

**FY 2015**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**VETERANS' EMPLOYMENT AND TRAINING SERVICE**



# VETERANS' EMPLOYMENT AND TRAINING SERVICE

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## APPROPRIATION LANGUAGE

Not to exceed [\$231,414,000] \$231,872,000 may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which:

- (1) \$175,000,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for obligation by the States through December 31, [2014] 2015: *Provided*, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and to the spouses or other family caregivers of such wounded, ill or injured members;
- (2) \$14,000,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;
- (3) [\$39,000,000] \$39,458,000 is for Federal administration of chapters 41, 42, and 43 of title 38, United States Code; and
- (4) \$3,414,000 is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109:

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

In addition, from the General Fund of the Treasury, \$38,109,000 is for carrying out [the Homeless Veterans Reintegration Programs under 38 U.S.C. 2021] *programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of Title 38, United States Code: Provided, That notwithstanding subsections (c))3) and (d) of section 2023, the*

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*Secretary may award grants through September 30, 2015 to provide services under such section: Provided further, That services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness. (Department of Labor Appropriations Act, 2014.)*

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## EXPLANATION OF LANGUAGE CHANGE

The Administration proposes changes to the language relating to homeless assistance to veterans under the heading "Veterans Employment and Training" for FY 2015 from the language that was enacted for FY 2014. The FY 2014 language provided an appropriation to carry out the Homeless Veterans Reintegration Program (HVRP) authorized under 38 USC 2021. However, in changing the appropriations language structure from that of prior fiscal years, the citation did not provide that funding could also be used to carry out the Homeless Women Veterans and Homeless Veterans With Children Reintegration Program authorized under 38 USC 2021A or the Incarcerated Veterans Transition Program (IVTP) authorized under 38 USC 2023. These two programs authorize the provision of important employment and training and other assistance that will help these veterans to reintegrate into the labor market and prevent or end their homelessness.

In addition to allowing these funds to be used for these programs, language is also included to provide that under the IVTP program these funds may be used to award grants through September 30, 2015. Under current law, as amended by section 2(e)(2) of the Department of Veterans Affairs Expiring Authorities Act of 2013 (PL 113-37) the authority to enter into contracts to carry out these programs terminates on September 30, 2014. However, there is a long-standing practice of the carrying out the IVTP through grants, which is more appropriate given that the funds under the program are awarded by the Department to entities to provide assistance to homeless veterans rather than to procure goods or services for the Department of Labor. Therefore, the language change would include that grant authority, as well as allow the grants to be awarded through FY 2015. Finally, in addition to assisting veterans who are incarcerated at the time of their eligibility determination, language is also included to allow assistance under the IVTP to veterans who have recently been released from incarceration but are at-risk of homelessness. This group is in transition and falls between those who are homeless and therefore may be served under the HVRP and those who are still incarcerated and may be served under the IVTP. The Administration believes the IVTP could offer significant assistance to these veterans to help prevent homelessness.

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<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>		<b>FY 2015 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>\$38,185</b>	<b>0</b>	<b>\$38,109</b>	<b>0</b>	<b>\$38,109</b>
Other Supplementals and Rescissions P.L. 113-6 for FY 2013	0	-\$76	0	\$0	0	\$0
Reduction Pursuant to the Balanced Budget and Deficit Control Act of 1985	0	-\$1,921	0	\$0	0	\$0
Appropriation, Revised	0	\$36,188	0	\$38,109	0	\$38,109
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$36,188</i>	<i>0</i>	<i>\$38,109</i>	<i>0</i>	<i>\$38,109</i>
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	218	\$226,251	227	\$231,414	235	\$231,872
Other Supplementals and Rescissions P.L. 112-10 for FY 2011	0	\$0	0	\$0	0	\$0
Reduction Pursuant to P.L. 113-6 for FY 2013	0	-\$453	0	\$0	0	\$0
Reduction Pursuant to the Balanced Budget and Deficit Control Act of 1985	0	-\$11,382	0	\$0	0	\$0
Other Supplementals and Rescissions P.L. 113-76 for FY 2014	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>218</i>	<i>\$214,416</i>	<i>227</i>	<i>\$231,414</i>	<i>235</i>	<i>\$231,872</i>
<b>B. Gross Budget Authority</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
Offsetting Collections						
Deduction:	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
<b>C. Budget Authority Before Committee</b>	<b>218</b>	<b>\$250,604</b>	<b>227</b>	<b>\$269,523</b>	<b>235</b>	<b>\$269,981</b>
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
IT Crosscut	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
<b>D. Total Budgetary Resources</b>	<b>218</b>	<b>\$250,604</b>	<b>227</b>	<b>\$269,523</b>	<b>235</b>	<b>\$269,981</b>
Other Unobligated Balances	0	\$0	0	\$0	0	\$0
Unobligated Balance Expiring	0	-\$513	0	\$0	0	\$0
FTE Lapse	-1	\$0	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>217</b>	<b>\$250,091</b>	<b>227</b>	<b>\$269,523</b>	<b>235</b>	<b>\$269,981</b>

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## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2014 Enacted	FY 2015 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$38,109	\$38,109	\$0
Trust Funds	\$231,414	\$231,872	+\$458
<b>Total</b>	\$269,523	\$269,981	+\$458

<b>Full Time Equivalents</b>			
General Funds	0	0	0
Trust Funds	227	235	8
<b>Total</b>	227	235	8

Explanation of Change	FY 2014 Base		FY 2015 Change				Total	
	FTE	Amount	Trust Funds FTE	Trust Funds Amount	General Funds FTE	General Funds Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	227	\$21,062	0	\$282	0	\$0	0	\$282
Personnel benefits	0	\$6,054	0	\$70	0	\$0	0	\$70
Federal Employees' Compensation Act (FECA)	0	\$79	0	\$7	0	\$0	0	\$7
Benefits for former personnel	0	\$45	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,499	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$60	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$874	0	\$15	0	\$0	0	\$15
Communications, utilities, and miscellaneous charges	0	\$222	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$140	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$2	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$24,023	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$6,584	0	\$84	0	\$0	0	\$84
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$59	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$1,842	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$8	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$529	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$100	0	\$0	0	\$0	0	\$0
Equipment	0	\$182	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$206,109	0	\$0	0	\$0	0	\$0

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Explanation of Change	FY 2014 Base		FY 2015 Change				Total	
	FTE	Amount	Trust Funds		General Funds		FTE	Amount
			FTE	Amount	FTE	Amount		
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>227</b>	<b>+\$269,523</b>	<b>0</b>	<b>+\$458</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$458</b>
<b>B. Programs:</b>								
Increase of 8 FTE for Veterans Employment Development Office	227	\$0	8	\$0	0	\$0	8	\$0
<b>Programs Subtotal</b>			<b>8</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>8</b>	<b>\$0</b>
<b>Total Increase</b>	<b>227</b>	<b>+\$269,523</b>	<b>8</b>	<b>+\$458</b>	<b>0</b>	<b>\$0</b>	<b>8</b>	<b>+\$458</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>B. Programs:</b>								
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>Total Change</b>	<b>227</b>	<b>+\$269,523</b>	<b>8</b>	<b>+\$458</b>	<b>0</b>	<b>\$0</b>	<b>8</b>	<b>+\$458</b>

