

JVSG 2026 State Plan Modification Desk Aid

This desk aid provides examples of acceptable responses to the required components of Jobs for Veterans State Grants (JVSG) State Plans. We present each JVSG State Plan required component along with its instructions from VPL 01-24 Attachment 1 and/or Attachment 5 and an example. Some also have additional VETS' expectation included. For complete guidance, please refer to VPL 01-24 and its attachments.

The examples are based on actual responses from previous years, but they have been edited for clarity and anonymity. State names have been replaced with "State," State Workforce Agency (SWA) names have been replaced with "State Department of Labor" or "SDOL," and similar edits have been implemented in accordance with the Veterans' Employment and Training Service's (VETS) standard practice of protecting grant recipients' information.

Some of the examples have also been truncated to show only the most pertinent content. Where necessary, we have included "[...]" to indicate that the example included further text that we have chosen to omit to keep this desk aid at a manageable length.

Note that the examples do not align with each other since most examples come from different states. VETS has highlighted several states' responses to highlight a variety of programs and to express our support for every recipient's flexibility to design a program that works best for them.

These examples should not be copied verbatim with an expectation of approval. Every response must be complete and appropriate within the larger context of the state's four-year plans.

This desk aid does not address Workforce Innovation and Opportunity Act (WIOA) State Plan Common Elements; however, we do plan on releasing a desk aid once the common elements are finalized. The desk aid will address common elements where JVSG and/or veteran populations are typically included in the responses.

JVSG State Plan Required Components

Required Component a.

Describe how the state intends to provide employment, training, and job placement services to veterans and eligible persons under the JVSG program (i.e., virtually and in person).

Description:

Explain how the state will provide each of these services through the JVSG program. This might include, for example:

- A walkthrough of how eligible participants access AJC services, are screened and referred for Disabled Veteran Outreach Program (DVOP) services, and receive individualized career services through a case management framework.
- How the DVOP works with American Job Center (AJC) staff and partners to connect veterans and other eligible participants to training and employment opportunities.
- How the Local Veterans Employment Representatives (LVER) connect in the local employer community to promote job opportunities for veterans.

Example:

The SDOL offers employment services to all eligible veterans and qualified individuals in State with the goal of assisting veterans in overcoming barriers to employment and matching veteran job seekers with the best career opportunities available. In addition, SDOL staff coordinate with businesses and develop employment opportunities for veterans. Staffing levels and assigned locations of DVOPs, LVERs, and Consolidated DVOP/LVER (CODL) positions are dependent upon continued funding and periodic review of the needs of the veteran population.

JVSG staff are assigned to one of five geographic districts (North, South, Central, West, and East). Each district is managed by a JVSG-funded District Manager who reports to the SDOL Director. Our DVOP, LVER, and CODL staff, located in more than 70 AJCs throughout the state, in rural and metropolitan areas, offer one-on-one individualized career services and employment assistance to both veterans and employers. The JVSG staff are fully integrated into the AJCs in these districts and work hand in hand with WIOA staff to ensure priority of service to veteran clients. AJC partner staff conduct the necessary screening to ensure only eligible veterans and eligible spouses, with employment barriers and additional populations are seen by the DVOPs.

In addition to the AJCs, DVOP staff may be assigned to Veterans Affairs (VA) Hospitals, military installations, homeless shelters, and non-profit organizations to increase outreach efforts.

SDOL staff use the state job-matching system, StateWorks, to document services provided to veteran clients and employers. Veterans register for employment in StateWorks, and when eligible clients are job ready, DVOPs and LVERs coordinate job

matching with employers. Planned Job Fairs are conducted by LVERs throughout the year with strong support from the State employer base, AJC partners, community partners, national recognized groups such as the National Chamber of Commerce Foundation, American Legion, and many others.

