7,211	2,379	5,863	14,943	2,884	22,007	11,398	8,947
Virgin Islands	328	13	3	39	23	0	127	61	46
Washington	34,626	5,358	3,120	5,151	4,544	248	14,274	9,729	10,574
West Virginia	10,354	1,016	523	1,226	3,745	67	5,442	2,567	2,345
Wisconsin	7,900	1,512	744	886	2,834	28	3,389	2,499	2,010
Wyoming	9,034	1,428	335	840	3,312	495	4,098	2,422	2,513
National Total	1,537,086	173,280	65,616	183,959	491,452	52,415	681,396	409,166	426,787

NDA = No Data Available

ETA 9002 Report
Veterans Who Received Staff Assisted Services by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 2

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	18,149	2,724	59	1,896	3,165	157	9,435	5,213	3,493
Alaska	7,828	852	470	1,032	2,964	190	3,848	2,146	1,834
Arizona	16,793	2,350	816	1,517	5,352	357	5,920	5,181	5,692
Arkansas	15,603	1,963	107	2,348	2,630	311	7,951	4,102	3,539
California	13,595	1,511	819	2,151	6,873	111	5,451	3,599	4,536
Colorado	45,726	6,719	1,263	4,395	7,948	2,381	20,150	12,645	12,919
Connecticut	4,260	596	285	627	1,647	30	1,620	1,134	1,500
Delaware	4,801	605	33	426	1,436	35	1,508	1,386	1,907
District of Columbia	1,648	299	94	164	791	87	655	594	396
Florida	89,493	16,561	5,636	8,688	36,614	5,821	40,633	25,921	22,931
Georgia	65,276	6,112	2,424	9,952	22,194	0	30,576	19,269	15,425
Hawaii	5,499	893	308	1,182	2,211	311	2,688	1,338	1,473
Idaho	22,249	3,546	1,447	2,979	13,175	400	9,619	5,734	6,890
Illinois	29,892	4,449	1,846	5,675	9,676	1,157	11,073	6,897	11,915
Indiana	22,440	2,127	536	924	283	53	9,361	6,960	6,109
Iowa	17,199	2,013	1,023	2,674	5,586	684	8,865	4,553	3,753
Kansas	7,527	958	31	904	1,269	1,761	4,317	1,792	1,416
Kentucky	21,531	4,597	1,026	3,730	3,100	321	10,474	5,801	5,176
Louisiana	15,306	2,294	550	1,482	5,257	1,232	8,553	3,681	3,070
Maine	4,275	617	310	286	1,649	154	1,710	1,326	1,239
Maryland	12,827	1,830	1,535	1,952	4,994	141	5,378	4,064	3,385
Massachusetts	11,849	1,088	518	1,421	3,438	302	3,851	3,306	4,687
Michigan	68,143	4,867	2,096	6,220	14,410	329	25,535	18,578	24,029
Minnesota	3,254	490	192	352	795	104	1,253	1,036	784
Mississippi	11,511	875	485	3,176	3,772	1	6,304	3,163	2,043
Missouri	28,235	3,344	1,511	3,640	7,972	773	11,699	8,869	7,665
Montana	10,096	1,699	826	931	3,671	4,638	5,262	2,494	2,333
Nebraska	7,936	1,167	496	1,184	3,039	73	3,306	2,294	2,324
Nevada	11,738	1,383	483	1,181	1,671	87	3,904	3,533	4,271
New Hampshire	4,232	408	166	339	1,048	36	1,310	1,184	1,738
New Jersey	15,965	1,683	481	1,552	2,351	26	5,209	4,415	6,288
New Mexico	10,365	1,655	604	996	5,060	402	4,309	3,083	2,972
New York	45,604	5,240	2,107	6,141	4,080	1,975	18,348	11,224	16,032
North Carolina	94,602	5,738	3,152	6,369	27,807	591	44,026	27,169	23,405
North Dakota	5,614	1,251	542	1,103	1,935	590	3,224	1,313	1,077
Ohio	56,219	5,023	3,503	2,633	11,392	74	22,415	16,040	17,760
Oklahoma	9,926	1,790	63	1,535	1,996	227	4,943	2,494	2,488
Oregon	36,469	6,704	2,565	3,329	10,325	862	13,745	10,057	12,630
Pennsylvania	20,451	1,727	694	1,508	6,272	96	8,010	6,367	6,074
Puerto Rico	295	25	14	130	86	67	149	58	88
Rhode Island	1,553	279	10	145	308	11	480	462	605
South Carolina	31,662	3,935	151	3,506	7,763	244	13,574	9,201	8,869
South Dakota	4,013	665	415	413	725	9	1,768	1,224	1,021
Tennessee	40,522	5,129	2,459	4,199	23,305	399	17,117	11,841	11,558
Texas	163,591	6,307	3,042	26,882	83,476	2,854	76,656	38,763	39,715
Utah	14,098	1,540	745	1,742	4,157	4,282	8,441	2,995	2,523
Vermont	2,009	303	14	187	407	16	712	576	721
Virginia	30,213	5,411	1,768	3,988	10,587	1,953	15,831	8,435	5,947
Virgin Islands	138	12	3	38	20	0	76	37	25
Washington	34,626	5,358	3,120	5,151	4,544	248	14,274	9,729	10,574
West Virginia	6,934	671	354	866	2,493	35	3,594	1,745	1,595
Wisconsin	7,828	1,507	743	883	2,811	27	3,366	2,470	1,990
Wyoming	7,642	1,208	279	691	2,797	413	3,453	2,062	2,126
National Total	1,239,250	142,098	54,219	147,415	393,327	37,438	545,929	339,553	344,555