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<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>		<b>FY 2015 Request</b>		<b>Diff. FY15 Request / FY14 Enacted</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>State Grants</b>	<b>0</b>	<b>161,291</b>	<b>0</b>	<b>175,000</b>	<b>0</b>	<b>175,000</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	161,291	0	175,000	0	175,000	0	0
<b>Transition Assistance Program</b>	<b>0</b>	<b>13,524</b>	<b>0</b>	<b>14,000</b>	<b>0</b>	<b>14,000</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	13,524	0	14,000	0	14,000	0	0
<b>Homeless Veterans' Reintegration Program</b>	<b>0</b>	<b>36,188</b>	<b>0</b>	<b>38,109</b>	<b>0</b>	<b>38,109</b>	<b>0</b>	<b>0</b>
General Funds	0	36,188	0	38,109	0	38,109	0	0
<b>National Veterans' Employment and Training Service Institute</b>	<b>0</b>	<b>3,284</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	3,284	0	3,414	0	3,414	0	0
<b>Federal Administration - USERRA Enforcement</b>	<b>217</b>	<b>36,317</b>	<b>227</b>	<b>39,000</b>	<b>235</b>	<b>39,458</b>	<b>8</b>	<b>458</b>
Unemployment Trust Funds	217	36,317	227	39,000	235	39,458	8	458
<b>Total</b>	<b>217</b>	<b>250,604</b>	<b>227</b>	<b>269,523</b>	<b>235</b>	<b>269,981</b>	<b>8</b>	<b>458</b>
<b>General Funds</b>	<b>0</b>	<b>36,188</b>	<b>0</b>	<b>38,109</b>	<b>0</b>	<b>38,109</b>	<b>0</b>	<b>0</b>
<b>Unemployment Trust Funds</b>	<b>217</b>	<b>214,416</b>	<b>227</b>	<b>231,414</b>	<b>235</b>	<b>231,872</b>	<b>8</b>	<b>458</b>

NOTE: FY 2013 reflects actual FTE.

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<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
	Full-Time Equivalent				
	Full-time Permanent	218	227	235	8
	<b>Total</b>	<b>218</b>	<b>227</b>	<b>235</b>	<b>8</b>
	Average ES Salary	\$169,342	\$172,402	\$174,126	\$1,724
	Average GM/GS Grade	12/4	12/4	12/5	0
	Average GM/GS Salary	\$83,250	\$84,081	\$85,437	\$1,356
	Average Salary of Ungraded Positions	0	0	0	0
11.1	Full-time permanent	19,059	20,680	20,962	282
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	382	382	0
11.9	<b>Total personnel compensation</b>	<b>19,059</b>	<b>21,062</b>	<b>21,344</b>	<b>282</b>
12.1	Civilian personnel benefits	5,403	6,133	6,210	77
13.0	Benefits for former personnel	0	45	45	0
21.0	Travel and transportation of persons	1,500	1,499	1,499	0
22.0	Transportation of things	2	60	60	0
23.1	Rental payments to GSA	837	874	889	15
23.3	Communications, utilities, and miscellaneous charges	251	222	222	0
24.0	Printing and reproduction	45	140	140	0
25.1	Advisory and assistance services	0	2	2	0
25.2	Other services from non-Federal sources	18,661	22,023	22,023	0
25.3	Other goods and services from Federal sources 1/	7,612	8,485	8,569	84
25.4	Operation and maintenance of facilities	1	8	8	0
25.7	Operation and maintenance of equipment	1,701	529	529	0
26.0	Supplies and materials	46	100	100	0
31.0	Equipment	69	182	182	0
41.0	Grants, subsidies, and contributions	195,367	208,109	208,109	0
42.0	Insurance claims and indemnities	50	50	50	0
	<b>Total</b>	<b>250,604</b>	<b>269,523</b>	<b>269,981</b>	<b>458</b>
	1/Other goods and services from Federal sources				
	HHS Services	272	700	700	0
	Services by Other Government Departments	1,814	1,142	1,142	0
	Working Capital Fund	5,465	6,584	6,668	84
	DHS Services	57	59	59	0

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## **SIGNIFICANT ITEMS IN APPROPRIATIONS COMMITTEES' REPORTS**

As part of the Consolidated Appropriations Act, 2014, VETS was directed to provide a report outlining VETS strategy to implement the GAO's October 2010 recommendations regarding the employment needs of Native American veterans. The report is expected to include goals, benchmarks, costs, and time frames. If we are disputing the recommendations, the Committee requests the report include information on why the recommendations cannot be implemented. The report is due to the House and Senate Appropriations Committees by June 30, 2014. VETS is currently compiling the report and will meet the Committees' deadline.

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## AUTHORIZING STATUTES

### Public Law / Act

- Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021
- Public Law 105-339
- Public Law 103-353
  
- Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300
- Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021
- Modified for HVRP by Section 203, Pub. Law 109-233
- Pub. Law 112-56

### Legislation

- Jobs for Veterans Act Veterans Employment Opportunities Act
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Vietnam Era Veterans' Readjustment Assistance Act of 1974
- Jobs for Veterans Act
- Homeless Veterans' Reintegration Program
- VOW to Hire Heroes Act

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<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>
2005					
Base Appropriation...1/	\$220,648	\$225,648	\$226,781	\$222,833	250
2006					
Base Appropriation...2/	\$224,334	\$224,334	\$224,334	\$222,091	250
2007					
Base Appropriation	\$224,887	\$223,189	\$223,189	\$223,189	240
2008					
Base Appropriation	\$228,096	\$228,198	\$231,198	\$228,096	234
2009					
Base Appropriation...3/	\$238,439	\$239,439	\$239,439	\$239,439	234
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...4/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...5/	\$261,036	\$0	\$0	\$264,437	218
2013					
Base Appropriation ..6/	\$258,870	\$0	\$0	\$250,604	218
2014					
Base Appropriation	\$300,518	\$0	\$0	\$269,523	227
2015					
Base Appropriation	\$269,981	\$0	\$0	\$0	235

1/ Reflects a \$1,816 reduction pursuant to P.L. 108-447.

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

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

4/ A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared.

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

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

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## OVERVIEW

### Introduction

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of Americans who have served in uniform. VETS prepares transitioning service members and military spouses for civilian employment and provides employment and training services to eligible veterans. VETS also protects service members and veterans by ensuring employers respect their rights to employment and reemployment; and ensures that federal employers give preferential hiring to veterans.

We are at a challenging point in our nation's history, as the greatest number of veterans since World War II (WWII) will be entering the civilian labor force at a time of economic recovery. The Department of Defense (DoD) estimates that in the next five years, over 1 million veterans will enter the civilian workforce.

Recognizing the challenges facing today's veterans in a time of fiscal austerity, VETS is targeting its programs at veterans who are at high-risk for unemployment or who face unique challenges or barriers to employment, with the overarching goal of reducing overall veteran unemployment. High-risk groups include younger veterans, ages 18-24, who lack the educational supports, credentials, and civilian work experience previously discussed; female veterans, who are the fastest growing population of veterans; and disabled veterans who are more likely than non-disabled veterans to be out of the labor force entirely.

As VETS administers its programs, develops policy, and makes strategic course corrections, it will be with these challenges in mind.

For Fiscal Year (FY) 2015, the Agency is requesting \$269,981,000. This includes funding for:

- Jobs for Veterans State Grants, in the amount of \$175,000,000
- Homeless Veterans' Reintegration Program, in the amount of \$38,109,000
- Federal Administration - USERRA Enforcement, in the amount of \$ 39,458,000

The VETS budget is formulated through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2015 request is \$175,000,000. VETS assists veterans in obtaining and maintaining meaningful employment through services provided at American Job Centers (AJC) and other locations. VETS awards the Jobs for Veterans State Grants (JVSG) as a formula grant, to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state. The grant supports two types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide intensive services targeted at meeting the employment needs of disabled veterans and other veterans with significant barriers to employment; and

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- Local Veterans' Employment Representatives (LVER), who conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, and encourage the hiring of disabled veterans.

The FY 2015 request will support a total of approximately 2,000 DVOP specialists and 450 LVER staff.