Our DVOP specialists provide individualized career services and facilitate placement to meet the employment needs of veterans, prioritizing service to special disabled veterans, other disabled veterans, and other categories of veterans in accordance with priorities determined by the Secretary of Labor. DVOPs and CODLs provide individualized career services to eligible veterans and eligible persons with employment barriers, which includes a comprehensive assessment and individual employment plan using the case management framework. DVOPs and CODLs will remain in consistent contact with customers to assist in meeting their employment needs. The goal is to provide veterans and eligible persons with the tools to be successful in the job search. DVOP and CODL staff will work one on one with eligible veterans and assist with resume writing and review, interview concepts and skills, and job searching techniques. In addition to in-person services, DVOPs also provide case management and career services virtually utilizing Microsoft Teams. DVOPs also assess participants' training needs and connect them with opportunities to enhance their skill sets and increase employability.

LVERs conduct training and workshops to help employers better understand veterans and their needs. LVERs promote credentialing and licensing opportunities for veterans. Employer hiring guides are used, and employers will be trained on military terminology, rank structure, military specialty codes, and military culture. Recent state legislation requires every state agency to "establish a goal for hiring veterans to comprise at least 20 percent of the total numbers of employees in full time positions." LVERs dedicate a portion of their efforts to work directly with the state agencies, assisting them with their veteran hiring needs.

Required Component b.

List the populations to be served by DVOP specialists and consolidated DVOP/LVER staff, including the eligibility criteria for referral to DVOP services.

Description:

All populations served by DVOPs must meet eligibility requirements in accordance with VETS guidance. To identify the eligible populations to be served under this grant, please refer to Veterans' Program Letters [05-24 Jobs for Veterans State Grants Staff Roles and Responsibilities and Coordination with Workforce Innovation and Opportunity Act Services to Veterans](#) or most current guidance.

Example:

State is dedicated to serving veterans, and in particular veterans with employment barriers. An eligible veteran (as defined by 38 U.S.C. § 4211(4)) must also meet the criteria of having an employment barrier listed on VPL 05-24 before they can be referred to a DVOP for individualized career services. Alternatively, a person must belong to an additional population identified through current appropriations.

Once AJC staff determine a client's eligibility and need for individualized career services, the AJC must refer them to a DVOP if one is available to accept a new client.

DVOP specialists will limit their activities to providing services to eligible populations who are interested in receiving one or more individualized career services, and are defined as an eligible veteran or eligible person and are experiencing at least one of the qualifying employment barriers defined below:

1. A disability, which may include any of the following:
 - a. Special disabled veteran, defined in 38 U.S.C. § 4211(1) as a veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs for a disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined to have a serious employment handicap; or person who was discharged or released from active duty because of a service-connected disability.
 - b. Disabled veteran, defined in 38 U.S.C. § 4211(3) as a veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.
 - c. Other disability. Eligible veterans and eligible persons who self-identify as having a disability, as defined by the Americans with Disabilities Act, 42 U.S.C. § 12102.
2. Is a Vietnam-era veteran, as defined by 38 U.S.C. § 4211(2) as an eligible veteran any part of whose active military, naval, or air service was during the Vietnam era, as defined by 38 U.S.C. § 101(29).
3. Is a recently separated veteran, defined in 38 U.S.C. § 4211(6) as a veteran who was discharged or released from active duty within the last three years.
4. Has been referred for employment services by a representative of the Department of Veterans Affairs. Is experiencing homelessness, as defined in Sections 103(a) and (b) of the McKinney Vento Homeless Assistance Act (42 U.S.C. § 11302(a) and (b)). Is justice-involved, as defined in WIOA Section 3(38), 29 U.S.C. § 3102(38) (definition of "offender").
5. Is between the ages of 18–24 years of age at the time of enrollment.
6. Is educationally disadvantaged, meaning that the individual lacks a high school diploma or equivalent certificate.
7. Is economically disadvantaged, which means any of the following:
 - a. Meets the definition of a low-income individual in WIOA Section 3(36), 29 U.S.C. § 3102(36).
 - b. Unemployed.

- c. Heads of single-parent households containing at least one dependent child.