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Employment by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 3

VETERANS WHO ENTERED EMPLOYMENT									
(Data obtained from ETA 9002 D for Period Ending June 30, 2009)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
	EE	EE	EE	EE	EE	EE	EE	EE	EE
Alabama	9,818	1,439	27	1,743	1,619	5,559	2,503	1,316	437
Alaska	2,391	207	124	309	858	1,177	667	465	81
Arizona	5,904	723	260	669	1,869	2,323	1,788	1,639	154
Arkansas	7,039	784	34	1,076	967	3,859	1,786	1,198	194
California	33,020	3,141	1,444	4,270	14,647	15,686	8,208	8,173	941
Colorado	9,606	1,385	319	1,183	2,159	4,397	2,732	2,344	130
Connecticut	3,241	228	95	358	801	1,246	910	1,054	30
Delaware	1,742	248	11	208	474	725	547	437	33
District of Columbia	1,019	161	71	115	558	432	349	207	31
Florida	32,353	5,197	1,613	5,870	12,242	15,329	8,819	6,407	1,796
Georgia	27,450	2,613	1,047	4,744	9,256	14,771	8,048	4,624	0
Hawaii	983	146	42	222	372	450	244	248	41
Idaho	6,197	938	368	943	3,613	2,747	1,606	1,759	85
Illinois	13,565	1,827	713	3,347	3,408	6,194	3,056	3,876	420
Indiana	15,077	251	46	1,677	493	7,610	4,299	2,995	156
Iowa	5,341	548	248	955	1,552	2,647	1,284	1,058	341
Kansas	4,464	479	8	674	687	1,626	875	596	1,366
Kentucky	11,089	1,899	413	2,094	1,491	5,937	2,860	1,998	263
Louisiana	7,406	998	252	1,162	2,364	3,910	1,751	1,303	442
Maine	1,895	227	103	270	688	844	549	476	26
Maryland	5,897	630	505	1,260	1,899	2,845	1,667	1,139	246
Massachusetts	4,634	585	160	759	1,487	1,788	1,241	1,587	18
Michigan	18,111	1,243	495	2,034	3,933	8,116	4,999	4,888	108
Minnesota	1,309	185	54	205	362	564	331	255	48
Mississippi	5,632	409	217	1,737	1,794	3,424	1,405	803	0
Missouri	6,777	739	334	939	1,587	2,963	2,128	1,588	98
Montana	4,489	440	210	390	1,109	1,671	753	652	1,409
Nebraska	3,094	311	111	548	1,148	1,497	871	678	41
Nevada	6,167	711	212	747	698	2,477	1,942	1,672	66
New Hampshire	2,840	182	84	333	628	1,027	845	947	21
New Jersey	6,748	667	157	853	941	2,624	1,802	2,196	85
New Mexico	4,050	581	207	542	1,850	1,794	1,181	901	174
New York	25,413	2,492	905	2,826	1,840	9,162	6,208	8,200	1,843
North Carolina	37,492	2,371	1,209	2,034	10,659	19,463	10,877	6,880	271
North Dakota	1,494	260	111	822	414	761	320	305	108
Ohio	14,964	1,262	853	959	3,083	7,196	4,284	3,466	16
Oklahoma	7,454	1,229	35	1,365	1,251	3,890	1,776	1,480	306
Oregon	14,638	2,743	908	1,800	4,717	6,442	3,885	3,923	374
Pennsylvania	7,951	714	338	1,058	2,322	3,582	2,438	1,831	100
Puerto Rico	391	4	1	19	7	275	50	46	20
Rhode Island	577	79	0	77	95	234	169	167	4
South Carolina	17,212	2,295	23	3,156	4,731	9,103	4,679	3,111	308
South Dakota	1,357	194	111	220	245	643	421	290	2
Tennessee	18,920	2,578	1,191	2,283	10,872	9,644	5,312	3,810	153
Texas	63,854	1,824	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	7,384	884	411	1,055	2,472	3,232	1,461	1,473	1,216
Vermont	704	86	1	95	140	262	214	205	23
Virginia	16,242	2,498	872	3,578	5,027	8,471	4,082	2,606	1,081
Virgin Islands	60	5	0	22	9	38	11	11	0
Washington	13,924	1,932	1,089	2,496	1,711	6,526	3,827	3,465	97
West Virginia	4,459	427	222	685	1,548	2,590	1,030	800	38
Wisconsin	2,734	476	207	358	915	1,324	838	566	5
Wyoming	2,435	334	68	321	797	1,065	625	594	151
National Total	529,007	54,809	18,539	67,465	130,409	222,162	124,553	102,708	15,397