VETS will continue to focus on increasing the rate of intensive services to veterans, including comprehensive and specialized assessments of skill levels and needs, development of an individual employment plan, group and individual career counseling and planning, and short-term skills development (such as interview and communication skills).

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

**(2) Transition Assistance Program (TAP)** - The FY 2015 request is \$14,000,000.

TAP is jointly operated by DoD, the Department of Veterans Affairs (VA), and the Department of Labor. The Department of Labor provides the TAP Employment Workshop, a standardized, comprehensive three-day workshop which assists veterans in transitioning to civilian employment. TAP services are provided on military installations both domestically and abroad and are facilitated by an all-contract staff. At the request level, TAP will be delivered to nearly 200,000 transitioning service members and spouses. Additionally, as part of an effort to target those most in need of services, VETS is proposing additional post-transition outreach efforts to those service members who remain unemployed after exiting the military. This outreach will direct the veteran to employment programs in their area, including American Job Centers.

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

**(3) Homeless Veterans' Reintegration Program (HVRP)** – The FY 2015 request is \$38,109,000.

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

Grantees provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of supportive services

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

available in local communities. Grantees conduct outreach to homeless veterans through an effective level of collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing (HUD-VASH) grantees, and Health and Human Services (HHS) grantees.

(4) **National Veterans' Training Service Institute (NVTI)** – The FY 2015 request is \$3,414,000.

NVTI was established to ensure a high level of proficiency and training for staff that provide veterans employment services. NVTI provides training to federal staff and veteran service providers, including DVOP specialists and LVER staff, and federal staff who perform compliance and enforcement activities under USERRA and Veterans' Preference.

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

(5) **Federal Administration** – The FY 2015 request is \$39,458,000.

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

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

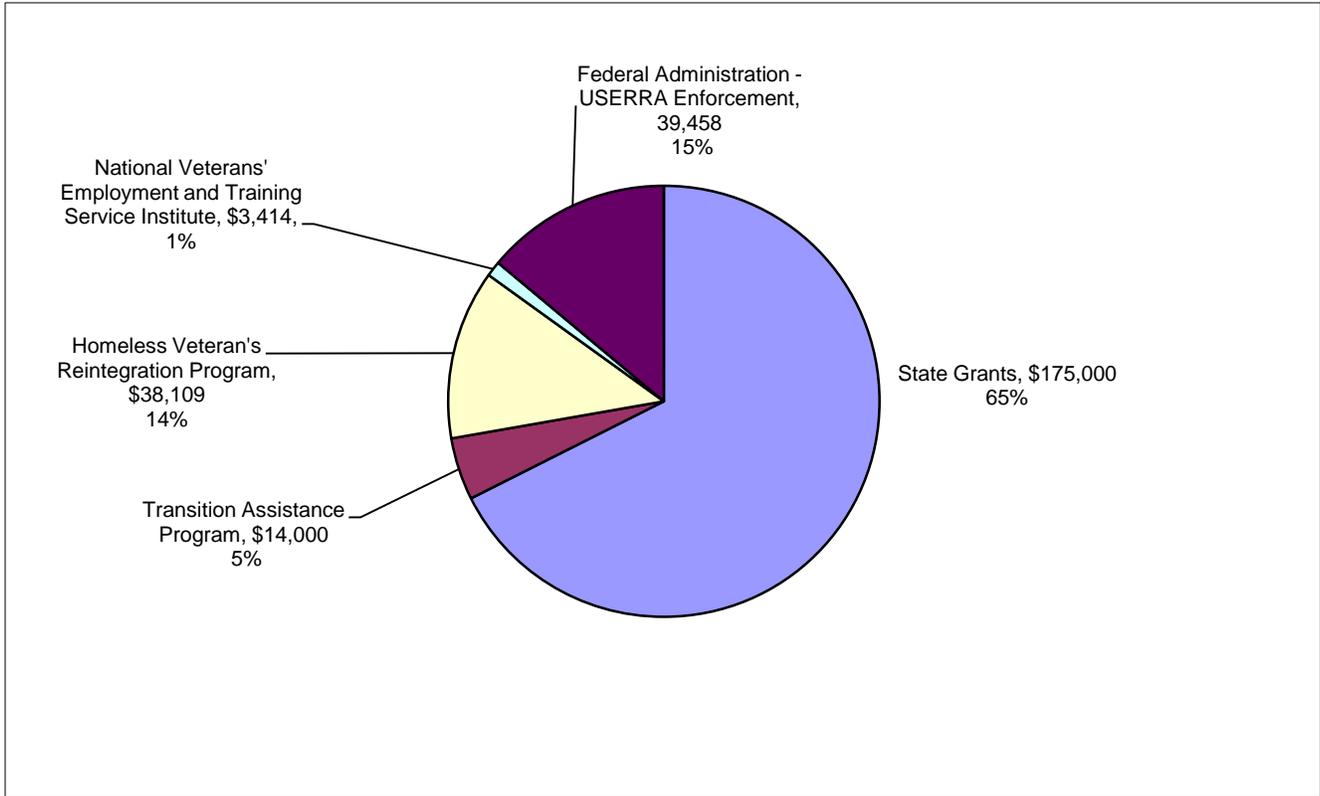
# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## Cost Model

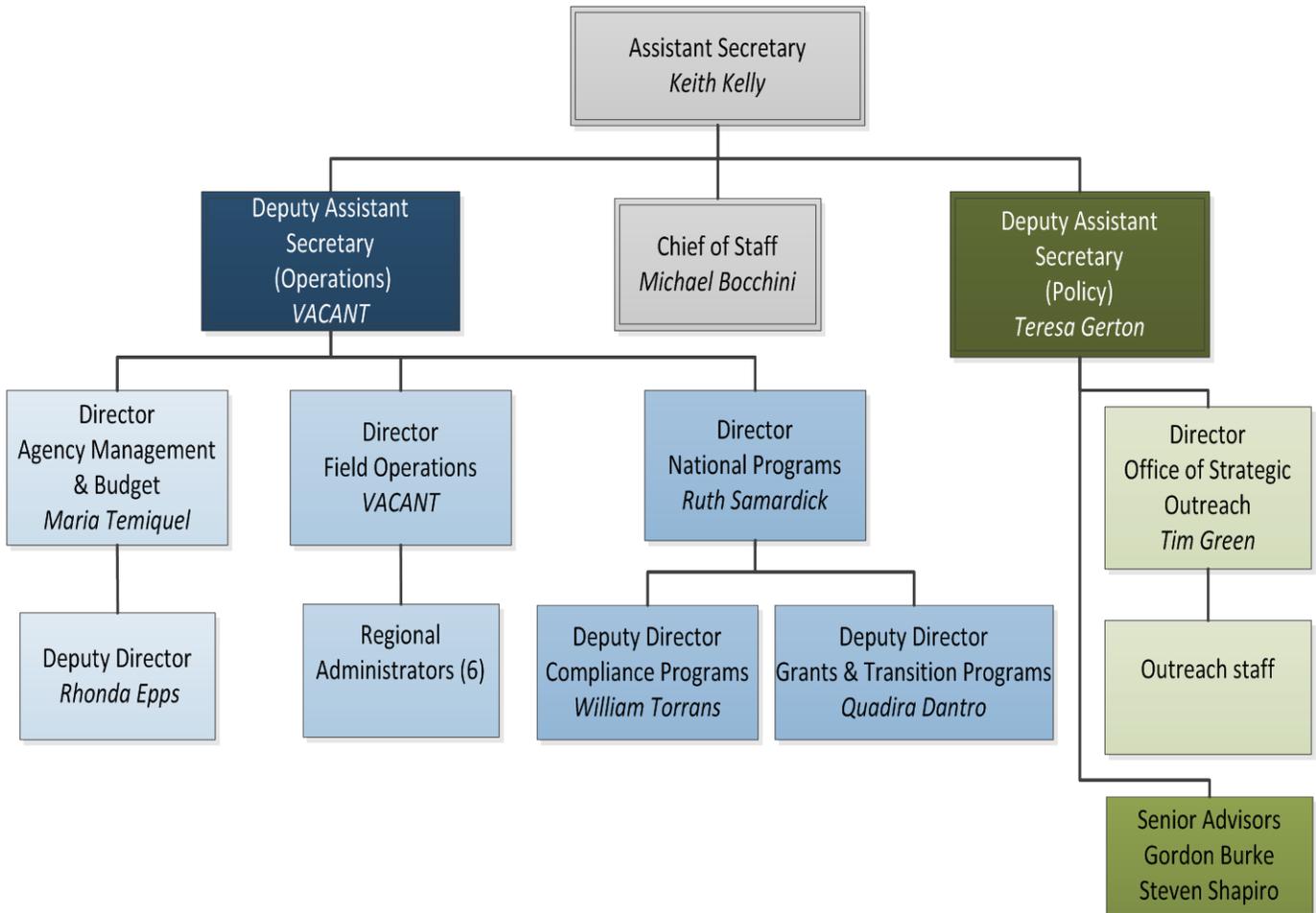
In FY 2015, VETS requests a total of \$269,981,000. These funds will provide the funding VETS requires to serve our Nation's Veterans.