In addition to these eligible veterans and eligible persons who are experiencing employment barriers, DVOP specialists may also serve members of additional populations defined as:

1. Transitioning Service Members (TSM) who, at the time of enrollment have participated in any part of the Transition Assistance Program, including self-paced online modules and Individualized Initial Counseling.
2. Wounded, ill, or injured members of the Armed Forces who are receiving treatment in military treatment facilities or warrior transition units.
3. Spouses or other family caregivers of those wounded, ill, or injured service members.

Required Component c.

Describe the roles and responsibilities assigned to DVOP specialists, LVER staff, and consolidated DVOP/LVER positions by the state. These must be consistent with 38 U.S.C. §§ 4103A and 4104.

Description:

These roles and responsibilities also must be consistent with current U.S. DOL guidance, including [VPL 05-24](#) or most current guidance. Include a description of any consolidated DVOP/LVER position duties, if applicable.

Example:

DVOP specialists focus on providing and facilitating individualized career services to only the populations defined by VPL 05-24. Serving a limited population allows DVOP specialists to dedicate their time to providing individualized career services to those determined to be most in need of those services.

SDOL provides immediate services to individuals who self-attest to belonging to one of these populations. AJC staff have a screening form for assistance with identifying DVOP-eligible customers. Customers recognized as DVOP eligible are referred to the DVOP specialists (when available) or another Career Center staff member for case management services.

DVOP specialists use the case management framework taught through the National Veterans' Training Institute (NVTI), which includes [...].

SDOL's LVERs conduct outreach to employers to assist veterans in gaining employment. They facilitate the employment, training, and placement services furnished to veterans in the state by 1) working with AJC management to ensure easier access to appropriate services for job-seeking veterans, and 2) assisting with both the development of statewide service delivery strategies for veterans and the education of all AJC partner staff regarding current employment initiatives and programs for veterans. In accordance with U.S.C. § 4104(f) and VPL 03-22, we submit a quarterly Manager's Report on

Services to Veterans that covers all LVERs. The report describes our compliance with federal law and regulations with respect to special services and priorities for eligible veterans and eligible persons.

SDOL's LVERs are assigned duties that promote to employers, employer associations, and business groups the advantages of hiring veterans. They advocate for all veterans served by the AJC with business, industry, and other community-based organizations by [...]. When employer outreach is accomplished by a business services team, the LVER is included as an active member of that team; when employer recruitments at the AJC may result in the hiring of veterans, the LVERs will assist.

The LVERs' typical approach to performing outreach to a new employer includes educating the employer about StateWorks' functionality, which allows employers to post positions, search for qualified veteran résumés, and establish a virtual recruiter notification for alerts about qualified veterans using the system. The LVERs explain how they can provide job referrals and offer potential job development for qualified veterans, and they provide information about the HIRE Vets Medallion program, the Work Opportunity Tax Credit, and other partner programs that encourage the hiring and retention of veterans. The LVERs also promote apprenticeship programs and facilitate the connection between the employer and SDOL's Office of Apprenticeship Training.

When made aware of an employer's job opening, the LVERs search for résumés in StateWorks and contact qualified veterans who live within commuting distance of the position, seeking to gauge each veteran's interest in a potential referral to the employer. The LVERs also inform the DVOPs and partner organizations who serve veterans of the position and the way qualified and interested veterans may be referred, and they maintain the information for future access by all JVSG staff. After a veteran is referred to an employer for a specific position or for job development, the LVER follows up with the employer to obtain outcome data and offer additional services.

Required Component d.

Demonstrate the manner in which DVOP, LVER, and consolidated DVOP/LVER staff are integrated into the state's employment service delivery system, i.e., AJCs. This demonstration should show active engagement between JVSG and other AJC staff, such as through participation in staff meetings and cross-training opportunities.