NDA = No Data Available

ETA 9002 Report

Veterans Who Retained Employment at Six Months by State

For All Veterans' and Age Groups

Program Year 2007

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
	ER	ER	ER	ER	ER	ER	ER	ER	ER
Alabama	11,775	1,861	32	2,186	2,081	7,012	2,942	1,399	419
Alaska	3,177	361	206	412	1,177	1,726	841	524	86
Arizona	5,802	753	269	626	1,734	2,231	1,801	1,486	284
Arkansas	7,241	831	45	1,193	963	4,044	1,829	1,153	211
California	41,570	4,304	1,929	3,925	17,740	20,428	10,438	9,177	1,512
Colorado	12,192	1,758	401	1,407	3,709	5,893	3,263	2,519	516
Connecticut	2,563	174	81	301	634	1,023	707	803	29
Delaware	1,563	221	23	206	491	665	491	367	40
District of Columbia	837	145	49	113	430	367	301	133	35
Florida	33,108	5,399	1,721	7,422	12,507	16,067	8,831	6,041	2,168
Georgia	26,304	2,624	1,085	4,938	8,817	14,648	7,558	4,090	0
Hawaii	919	146	49	225	322	424	241	215	39
Idaho	9,252	1,342	523	1,394	5,246	4,375	2,409	2,302	166
Illinois	17,338	2,442	952	4,501	1,502	8,059	3,472	5,401	379
Indiana	17,725	70	8	2,060	366	9,411	4,828	3,162	283
Iowa	6,398	610	284	1,110	1,872	3,565	1,577	1,024	215
Kansas	5,407	571	14	885	927	2,236	1,113	739	1,318
Kentucky	11,372	1,854	419	2,044	1,596	6,304	2,916	1,938	179
Louisiana	8,054	1,188	284	1,389	2,574	4,612	1,811	1,198	432
Maine	2,941	318	143	326	1,051	1,259	849	775	58
Maryland	6,355	803	670	1,382	2,183	3,233	1,784	1,098	240
Massachusetts	4,304	574	146	684	1,349	1,664	1,203	1,434	3
Michigan	19,318	1,467	572	2,258	4,222	9,343	5,318	4,505	152
Minnesota	5,064	392	149	334	475	1,963	1,211	999	130
Mississippi	6,333	463	232	1,931	1,942	3,945	1,537	850	0
Missouri	6,643	802	383	935	1,574	3,057	2,143	1,356	86
Montana	5,744	634	317	435	1,373	2,291	966	793	1,692
Nebraska	3,391	358	135	601	1,225	1,643	911	719	112
Nevada	5,063	596	195	656	640	2,023	1,630	1,337	58
New Hampshire	2,148	153	68	227	499	764	667	696	21
New Jersey	7,218	751	170	1,001	993	2,910	1,867	2,295	75
New Mexico	4,792	726	281	669	2,223	2,169	1,362	1,039	222
New York	25,454	2,480	818	2,897	1,950	9,373	6,162	8,533	1,386
North Carolina	30,103	1,741	867	1,491	8,558	15,854	8,613	5,479	155
North Dakota	2,607	411	188	1,884	558	1,367	621	456	162
Ohio	15,773	1,302	894	833	3,044	8,505	4,172	3,064	23
Oklahoma	8,577	1,411	39	1,549	1,427	4,636	2,078	1,517	344
Oregon	16,966	2,881	934	1,996	5,064	7,661	4,566	4,276	455
Pennsylvania	13,844	1,093	486	1,750	3,878	6,830	3,963	2,899	152
Puerto Rico	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Rhode Island	511	81	2	65	100	208	140	160	2
South Carolina	17,368	2,245	2	3,233	5,000	9,355	4,721	2,942	347
South Dakota	2,437	389	202	415	400	1,232	712	480	12
Tennessee	17,190	2,205	1,020	1,774	9,623	9,043	4,752	3,240	152
Texas	80,729	2,845	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	9,367	1,235	570	1,540	3,247	4,475	1,825	1,521	1,543
Vermont	864	100	3	111	172	351	271	224	18
Virginia	18,841	2,853	1,072	4,212	5,148	10,149	5,086	2,957	648
Virgin Islands	27	2	1	7	3	18	4	5	0
Washington	14,385	2,092	1,168	2,453	1,768	6,659	4,045	3,448	227
West Virginia	5,897	504	242	805	1,869	3,412	1,396	1,040	49
Wisconsin	3,430	544	238	437	1,146	1,711	1,002	702	14
Wyoming	3,989	617	147	477	1,294	1,992	946	794	257
National Total	590,270	61,722	20,728	75,705	138,686	252,185	133,892	105,304	17,106