### **FY 2015 Budget Request by Program Activity**

Total VETS' Budget: \$269,981  
(\$ in thousands)



# STATE GRANTS



## STATE GRANTS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
<b>Activity Appropriation</b>	<b>161,291</b>	<b>175,000</b>	<b>175,000</b>	<b>0</b>
FTE	0	0	0	0

### Introduction

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

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

The grants are distributed on a formula basis to State Workforce Agencies to support the Disabled Veterans' Outreach Program (DVOP) specialists and the Local Veterans' Employment Representative (LVER) staff. These staff provide employment services in various locations in 50 states, Puerto Rico, and the District of Columbia. Sites include the network of American Job Centers, Department of Veterans Affairs (VA) Veterans' Rehabilitation and Employment facilities, military medical treatment facilities, and Warrior Transition Units. Warrior transition units are located at major military treatment facilities and provide support to wounded, ill and injured soldiers who require at least six months of rehabilitative care and complex medical management. State grants support the Department's Strategic Objective 1: Prepare workers for better jobs and ensure fair compensation.

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

## **STATE GRANTS**

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

## STATE GRANTS

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2010	\$172,394	0
2011	\$165,063	0
2012	\$165,081	0
2013	\$161,291	0
2014	\$175,000	0

### FY 2015

In FY 2015, the Department requests \$175,000,000, maintaining funding at the FY 2014 level. The JVSG program will serve veterans and eligible spouses with significant barriers to employment, as well as the expanded populations outlined in FY 2014. Further, DOL will continue to pursue an ambitious increase in delivery of intensive services, with a target of 75% for FY 2015.

Having released JVSG refocusing guidance in FY 2014, FY 2015 will be the first full year of formal JVSG auditing. DOL anticipates federal staff will provide significant technical assistance and training to State Workforce Agencies in this first year, to include guidance in referring veterans to the appropriate training program, providing increasing rates of intensive services, and ensuring that DVOP specialists and LVER staff are performing their statutorily-mandated responsibilities.

### FY 2014

The enacted level of \$175,000,000 provides for employment services for 375,000 job-seeking veterans and eligible spouses. While this is a decrease in the number of participants from the previous year, participants will be provided with increased levels of intensive services. In FY 2014, the JVSG program's eligible population was expanded to include two groups: transitioning service members identified in need of intensive service, and wounded or ill service members in military treatment facilities, and their family caregivers.

To meet the goal of increasing intensive services, and to provide services to the expanded populations, the nearly \$14,000,000 increase from FY 2013 will provide approximately 130 additional DVOP specialists. Further, the Department will continue to pursue the conversion of LVER staff to DVOP specialists with State Workforce Agencies, where appropriate. The increased number of DVOP specialists will be necessary to aggressively increase intensive services to veterans with significant barriers to employment. The Department has set an ambitious goal of 50% of JVSG participants receiving intensive services by June 30, 2014. This is part the Department's long-term target of 90% by FY 2016.

To assist states in meeting this goal, the Department will release JVSG refocusing guidance in FY 2014. This guidance will provide clarification on the referral of veterans to JVSG, the level

## STATE GRANTS

of services veterans should receive, and the roles and responsibilities of DVOP specialists and LVER staff. Federal staff will provide technical assistance and training for all American Job Center staff, as well as formal auditing of specific American Job Centers. Upon completion of the audits, State Workforce Agencies will receive a formal report of identified deficiencies and best practices. Federal staff will work with State Workforce to implement corrective action, when necessary.

FY 2014 will also be the first year the Department implements the Uniform Threshold for Entered Employment Rate (UNTEER). The Jobs for Veterans Act (JVA) amended 38 U.S.C. 4102A(c)(3)(B) to require that the Secretary of Labor establish this threshold, through regulations, to evaluate states' performance in helping veterans meet their employment needs. Each state's entered employment rate for veterans will be compared to the national average, and for those states failing to meet the threshold, federal staff will work with the state to determine what factors led to poor performance. In cases where a state's EER reflects a deficiency in performance, the final rule sets forth procedures for the state to submit a corrective action plan for review and approval by VETS, as well as protocols for VETS to provide technical assistance to the state to help meet the employment needs of veterans.

### **FY 2013**

The agency enacted level of \$161,291,000, which supported 1,100 DVOP specialists and 822 LVER staff in state employment agencies. State grantees planned on staffing 1,236 DVOP specialists and 945 LVER staff. However, due to hiring freezes and uncertainty due to sequestration, states were limited in their ability to implement their hiring plans.

In FY 2013, employment services were provided to 450,843 veterans and eligible persons. This is a result of JVSG staff serving a higher proportion of veterans than anticipated. Only veterans and eligible spouses with significant barriers to employment may be referred to DVOP specialists. The Department developed JVSG refocusing guidance in FY 2013, which will be released in FY 2014, to clarify JVSG eligibility for State Workforce Agencies. Upon implementation of the policy, fewer veterans will be referred to JVSG staff, but they will be provided with higher rates of intensive services.

Intensive services include job readiness assessments, interview preparation, development of an Individual Development Plan (IDP), career guidance through group or individual counseling; referral to job banks, job portals, and job openings; referral to employers and registered apprenticeship sponsors; and referral to training. These services are designed to mitigate veterans' barriers to employment and facilitate their entry into the civilian workforce.

The Department was successful in increasing the rate of intensive services from 31.0% to 39.2%. This rate remains far too low, and the Department has set ambitious targets in subsequent program years, eventually reaching 90%. The refocusing guidance to be released in FY 2014 stresses the importance of intensive services for veterans and will be accompanied with technical assistance and training for State Workforce Agencies to aggressively increase these services to veterans with significant barriers to employment.

## STATE GRANTS

The guidance also emphasizes the statutory roles and responsibilities of the DVOP specialist and LVER staff. Only DVOP specialists may provide direct services to veterans, while LVER staff must perform outreach to employers on behalf of all job-seeking veterans at American Job Centers. In FY 2013, the Department encouraged states to assess the staffing mixture of DVOP specialists and LVER staff, and where LVER staff were found to be providing direct services, convert those staff to DVOP specialists. This resulted in 15 states requesting conversion of staff. From FY 2012 to FY 2013, the proportion of DVOP specialists rose from 53% of JVSG staff to 57% of JVSG staff. DOL anticipates an increase in LVER staff conversions with release of the guidance.