Description:

Include a description of how DVOP, LVER, and consolidated DVOP/LVER positions are integrated into the employment service delivery system. This might include activities such as:

- LVERs and business service teams collaborating to reach out to employers to present information on all programs to avoid duplicative visits.
- LVERs working with WIOA case managers to create job opportunities for veterans being case managed and trained through other WIOA one-stop partner programs.

- DVOPs sharing information with partner staff regarding available community resources they can access to better serve veterans who may not be eligible for DVOP services.

Example:

JVSG-funded staff are fully integrated into SDOL's AJC system. Veterans entering the system are assigned the level of service that they need to be successful in their employment efforts. On average, 80 percent of veterans registering with the AJC can be served through self-service and/or non-JVSG staff-assisted options (e.g., State's Job Club, Reemployment and Eligibility Assessment/Worker Profiling programs, one-on-one job search assistance). The characteristics of this 80-percent group are very similar to non-veterans served—good employment history, possession of an educational credential, labor demand skills, and desire to work. Similarly, there is a component of the AJC customer base that has employment barriers, including little or no work history; homelessness; alcohol, drug, or legal issues; lack of a high school diploma; low income; and mental or physical problems. If members of this latter group are eligible veterans or other eligible persons, they can best be served by the DVOP specialist. By focusing on fewer veterans but those with the most pronounced barriers, DVOP specialists can provide the time-intensive, quality services that this subset of veterans needs to overcome their barriers and find a job.

DVOP specialists concentrate on the delivery of individualized career services to veterans or other eligible persons with employment barriers as defined in U.S. DOL guidance using a case management approach. Subsequent guidance with additional eligibility categories will not substantially impact service delivery. In a fully integrated environment where resources are leveraged to maximize efficiency and positive outcomes, the DVOP specialist is not personally delivering all of the career services but is managing the customer toward employment based on the outcome of an assessment and employment plan. In this environment, the DVOP needs to ensure that this management is recorded in our case management system under the DVOP specialist's account. To help ensure that accountability information is recorded in a consistent manner that reflects the level of effort by the DVOP, we have created a custom tab in the case management system specifically for the DVOP specialist. Management exception reports have also been developed to identify issues in near real-time [...].

State's workforce development system recognized that a one-size-fits-all approach to labor exchange services was no longer a viable strategy for meeting the needs of job seekers and employers. [...] State Industry Partnerships will continue to be important partners in helping LVERs better understand employer requirements and help LVERs more effectively connect to employers for promoting veterans for employment.

We will conduct activities that promote job training and employment opportunities for veterans, working with partner agencies to leverage resources. These activities include Job Fairs, Veterans Information Fairs, Vocational Rehabilitation, Senior Community Service Employment Program (55+), state Workforce Development Partnership programs including Workforce Learning Link and WIOA Title II for low literate veterans, Opportunity Partnership industry supported training, STATE BUILD for veterans who are women and/or minorities, Helmets to Hardhats, Troops to Teachers, On-the-Job Training Grants, GI Bill, Tuition Waiver program for state and county college courses,

apprenticeship, and Trade Act support and training for workers dislocated due to international competition.

We work closely with other agencies such as the State Department of Military and Veterans Affairs to ensure that all staff serving veterans are aware of the myriad of resources available to veterans. Strategies include providing partner links on websites and joint participation in informational programs targeted to veterans and veteran service providers. The One-Stop Career Center is a primary point of contact for employers, non-profit agencies, educational and training institutions, and other service providers who are interested in recruiting or serving veterans. These contacts are shared with other One-Stop partners to promote linkages at the local level.

More and more employers are requesting LVER assistance to conduct veteran recruitments. A prime example of a company-specific recruitment event is the ongoing effort to recruit veterans for job openings at the Port of Water/Sea. State Shipping Association has committed to hiring military service veterans and has hired close to 200 veterans in coordination with the AJC, the American Legion, and other partners since the beginning of 2014.