NDA = No Data Available

ETA 9002 Report

Veterans Who Received Intensive Services
(Case Management)
by State

For All Veterans' and Age Groups

Program Year 2007

Attachment 5

VETERANS WHO RECEIVED INTENSIVE SERVICES

(Data obtained from VETS 200 C for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	59	49	4	19	15	1
Alaska	1,658	290	151	242	688	44
Arizona	484	69	23	41	132	9
Arkansas	2	0	0	1	1	0
California	6,089	701	375	1,126	3,215	2
Colorado	1,379	607	243	255	456	85
Connecticut	2,043	463	240	478	1,017	18
Delaware	3	0	0	0	2	0
District of Columbia	341	98	36	44	174	3
Florida	3,887	799	309	319	1,463	465
Georgia	7,354	1,195	616	1,424	2,575	0
Hawaii	1,383	263	95	356	601	51
Idaho	195	63	36	44	117	7
Illinois	6,580	903	386	1,182	1,784	1,039
Indiana	3,301	725	230	157	18	9
Iowa	1,017	272	164	188	402	8
Kansas	351	98	7	60	108	29
Kentucky	337	75	24	69	58	5
Louisiana	93	23	4	3	38	5
Maine	328	67	42	17	144	17
Maryland	977	239	176	195	599	12
Massachusetts	5,032	628	311	806	1,632	5
Michigan	189	49	27	27	55	6
Minnesota	520	183	115	141	207	35
Mississippi	3,557	343	226	1,070	1,408	1
Missouri	249	51	24	38	54	0
Montana	525	135	84	47	146	188
Nebraska	4,209	729	372	601	1,756	40
Nevada	1,200	169	69	152	124	2
New Hampshire	973	95	42	106	228	2
New Jersey	1,869	444	165	241	214	9
New Mexico	2,426	424	164	261	1,208	64
New York	2,496	658	369	478	382	30
North Carolina	11,832	938	546	1,182	3,823	115
North Dakota	662	172	74	140	261	62
Ohio	1,663	479	399	152	374	0
Oklahoma	71	27	2	16	22	2
Oregon	2,111	623	343	346	755	93
Pennsylvania	2,558	396	216	198	924	7
Puerto Rico	238	7	9	64	44	122
Rhode Island	445	111	1	75	121	6
South Carolina	6,339	824	31	670	1,644	30
South Dakota	740	244	178	176	201	1
Tennessee	192	129	115	42	141	6
Texas	28,127	NDA	NDA	NDA	NDA	NDA
Utah	256	34	20	47	107	14
Vermont	2	1	0	1	1	0
Virginia	3,894	948	337	430	1,374	273
Virgin Islands	27	2	2	6	2	0
Washington	4,210	1,195	836	864	838	52
West Virginia	2,344	276	151	332	1,013	10
Wisconsin	1,266	389	221	176	482	10
Wyoming	918	162	43	66	323	43
National Total	129,001	17,864	8,653	15,171	33,471	3,037