Finally, in FY 2013, the Department piloted auditing protocols to measure State Workforce Agencies' compliance with the law. Specifically, auditing will assess the degree to which: 1) veterans are being referred to the appropriate employment program, 2) DVOP specialists and LVER staff are performing their statutorily-mandated roles, and 3) DVOP specialists are providing increasing rates of intensive services. As a result of the pilot, the auditing tool will be revised in FY 2014 and will be used to conduct audits nationwide, upon the release of refocusing guidance.

## STATE GRANTS

<b>DETAILED WORKLOAD AND PERFORMANCE</b>							
		<b>FY 2012 Enacted</b>		<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>	<b>FY 2015 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 - Prepare workers for better jobs</b>							
<b>Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships</b>							
VETS-DVOP-01	Entered Employment Rate for veterans served by DVOPs	50.0%	51.0%	52.0%	53.0%	57.0%	59.0%
VETS-DVOP-03	Employment Retention Rate for veterans served by DVOPs	78.0%	79.0%	81.0%	80.3%	81.0%	81.0%
VETS-JVSGBudget-01	Number of Participants	500,000	385,390	385,000	450,843	375,000	375,000
VETS-JVSGBudget-02	Cost/Participant	\$330.00	\$417.00	\$340.00	\$358.00	\$467.00	\$467.00
VETS-JVSGBudget-03	State FTE	1,965	2,117	1,965	1,922	2,157	2,157
VETS-JVSGBudget-04	Cost per FTE	\$84,010.00	\$77,970.00	\$81,934.00	\$83,918.00	\$81,131.00	\$81,131.00

## STATE GRANTS

<b>DETAILED WORKLOAD AND PERFORMANCE</b>							
		<b>FY 2012 Enacted</b>		<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
VETS- DVOP-07	Percent of Veterans receiving intensive services (Rolling Data)	32.0%	31.0%	38.0%	39.2%	50.0%	75.0%

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

## STATE GRANTS

### Workload Narrative Summary

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

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

All veterans, including newly separated service members, are eligible for priority of service at American Job Centers. One of the Department's key goals is to increase the rate of veterans receiving intensive services from Disabled Veterans' Outreach Program (DVOP) specialists. These services include career planning and counseling, skill assessment, referral to training and support services, and post-transition follow-up, provide participants with an individualized plan for mitigating employment barriers and easing the transition into the civilian workforce. The Department anticipates these services will result in better employment outcomes for veterans with significant barriers to employment. VETS will achieve this increase through guidance and technical assistance to States, assessment and evaluation of case management practices, and dissemination of best practices. VETS will closely monitor the services and outcomes of participants to ensure they are receiving the benefits and the services needed to transition to the civilian workforce.

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

The Department believes that 90% of veterans with significant barriers to employment require intensive services and have set an ambitious plan to meet this goal by FY 2016.

## STATE GRANTS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
21.0	Travel and transportation of persons	650	775	775	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	926	3,525	3,525	0
25.3	Other goods and services from Federal sources 1/	464	700	700	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	159,251	170,000	170,000	0
	<b>Total</b>	<b>161,291</b>	<b>175,000</b>	<b>175,000</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	HHS Services	200	700	700	0
	Services by Other Government Departments	264	0	0	0

# STATE GRANTS

## CHANGES IN FY 2015

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

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

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

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

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$175,000</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 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
<b>Activity Appropriation</b>	<b>13,524</b>	<b>14,000</b>	<b>14,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

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

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

After passage of the VOW Act, the President's Veterans Employment Initiative Task Force, a collaboration of several agencies across the Government, established requirements for each of the military services and interagency partners to develop their respective sections of the TAP program. DOL works closely with DoD to project the demand for Employment Workshops and has consistently met this demand. TAP supports the Department's mission and strategic objective one: Prepare workers for better jobs and ensure fair compensation.

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

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2010	\$0	0
2011	\$6,986	0
2012	\$8,983	0
2013	\$13,524	0
2014	\$14,000	0

### **FY 2015**

The request level of \$14,000,000 will allow the agency to provide services for approximately 5,444 employment workshops with a planned average class size of 35 exiting service members or spouses. DoD's projected demand for the DOLEW is expected to remain consistent with that

## **TRANSITION ASSISTANCE PROGRAM**

of FY 2014. This funding level will allow DOL to continue to deliver the employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. VETS will also continue the curriculum review and improvement established in FY 2014; the requested funding level will facilitate the establishment of this process as routine. Additionally, the Department's Chief Evaluation Office will continue a formal impact evaluation of the TAP DOL Employment Workshop.

### **FY 2014**

The request level of \$14,000,000 allows the agency to provide services for 5,444 employment workshops with a planned average class size of 35 exiting service members or spouses. This funding level allows DOL to deliver the employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. This funding level will provide for the implementation of a rigorous program review, to ensure standardization across all workshop delivery points, and facilitate an annual curriculum update.

The Department's Chief Evaluation Office will also begin a formal impact evaluation to study the effectiveness of the TAP DOL Employment Workshop.

This funding level also allows VETS to conduct 15 DOLEW through the Off Base Transition Training (OBTT) Pilot outlined in PL 112-260, Dignified Burial and Other Veterans' Benefits Improvement Act of 2012. As a result of the FY 2013 planning and coordination, VETS is operating this pilot in three states; Georgia, Washington, and West Virginia. Participants in the pilot workshops are registered in their respective states' American Job Center systems. DOL will evaluate the OBTT pilot based on the data reported through the AJC systems and through the use of voluntary customer satisfaction surveys completed by the participants. DOL will submit a report to Congress on the results of the OBTT pilot in FY 2015 Q2.

In FY 2014, VETS will establish an annual curriculum evaluation. This will include the web-based participant survey instrument developed by DoD, for use following any of the TAP training modules. VETS will analyze the results of the customer satisfaction survey to assess the quality of the Employment Workshop training, to determine best practices or course corrections. Additionally, in collaboration with the Department's Chief Evaluation Office, VETS will begin a vigorous analysis of data received from the Defense Manpower Data Center to evaluate the effectiveness of TAP and the DOLEW. These two data collections and analyses will form the basis for a regular and deliberate review of the DOLEW curriculum.

Finally, site visit reports provided by VETS staff and the DOLEW contractor provide critical information on each classroom where a workshop is conducted— whether it allows for interaction between students and facilitators, provides computers or internet capability, and whether it is properly lit and climate controlled. This information allows VETS to work with military installations to adjust learning conditions if necessary.

# TRANSITION ASSISTANCE PROGRAM

## **FY 2013**

The funding level for FY 2013 was \$13,524,438 for the DOL TAP Employment Workshop. With these funds, VETS provided 5,973 Employment Workshops serving over 187,000 participants. This was a 30 percent increase in workshops, and a 17 percent increase in participants, compared to FY 2012.

The increased demand for the DOLEW was a result of the VOW Act of 2011, which went into effect in the first quarter of FY 2013, making TAP mandatory for all transitioning service members. This included, for the first time, deliberate delivery of the DOLEW to demobilizing Reserve and National Guard members; often at locations other than permanent military installations. The VOW Act also directed DOL to provide the DOLEW using only contract facilitators. VETS completed this transition in the second quarter of FY 2013, 10 months in advance of the law's requirement.

Simultaneously, VETS implemented the use of the new three-day DOLEW curriculum at all installations. This took place in conjunction with the rollout of the new Transition GPS program curriculum and delivery model. This process was indicative of the close, collaborative working relationship between VETS and the TAP partner agencies, from DoD and the military services to the VA, DHS, Small Business Administration (SBA) and the Office of Personnel Management (OPM). It is also reflected in the work of the Veterans Employment Initiative Task Force, as well as the operational coordination between VETS and the military services.