Instead of organizing a multi-employer, traditional job fair, interested veterans can be pre-screened by One-Stop Career Center staff to see if they meet the minimum requirements demanded by the employer. One-Stop staff can conduct invitation-only job fairs for the employer and can help job seekers navigate pre-employment requirements, such as in the case of the port jobs, the acquisition of a Transportation Worker Identification Credential (TWIC card) from the Transportation Security Agency. Unlike traditional events, where successful employment outcomes are often anecdotal, events coordinated for single employers present a better opportunity for measuring return on investment through hiring feedback from the employer.

SDOL has a state-level Memorandum of Understanding with the U.S. DOL/VETS and the VA Veteran Readiness and Employment (VR&E) program that delineates roles and responsibilities for staff in the partner agencies. SDOL's primary roles are to provide workforce information to veterans who are entering a VR&E program and to provide priority job search assistance for those veterans who are completing their VR&E program. All partner agencies are involved in a quarterly review of VR&E customers and their progress in reaching their career goals. SDOL has designated a shared electronic mailbox to receive VR&E referrals from the VA, and oversight responsibility is shared between the JVSG program manager and a Wagner Peyser funded manager. These managers assign VR&E participants to an appropriate DVOP or other employment services specialist once the participant's eligibility and location have been determined.

DVOP specialists will provide weekly job search services, including job matching and referrals. In addition, DVOPs will engage business outreach staff to place customers by communicating characteristics of the veterans' population, such as a general sense of their skills, education, experience, and career aspirations. LVERs and non-JVSG business outreach staff will use this information to communicate the value of the labor pool more effectively to employers.

Outreach efforts are designed to engage and provide individualized career services to disabled veterans and/or veterans with employment barriers, especially homeless

veterans and the other categories defined in U.S. DOL/VETS guidance. In order to maximize services to those veterans, SDOL actively works with the following types of organizations and services:

- Veteran Service Organizations: An organization whose charter and purpose are to provide goodwill to veteran members and to serve the needs of veterans and the community at large.
- VA Outpatient Clinics: Clinics that offer comprehensive primary care and behavioral health services.
- Faith-Based Organizations: Organizations that typically deliver a variety of services to the public.
- Homeless Shelters: Shelters that are temporary residences for homeless people. Usually located in urban neighborhoods, they are similar to emergency shelters.
- Community-Based Organizations: An organization that is representative of a community or significant segments of a community and provides educational or related services to individuals in the community.
- Veteran Service Officers: Employees of the state/county who are tasked with ensuring that veterans within the state and county receive their entitled benefits.
- Supportive Service Organizations: Part of a coordinated system of services designed to help maintain the independence of the participant.
- One-Stop Career Center Personnel: Qualified professionals who can assist with obtaining employment or the training needed to meet the demands of State's workforce.
- State Division of Vocational Rehabilitation: One-Stop partner agency providing work-directed assistance to veterans with disabilities.
- Workforce Innovation and Opportunity Act Title I: One-Stop partner agency providing basic and occupational skills training to veterans.
- State and County College Network: Partner agencies providing educational credentials and job search assistance to veterans.
- Military Installations: A facility directly owned and operated by or for the military or one of its branches that shelters military equipment and personnel and facilitates training and operations.

Active referrals of veterans to and from these partner organizations are made based on pre-assessments and the assessment and employability plans developed by the DVOP specialists and other One-Stop Career Center staff. The delivery of individualized career services is often managed by the DVOP using a case management approach where the delivery of those services to the veterans is shared by the DVOP specialist and others. State developed the State Job Club to assist job seekers including veterans with workshops on job search basics, résumé writing, interviewing skills, industry-specific

seminars, using social networking and other 21st-century job search tools, and veteran-specific topics. [...]

LVERs are also responsible for facilitating employment, training, and placement services furnished to veterans in State under the One-Stop service delivery systems. VETS defines this facilitation duty as the act of capacity building within the state's employment service delivery system to ensure easier access to the appropriate employment and training services for job-seeking veterans. LVERs will play an important role in assisting with the development of the service delivery strategies for veterans in their assigned One-Stop, as well as educating all One-Stop partner staff about current employment initiatives and programs for veterans.