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Employment by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 6

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	5,984	836	18	723	1,095	48
Alaska	5,898	672	362	837	2,232	157
Arizona	7,710	1,084	368	733	2,493	177
Arkansas	8,147	1,065	53	1,204	1,362	74
California	4,266	564	329	645	2,162	38
Colorado	23,149	3,573	761	2,084	4,425	625
Connecticut	323	56	37	42	154	4
Delaware	401	46	2	37	140	3
District of Columbia	856	155	40	107	419	49
Florida	58,529	10,888	3,407	6,152	23,929	3,024
Georgia	27,425	2,695	1,067	3,880	8,715	0
Hawaii	2,376	408	149	556	1,025	150
Idaho	10,525	1,791	740	1,557	6,036	196
Illinois	18,133	3,066	1,286	3,663	6,411	98
Indiana	3,178	367	78	122	56	3
Iowa	15,631	1,755	870	2,418	5,155	671
Kansas	2,642	372	11	487	572	136
Kentucky	11,074	2,480	532	1,694	1,966	148
Louisiana	7,111	1,109	262	757	2,620	313
Maine	2,100	309	149	124	876	91
Maryland	5,892	830	692	840	2,470	22
Massachusetts	2,930	321	148	341	901	2
Michigan	5,664	655	266	669	1,411	52
Minnesota	1,921	177	44	157	386	62
Mississippi	6,534	508	270	1,798	2,148	0
Missouri	21,621	2,754	1,253	2,999	6,216	588
Montana	7,465	1,221	593	726	2,704	3,427
Nebraska	3,434	463	206	459	1,312	21
Nevada	4,684	540	165	430	593	5
New Hampshire	2,654	267	107	203	679	25
New Jersey	4,045	454	123	407	559	8
New Mexico	5,344	865	292	564	2,575	232
New York	12,670	1,697	701	1,692	1,394	68
North Carolina	41,901	2,408	1,308	2,515	11,725	253
North Dakota	3,850	798	299	796	1,443	303
Ohio	11,364	1,216	848	478	2,608	15
Oklahoma	1,914	305	12	258	357	51
Oregon	17,625	3,247	1,190	1,583	5,225	475
Pennsylvania	3,143	285	95	216	987	4
Puerto Rico	27	1	0	6	0	9
Rhode Island	343	75	3	53	99	5
South Carolina	16,671	2,101	69	2,014	4,029	170
South Dakota	3,105	441	257	305	543	5
Tennessee	18,649	2,580	1,234	2,182	10,454	100
Texas	77,827	3,308	1,601	11,657	38,715	379
Utah	9,764	1,296	641	1,439	3,398	1,737
Vermont	854	110	7	70	163	7
Virginia	21,369	3,871	1,237	2,954	7,792	1,527
Virgin Islands	74	7	3	16	9	0
Washington	20,504	3,294	1,907	3,100	2,761	142
West Virginia	4,053	411	206	462	1,314	25
Wisconsin	2,307	509	272	309	889	9
Wyoming	4,701	756	178	478	1,756	280
National Total	560,361	71,062	26,748	69,998	189,458	16,013

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Training by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 7