In FY 2013, VETS completed the development and implementation of a virtual DOLEW. Working with the Army Career and Alumni Program (ACAP) office, VETS began conducting regular synchronous virtual DOLEW by the second quarter. This is the same three-day workshop, delivered in real time, in a virtual classroom setting using the Army's virtual ACAP center. The workshop can be accessed online by service members from anywhere in the world. In addition to the synchronous virtual workshop, VETS worked with DoD Joint Knowledge Online (JKO) to convert the DOLEW instructor led classroom curriculum into an asynchronous online distance learning format. This is a self-paced online version of the DOLEW that service members may access at any time on JKO, and can use it to reinforce and refresh what they have learned in the classroom. DoD will make the online content available to service members beginning in FY 2014. VETS will make this curriculum available on the DOL VETS web site to increase access for veterans that are unable to use JKO.

In January 2013, PL 112-260, The Dignified Burial and Other Veterans' Benefits Improvement Act of 2012 was signed into law. One provision of the law directs the Secretary of Labor to conduct a 2-year pilot program to provide the TAP Employment Workshop to veterans and their spouses at locations other than military installations. In FY 2013, VETS completed the planning and coordination needed to launch the pilot in 3 states; Georgia, Washington, and West Virginia. VETS will conduct the pilot workshops in the first two quarters of FY 2014, and submit a report to Congress on the results of the pilot in FY 2015.

## TRANSITION ASSISTANCE PROGRAM

<b>DETAILED WORKLOAD AND PERFORMANCE</b>				
	<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Transition Assistance Program</b>				
<b>Strategic Goal 1 - Prepare workers for better jobs</b>				
<b>Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships</b>				
VETS- TAP- 01a	Number of TAP DOL Employment Workshops delivered in response to DoD demand			
	5,444	5,937	5,444[p]	5,444[p]
VETS- TAP-02	DoD Estimated Number of Participants			
	200,000	187,037	200,000[p]	200,000[p]
VETS- TAP-08	Percent of domestic TAP DOL Employment Workshop sites assessed			
	100.0%	95.1%	100.0%	100.0%

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

# TRANSITION ASSISTANCE PROGRAM

## Workload Summary Narrative

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

VETS coordinates with the DOD to project demand for TAP classes and has consistently met this demand. DOD anticipates the demand for TAP DOL Employment Workshops will remain high over the next two fiscal years due to the continued drawdown of military operations.

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	50	50	0
24.0	Printing and reproduction	0	100	100	0
25.2	Other services from non-Federal sources	13,524	13,850	13,850	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	<b>Total</b>	<b>13,524</b>	<b>14,000</b>	<b>14,000</b>	<b>0</b>
	1/Other goods and services from Federal sources				

# TRANSITION ASSISTANCE PROGRAM

## CHANGES IN FY 2015

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

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

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

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

**Direct FTE** **0**

	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>\$14,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
<b>Activity Appropriation</b>	<b>36,188</b>	<b>38,109</b>	<b>38,109</b>	<b>0</b>
FTE	0	0	0	0

### Introduction

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

- The Homeless Female Veterans and Veterans with Families Program (HFVWWF) specifically targets the subpopulation of female veterans experiencing homelessness and veterans with families experiencing homelessness.
- The Incarcerated Veterans' Transition Program (IVTP) provides employment services to incarcerated veterans at risk of becoming homeless.
- Stand Downs grants are awarded for local events typically held for one to three days, during which a variety of social services are provided to veterans experiencing homelessness.

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

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2010	\$36,330	0
2011	\$36,257	0
2012	\$38,185	0
2013	\$36,188	0
2014	\$38,109	0

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## **FY 2015**

The FY 2015 budget requests \$38,109,000 for the HVRP program. At the FY 2015 funding level of \$38,109,000, DOL estimates awarding 21 new HVRP grants, 85 stand down grants. In addition, 134 option year HVRP grants, which include 20 Homeless Female Veterans and Veterans with Families grants, and 2 Technical Assistance Cooperative Agreement grant extensions.

This amount will allow DOL to provide HVRP services to more than 17,000 homeless veterans nationwide, including homeless women veterans. HVRP grantees will provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees will conduct outreach to homeless veterans through collaboration with other entities, such as Veterans Affairs (VA) Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing (HUD-VASH) grantees, and Health and Human Services (HHS) grantees.

In addition to DOL's HVRP competitive grants, DOL will allocate approximately \$600,000 to award Stand Down grants up to \$10,000 each in FY 2015.

## **FY 2014**

At the FY 2014 funding level of \$38,109,000, DOL expects to award 24 new HVRP grants, 2 Technical Assistance Cooperative Agreements, 85 stand down grants and 129 option year HVRP grants including 20 Homeless Female Veterans and Veterans with Families grants.

DOL will continue two cooperative grants in FY 2014 in the amount of \$450,000 each to fund the National Veterans Technical Assistance Center (NVTAC). The NVTAC is a Technical Assistance (TA) center that will provide a broad range of technical assistance on veterans' homelessness programs and issues to existing and potential HVRP, HFVWF, and SD grantees; grant applicants; interested employers; Veterans Service Organizations (VSOs); and federal, state, and local agency partners.

DOL is modernizing the grant review process, converting from an antiquated manual grant review process, to a streamlined electronic grant review process that can be conducted online. Grant reviewers will be able to participate in a review from remote locations anywhere in the continental US as long as they have internet access, a secure worksite and an email address. This more efficient grant review strategy will result in significant savings. This strategic process change will also allow DOL to begin a shift towards requiring applicants to use [www.Grants.gov](http://www.Grants.gov) to submit grant applications electronically.

DOL will launch online competitive grant training, which will enable DOL to train new and experienced staff on the oversight and administration. New staff will receive this training within months of being employed by DOL and tenured staff will be able to update their skill set periodically. This training will help DOL to maintain a high quality of Federal oversight of

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

competitive grantees. Additionally, it is expected that the newly developed training will enhance DOL grant staff's ability to provide technical assistance and customer service to grantees, as well as internal and external customers.

### **FY 2013**

The FY 2013 funding level of \$36,187,711 provided for 35 new HVRP grants, 90 option year HVRP grant extensions, 22 Homeless Female Veterans and Veterans with Families grants and 90 Stand Down grants. DOL enrolled 17,480 participants, placing 64.8 percent into employment, with a \$3,005 cost per placement.

In FY 2013, the HVRP National Veterans Technical Assistance Center (NVTAC) grantees provided a broad range of technical assistance on veterans' homelessness programs and issues to existing and potential HVRP, HFVWWF, and SD grantees and applicants, employers, Veterans Service Organizations (VSOs), federal, state, and local agency partners including state and local workforce investment boards, non-profit organizations including faith-based and community organizations, the general public, and other interested stakeholders. The grantees assisted DOL by providing guidance to eligible entities to improve their programs that help homeless veterans. The grantees were also responsible for developing, conducting, and documenting extensive outreach efforts to national, state, and local employers to increase their awareness of the HVRP, HFVWWF, IVTP, and SD to increase employment and training opportunities for homeless veterans and veterans "at risk" of homelessness.