Attachment 7

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	3	1	0	1	0	0
Alaska	258	25	11	35	85	7
Arizona	851	143	56	69	232	10
Arkansas	14	6	1	6	5	1
California	293	33	14	57	160	0
Colorado	3,030	824	215	488	671	463
Connecticut	59	11	8	8	26	0
Delaware	5	3	0	1	2	0
District of Columbia	20	7	2	1	9	0
Florida	3,886	1,153	540	407	1,616	118
Georgia	315	95	54	90	140	0
Hawaii	37	9	3	10	15	5
Idaho	86	52	31	27	58	5
Illinois	52	26	17	21	23	1
Indiana	18	4	0	1	0	0
Iowa	126	17	13	40	45	0
Kansas	27	10	0	6	3	2
Kentucky	40	11	4	24	6	0
Louisiana	0	0	0	0	0	0
Maine	45	22	14	10	26	6
Maryland	522	103	87	76	314	3
Massachusetts	247	18	6	17	64	0
Michigan	653	127	45	73	166	5
Minnesota	11	3	1	1	6	0
Mississippi	39	2	2	8	14	0
Missouri	100	11	3	7	18	1
Montana	2	0	0	0	0	1
Nebraska	461	68	35	120	185	12
Nevada	4	1	1	0	0	0
New Hampshire	6	2	1	1	2	0
New Jersey	16	1	1	2	2	0
New Mexico	209	23	8	20	105	4
New York	226	77	33	60	89	3
North Carolina	921	57	33	146	311	2
North Dakota	130	44	22	31	56	10
Ohio	143	28	23	13	25	0
Oklahoma	58	5	0	9	14	2
Oregon	705	265	166	174	280	35
Pennsylvania	2,965	391	193	235	907	6
Puerto Rico	2	1	0	1	0	0
Rhode Island	94	17	0	10	31	2
South Carolina	540	71	4	38	129	3
South Dakota	262	53	36	30	52	0
Tennessee	594	162	99	119	453	1
Texas	2,375	147	76	346	1,157	204
Utah	116	13	4	24	39	0
Vermont	17	11	0	6	10	0
Virginia	184	64	28	29	78	9
Virgin Islands	6	1	1	1	0	0
Washington	446	132	82	131	105	3
West Virginia	981	79	47	152	344	8
Wisconsin	182	91	62	46	83	1
Wyoming	25	3	1	2	9	1
National Total	22,407	4,523	2,083	3,230	8,170	934

NDA = No Data Available

ETA 9002 Report
Veterans Placed in Federal Training by State
For All Veterans' and Age Groups

Program Year 2007

Attachment 8

Attachment 8

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	3	0	0	1	2	0
Arizona	45	13	9	6	23	9
Arkansas	1	0	0	0	0	0
California	7	0	0	2	4	0
Colorado	1	0	0	1	0	0
Connecticut	6	2	1	1	2	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	168	106	70	32	83	2
Georgia	26	3	3	3	4	0
Hawaii	0	0	0	0	0	0
Idaho	9	8	6	1	4	0
Illinois	33	6	3	5	18	0
Indiana	55	5	0	1	13	0
Iowa	1	0	0	0	1	0
Kansas	2	1	0	1	0	0
Kentucky	15	3	1	1	2	0
Louisiana	0	0	0	0	0	0
Maine	142	16	8	3	60	3
Maryland	35	8	7	6	15	0
Massachusetts	264	14	2	21	64	0
Michigan	27	11	7	5	6	1
Minnesota	2	2	0	1	1	0
Mississippi	30	1	1	7	12	0
Missouri	827	75	28	113	203	29
Montana	85	6	3	3	25	38
Nebraska	0	0	0	0	0	0
Nevada	0	0	0	0	0	0
New Hampshire	9	3	3	0	2	0
New Jersey	63	5	2	4	6	0
New Mexico	1	0	0	1	1	0
New York	25	7	6	5	6	0
North Carolina	323	15	5	12	73	0
North Dakota	4	2	1	2	2	0
Ohio	67	7	6	1	13	0
Oklahoma	6	0	0	0	0	0
Oregon	350	167	120	56	128	18
Pennsylvania	645	42	6	16	127	NDA
Puerto Rico	0	0	0	0	0	0
Rhode Island	40	8	0	4	12	2
South Carolina	46	5	0	5	14	0
South Dakota	110	56	43	19	26	0
Tennessee	19	8	7	2	11	0
Texas	135	9	5	9	66	0
Utah	1,668	38	13	57	115	1,351
Vermont	2	1	0	1	1	0
Virginia	18	6	2	3	6	2
Virgin Islands	1	0	0	1	0	0
Washington	101	10	9	21	22	2
West Virginia	130	9	3	7	36	0
Wisconsin	182	91	62	46	83	1
Wyoming	1	0	0	0	1	0
National Total	5,730	769	442	486	1,293	1,458

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Jobs by State
For All Veterans' and Age Groups