DOL continued to collaborate with the U.S. Interagency Council on Homelessness, Department of Veterans Affairs, Department of Housing and Urban Development, and other federal and nonprofit organizations to develop partnerships across federal agencies to reintegrate homeless veterans. The Veterans Homelessness Prevention Demonstration (VHPD) program is a three-year pilot partnership with VA, HUD, DOL, and local community agencies to explore ways the Federal government can support early intervention to prevent veteran homelessness. The primary beneficiaries of this program are veterans returning from Iraq and Afghanistan with a specific focus on women veterans; veterans with families, especially with a single head of household; and National Guard and Reserve veterans who are being discharged from the military. Each local VA Medical Center has identified a VHPD team to work with the local HUD grantees, Vet Center staff and DOL. Although DOL has not received dedicated funding for this program, veterans are being assisted with gaining access to mainstream education and job training programs through American Job Centers, Disabled Veterans' Outreach Program specialists, Local Veterans' Employment Representative staff, and Homeless Veterans' Reintegration Programs. This pilot is currently being implemented in five sites: Ft. Hood, TX; Ft. Drum, NY; Camp Pendleton, CA; Joint Base Lewis-McChord, WA; and McDill Air Force Base, FL.

DOL has also partnered with the Office of Personnel Management (OPM) and Department of Veteran Affairs to pilot the Formerly Homeless Veterans Employment Program, designed to facilitate the referral, eligibility and placement of formerly homeless veterans and transform the pilot program to a standard operation that includes all locations with limited OPM, Department of Veterans Affairs, and DOL oversight. Finally, in FY 2013 DOL began the development of an

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

online training module for competitive grants. This training module will be launched in FY 2014 and will provide new and current federal staff the opportunity to improve their knowledge and skills in the areas of grant oversight and management, policy, and compliance.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>DETAILED WORKLOAD AND PERFORMANCE</b>							
		<b>PY 2012 Enacted</b>		<b>PY 2013 Enacted</b>		<b>PY 2014 Enacted</b>	<b>PY 2015 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 - Prepare workers for better jobs</b>							
<b>Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships</b>							
VETS- HVRP- 01a	HVRP placement rate (including IVTP & HFVVWF participants)	65.0%	66.0%	67.0%	64.8%	66.0%	66.0%
VETS- HVRP- 03c	Homeless Female Placement Rate (including female participants in HVRP, IVTP & HFVVWF)	54.0%	62.0%	62.0%	60.0%	62.0%	62.0%
VETS- HVRP- 05	Number of HVRP Participants	--	16,413	16,800	17,480	17,000[e]	17,000[e]
VETS- HVRP- Budget- 01	Number of Grants	--	143	159	159	153[e]	153[e]
VETS- HVRP- Budget- 02	Cost per Participant	\$2,100	\$2,061	\$2,100	\$2,179	\$2,200	\$2,200

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## Workload Summary

This chart shows the workload and performance measures the Department uses to assess the effectiveness of the HVRP program.

Under the HVRP budget activity, percent of participants placed into employment, as well as the percent of female participants placed into employment are key outcome measures.

Additional measures (cost per participant, number of grants, and cost per grant) help explain the relationship between funding level and outputs. Cost per participant and cost per grant measures allow a comparison to the other employment programs such as VETS' State Grants and the VA's Vocational Rehabilitation Program.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.3	Other goods and services from Federal sources 1/	72	0	0	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	36,116	38,109	38,109	0
	<b>Total</b>	<b>36,188</b>	<b>38,109</b>	<b>38,109</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	HHS Services	72	0	0	0

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## CHANGES IN FY 2015

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

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

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

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

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$38,109</b>	<b>0</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 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
<b>Activity Appropriation</b>	<b>3,284</b>	<b>3,414</b>	<b>3,414</b>	<b>0</b>
FTE	0	0	0	0

## Introduction

The National Veterans' Training Institute (NVTI) was established in 1986 and authorized in 1988 by Public Law 100-323. Currently under a five-year, \$12,200,000 contract administered by DOL, NVTI provides competency-based training to further develop and enhance the professional skills of employment service providers nationwide. Training is provided to:

- Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, and others who provide direct services to veterans; and,
- Federal staff in USERRA investigative techniques, Veterans' Preference law, and grants management.

On October 13, 2010, Public Law 111-275 amended the timeline for DVOP specialists and LVER staff to complete NVTI training from within three years of employment to within 18 months. Further, DOL requires that all federal DOL staff who will be assigned investigations attend the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Veterans' Employment Opportunities Act (VEOA) training sessions prior to actively investigating complaints from veterans. Federal DOL staff who oversee formula and competitive grants programs attend the Advanced Grants Management course.

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

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2010	\$2,449	0
2011	\$2,444	0
2012	\$2,439	0
2013	\$3,284	0
2014	\$3,414	0

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

## **FY 2015**

In addition to ongoing training requirements, in FY 2015, conversion of LVER staff to DVOP specialists will continue, requiring newly hired or converted DVOP specialists to attend training. Additionally, FY 2015 will be the first full year of American Job Center training focused on JVSG refocusing, Federal Employment Training for Veterans, and Competitive Grants Management. DOL anticipates revising the curriculum for DVOP specialists and LVER staff as a result of formal audits of JVSG and lessons learned from the implementation of the JVSG refocusing guidance.

## **FY 2014**

In FY 2014, DOL will expand the number of DVOP specialists nationwide through additional funding received in annual appropriations and the conversion of LVER staff to DVOP specialists. As conversion of LVER staff began in FY 2013, DOL anticipates up to 500 additional DVOP specialists will require training through FY 2014.

Additionally, NVTI will launch three new courses:

1. American Job Centers: Providing Services to Veterans

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

2. Federal Employment of Veterans for Service Providers

This course will be offered to DVOP specialists, LVER staff, and other interested American Job Centers staff. The training will focus on assisting veterans in applying for federal jobs.

3. Competitive Grants Management

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

## **FY 2013**

In FY 2013, the enacted funding level of \$3,284,000 provided for 3,974 participants, including federal staff, DVOP specialists, LVER staff, and other state workforce agency staff members.

The VOW to Hire Heroes Act requires that DVOP specialists and LVER staff are tested upon completion of the required training courses to measure participants' proficiency. A baseline

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

measure of the percent of trainees passing the knowledge test on the first administration was established in FY 2013. The testing result was 98.6% in the baseline year.

In FY 2013, NVTI began developing three web-based courses for implementation in FY 2014. The three courses were:

1. American Job Centers: Providing Services to Veterans
2. Federal Employment of Veterans for Service Providers
3. Competitive Grants Management

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

<b>DETAILED WORKLOAD AND PERFORMANCE</b>				
	<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>	<b>FY 2015 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 - Prepare workers for better jobs</b>				
<b>Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships</b>				
VETS- NVTI- Budget- 01	Cost/Participant			
	\$554.00	\$826.00	\$759.00	\$759.00
VETS- NVTI- 02	Number of trainees completing classes and distance learning courses			
	4,400	3,974	4,500	4,500

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

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

## **Workload Summary**

This chart shows the workload and performance measures the Department uses to assess the outcomes of NVTI. In FY 2013, NVTI served fewer participants than anticipated, largely due to a delay in the release of JVSG refocusing guidance. This guidance emphasizes the conversion of LVER staff to DVOP specialists, where appropriate, and is expected to result in up to 500 new DVOP specialists requiring training. Similarly, online training for American Job Center staff, which outlines the JVSG refocusing initiative, was also delayed.

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

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	3,284	3,414	3,414	0
	<b>Total</b>	<b>3,284</b>	<b>3,414</b>	<b>3,414</b>	<b>0</b>

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## CHANGES IN FY 2015

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Travel and transportation of persons	\$0
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Other services from non-Federal sources	0
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<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>



## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
<b>Activity Appropriation</b>	<b>36,317</b>	<b>39,000</b>	<b>39,458</b>	<b>458</b>
FTE	217	227	235	8

NOTE: FY 2013 reflects actual FTE.

### **Introduction**

Federal Administration funding provides for the salary, travel and training for staff in the National Office, six Regional Offices, and the 52 offices in each state, the District of Columbia and Puerto Rico. The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and a cadre of staff that provide leadership and policy direction, review program performance, and provide national oversight and technical direction for VETS’ compliance programs. The six Regional Offices provide program management and conduct compliance investigations, and are led by a Regional Administrator. Each state has a director who serves as the Grants Officers’ Technical Representative for the formula and competitive grantees. In addition to grant administration functions, such as reviewing financial statements and reviewing modifications, staff conduct formal compliance assessments, on-site monitoring trips, desktop audits, and regular performance reviews of grants under their purview.

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

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

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2010	\$35,313	234
2011	\$35,242	228
2012	\$35,155	218
2013	\$36,317	218
2014	\$39,000	227

### **FY 2015**

FY 2015 funding of \$39,458,000 will allow the agency to continue oversight and administration of its grant programs, TAP DOL Employment Workshop, and compliance and enforcement activities. Additionally, the agency will experiment with consolidating the full range of USERRA and Veterans’ Preference responsibilities among fewer, more specialized investigative staff. With fewer staff conducting USERRA investigations, DOL will be able to make greater

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

investment in staff training, increasing proficiency, and strengthening oversight of the USERRA and Veterans' Preference programs.

### **FY 2014**

FY 2014 funding of \$39,000,000 will allow the agency to continue oversight and administration of its grant programs, TAP DOL Employment Workshop, and compliance and enforcement activities. Additionally, the agency will continue to invest in modernizing its IT systems to provide better oversight and monitoring tools for its programs.

The Agency will begin to stand up a Veterans' Job Development Unit, dedicated to job development activities for veterans. Newly hired staff will provide a valuable bridge between national and regional employers, who are eager to commit to hiring veterans, and workforce development staff at American Job Centers who are tasked with building local employer relationships and assisting veterans in entering gainful employment.

Specifically, these staff will be tasked with:

- Outreach to major or multi-state private sector companies to generate interest in and obtain commitments from them to hire veterans;
- Coordination with the American Job Center (AJC) service delivery system and state veterans' agencies to promote the hiring of veterans, including provision of information including labor market information, technical assistance as appropriate, and sharing of promising practices;
- Collaboration with state-based LVERs located across the country to efficiently match existing job leads with qualified veteran candidates;
- Strengthen tracking and reporting of private sector employment opportunities for veterans that result in employment;
- Study, document, and disseminate promising practices and models of employer outreach;
- Serve as subject matter experts in developing training for LVERs through the National Veterans' Employment and Training Institute (NVTI); and,
- Build and strengthen relationships with public and private sector employers; labor unions; industry associations; veterans associations; workforce development and economic development organizations; and education associations to advance employment opportunities for all veterans.

### **FY 2013**

FY 2013 funding of \$36,317,000 provided sufficient resources to execute oversight and administration of the agency's formula and competitive grant programs, the TAP DOL Employment Workshop, and compliance and enforcement activities. This includes:

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

- Investigation of an estimated 509 Veterans' Preference complaints, 1,144 USERRA claims, and funding for an additional 138 USERRA complaints investigated by the Office of Special Counsel.<sup>1</sup>
- Grant oversight of the Jobs for Veterans State Grants (budget activity), to include serving as grant officer technical representatives to the 52 grantees, conducting site visits to state grantees, providing technical assistance on operations of the grant, and reviewing and approving annual state operating plans and quarterly financial and operational reports.
- Grant oversight of the Homeless Veterans' Reintegration Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 176 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Technical and managerial oversight of the Transition Assistance Program (budget activity) Employment Workshops, to include site visits to 95% of transition sites in the continental United States.
- Technical and contract oversight of the National Veterans' Training Institute (budget activity), to include scheduling and approving all training classes and distance learning resources conducted by the NVTI.

In addition, DOL maintains an Internet web site that enables Federal contracting officers to check on Federal contractors' submissions of the VETS-100 form, which provides information on Federal contractors' number of targeted veterans employed by the federal contractors and the targeted veterans hired in the past year.

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<sup>1</sup> Under the Veterans' Benefits Act of 2010 (VBA), the Department of Labor and OSC are engaged in a three-year demonstration project (beginning in FY 2011 and ending in FY 2014) to determine which agency, DOL or OSC, is best able to administer and enforce USERRA with respect to employers in the federal executive sector. During this project, DOL and OSC divide federal-sector cases by Social Security number, with odd-numbered complaints transferred to OSC for investigation and resolution. Even numbered complaints remain with DOL.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>DETAILED WORKLOAD AND PERFORMANCE</b>						
	<b>FY 2013 Enacted</b>		<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>		
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>		
<b>Federal Administration - USERRA Enforcement</b>						
<b>Strategic Goal 1 - Prepare workers for better jobs</b>						
<b>Strategic Objective 1.1 - Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships</b>						
VETS- USERRA- 01	Percent of USERRA investigations completed within 90 days		90.0%	89.6%	90.0%	90.0%
VETS- USERRA- 02	Percent of USERRA referrals completed within 60 days		83.0%	72.8%	80.0%	81.0%
VETS- USERRA- 04	Percent of Closed Cases Meeting the Agency's Quality Standard		84.0%	83.4%	84.0%	84.0%

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

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

### **Workload Summary**

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

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

The Department also measures the timeliness of USERRA investigations, USERRA referrals, and the quality of USERRA investigations. USERRA investigation timeliness has remained consistent over the past three fiscal years, with 90% of cases closed in a timely manner. The quality of these investigations has also remained consistent, with closed cases averaging an 84% quality rating. The Agency's challenge with USERRA cases is ensuring referrals are made within the 60-day timeframe. In FY 2013, only 72.8% of cases were referred to the Department of Justice or Office of Special Counsel within mandated timeframes. In FY 2014, the agency is working with the Department's Office of the Solicitor to gain technical assistance and training that will increase the quality of referrals.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2013 Enacted</b>	<b>FY 2014 Enacted</b>	<b>FY 2015 Request</b>	<b>Diff. FY15 Request / FY14 Enacted</b>
11.1	Full-time permanent	19,059	20,680	20,962	282
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	382	382	0
11.9	<b>Total personnel compensation</b>	<b>19,059</b>	<b>21,062</b>	<b>21,344</b>	<b>282</b>
12.1	Civilian personnel benefits	5,403	6,133	6,210	77
13.0	Benefits for former personnel	0	45	45	0
21.0	Travel and transportation of persons	850	724	724	0
22.0	Transportation of things	2	10	10	0
23.1	Rental payments to GSA	837	874	889	15
23.3	Communications, utilities, and miscellaneous charges	251	222	222	0
24.0	Printing and reproduction	45	40	40	0
25.1	Advisory and assistance services	0	2	2	0
25.2	Other services from non-Federal sources	927	1,234	1,234	0
25.3	Other goods and services from Federal sources 1/	7,076	7,785	7,869	84
25.4	Operation and maintenance of facilities	1	8	8	0
25.7	Operation and maintenance of equipment	1,701	529	529	0
26.0	Supplies and materials	46	100	100	0
31.0	Equipment	69	182	182	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	50	50	50	0
	<b>Total</b>	<b>36,317</b>	<b>39,000</b>	<b>39,458</b>	<b>458</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	5,465	6,584	6,668	84
	DHS Services	57	59	59	0
	Services by Other Government Departments	1,550	1,142	1,142	0

# FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

## CHANGES IN FY 2015

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$282
Personnel benefits	70
Federal Employees' Compensation Act (FECA)	7
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	15
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	84
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
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$458**

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

**Direct FTE** **8**

	Estimate	FTE
<b>Base</b>	<b>\$39,458</b>	<b>227</b>
<b>Program Increase</b>	<b>\$0</b>	<b>8</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>