Program Year 2007

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	66	13	0	11	19	0
Alaska	1,251	145	81	195	497	36
Arizona	0	0	0	0	0	0
Arkansas	769	131	5	111	112	4
California	0	0	0	0	0	0
Colorado	710	111	19	57	148	17
Connecticut	0	0	0	0	0	0
Delaware	49	7	0	10	20	0
District of Columbia	11	4	1	1	6	1
Florida	4,730	983	309	538	2,034	259
Georgia	1,631	191	85	270	534	0
Hawaii	167	26	14	43	67	13
Idaho	591	103	48	104	341	20
Illinois	1,788	381	177	463	689	12
Indiana	367	42	8	14	8	0
Iowa	270	35	20	62	103	7
Kansas	95	12	1	13	21	1
Kentucky	1,013	250	52	151	188	16
Louisiana	725	132	24	95	318	28
Maine	64	20	11	5	34	4
Maryland	186	29	24	15	90	0
Massachusetts	409	34	21	52	125	0
Michigan	0	0	0	0	0	0
Minnesota	5	4	3	2	3	0
Mississippi	538	51	33	187	196	0
Missouri	5,036	601	263	595	1,548	123
Montana	521	123	60	64	190	286
Nebraska	5	1	1	1	0	0
Nevada	625	75	32	76	126	1
New Hampshire	134	15	7	10	38	1
New Jersey	418	57	15	54	56	1
New Mexico	293	63	21	38	166	10
New York	294	53	23	51	56	2
North Carolina	0	0	0	0	0	0
North Dakota	264	67	22	76	101	28
Ohio	330	59	48	13	80	0
Oklahoma	366	116	5	58	90	11
Oregon	1,381	267	95	146	438	47
Pennsylvania	1,851	146	40	150	548	2
Puerto Rico	2	0	0	2	0	0
Rhode Island	11	4	0	1	1	0
South Carolina	627	116	2	99	162	8
South Dakota	477	102	59	53	78	2
Tennessee	876	115	48	98	472	4
Texas	102	7	4	16	52	0
Utah	276	49	30	55	114	39
Vermont	70	11	0	4	19	0
Virginia	1,930	378	115	329	792	127
Virgin Islands	0	0	0	0	0	0
Washington	569	98	64	79	91	1
West Virginia	513	78	40	69	175	3
Wisconsin	68	23	10	12	26	1
Wyoming	360	61	15	27	121	19
National Total	32,834	5,389	1,955	4,575	11,093	1,134

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Into Federal Jobs by State
For All Veterans' and Age Groups

Program Year 2007

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2009)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	9	0	0	0	3	0
Arizona	0	0	0	0	0	0
Arkansas	16	3	0	8	3	0
California	0	0	0	0	0	0
Colorado	1	0	0	0	0	0
Connecticut	0	0	0	0	0	0
Delaware	1	1	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	104	20	3	10	48	1
Georgia	38	13	8	12	16	0
Hawaii	4	3	3	0	2	1
Idaho	1	0	0	1	1	0
Illinois	7	3	1	1	5	0
Indiana	1	0	0	0	0	0
Iowa	0	0	0	0	0	0
Kansas	2	0	0	0	1	0
Kentucky	17	3	1	5	4	1
Louisiana	23	8	1	2	12	0
Maine	0	0	0	0	0	0
Maryland	4	2	2	0	3	0
Massachusetts	36	8	5	4	13	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	12	2	2	5	2	0
Missouri	1	0	0	0	1	0
Montana	11	4	2	0	7	7
Nebraska	2	1	1	0	0	0
Nevada	46	5	4	4	15	0
New Hampshire	4	0	0	0	0	0
New Jersey	19	5	3	3	2	0
New Mexico	19	5	2	4	11	0
New York	23	5	2	10	6	0
North Carolina	0	0	0	0	0	0
North Dakota	1	0	0	1	0	0
Ohio	47	13	11	3	11	0
Oklahoma	23	12	1	5	6	0
Oregon	43	7	1	3	15	1
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	0	0	0	0	0	0
Rhode Island	0	0	0	0	0	0
South Carolina	30	9	1	2	5	0
South Dakota	4	0	0	1	0	0
Tennessee	96	19	13	6	47	1
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	0	0	0	0	0	0
Vermont	0	0	0	0	0	0
Virginia	17	3	1	2	9	0
Virgin Islands	0	0	0	0	0	0
Washington	35	9	7	6	12	0
West Virginia	36	4	1	5	5	0
Wisconsin	0	0	0	0	0	0
Wyoming	22	4	1	1	9	0
National Total	755	171	77	104	274	12

NDA = No Data Available

Note: Consistent data are no longer reported for this table