SDOL concentrates LVER staff efforts on targeted job-development services for veterans, particularly veterans determined to be job ready after receipt of individualized career services from a DVOP specialist. These measures will assist SDOL in enhancing existing processes and oversight to ensure DVOP specialists provide individualized career services for veterans with employment barriers, including homeless veterans, veterans with disabilities, and the other service categories listed in more recent guidance.

Required Component e.

Describe the state's performance incentive award program to encourage individuals and employment service offices to improve and/or achieve excellence in the provision of services to veterans, including:

Note: item e. is a four-part question, shown below as e.1 through e.4.

e.1. The nomination and selection process for all performance incentive awards to individuals and employment service offices;

Description:

Describe how award recipients will be nominated and selected, such as the period when nominations are open and the target date by which selections will be made each year. Identify the specific criteria to be considered, and list who will be eligible for awards in your state.

Example:

Local Workforce Development Boards will be asked to submit written nominations and include information that demonstrates exemplary services to veterans. The nomination and selection will be completed during the fourth quarter of the fiscal year. Award recipients will be selected by a review committee that is inclusive of the full spectrum of U.S. DOL employment and training-related programs and non-federal partners. This committee will review nominations and select winners based upon the general criteria of productivity and veterans' advocacy efforts. This criterion will take into consideration both objective and subjective data, including outstanding outreach on behalf of veterans who have barriers to employment, promotion of employment opportunities, program improvement, and positive feedback.

e.2. The approximate number and value of cash awards using the one-percent incentive award allocation;

Description:

The narrative must describe the planned cash incentive awards, including the amounts to be awarded to each type or category of recipient. This may include awards for individuals versus offices, different office sizes, or award “levels” such as bronze/silver/gold.

For example: A state that receives approximately \$6,000 for cash incentive awards each year might indicate that it will distribute the funds as two Silver Service Awards to two individuals for \$500 each; one Gold Star Award for \$1,000; one Platinum Success Award for \$2,000; and one Superlative Office Award to an AJC for \$2,000.

The annual allocation, number of nominees, and performance to be rewarded may vary, so the plan should include estimated number of awards and approximate values of each award. Since these are planned estimates of awards, for the example above, an acceptable variation for the actual award distribution may be one Silver for \$750, two Golds for \$1,500 each, and a Superlative Office Award for \$2,250.

Example:

Spot Awards will be used to reward those individuals that have shown excellence in the provision of services or for making demonstrable improvements in the provision of services to veterans and are valued at up to \$2,000 per award. Distinguished Awards will be used to recognize groups or offices such as local areas or teams, and these will be valued at \$2,000 to \$10,000 per award. Awards to groups or offices will be reserved for instances where most, if not all, employees in an office contribute to improving employment or training services offered and provided to veterans.

The goal is to have a combination of distinguished and spot awards in an amount that is sufficient to motivate individuals or groups to excel within their scope of responsibilities and make a marked difference in the performance and services to veterans. Ideally, each year SDOL would like to reward at least 2-4 large groups (cannot be all local areas) and several individuals (up to 10), which is dependent on the levels of each reward and the amount of the overall incentive award allocation for the year.

e.3. The general nature and approximate value of non-cash performance incentive awards to be charged to the base allocation; and

Description:

If the state’s performance incentive award plan includes any nonfinancial awards, describe the items or services to be purchased, including the estimated total amount, to be charged to the base allocation rather than the one percent incentive allocation.

For example: Continuing the example for cash performance incentive awards above, the state deems that a plaque is needed to showcase any Gold, Platinum, and Superlative Office award types. In this case, they might budget two plaques for \$75 each (one Gold and one Platinum) and one plaque for \$125 for the Superlative Office Award winner to hang in the lobby area. This is a total of \$275 to be charged to the base allocation of the grant.

Example:

The Platinum award winner would receive a plaque for their office worth \$50, and the Gold award winners will receive a plaque worth \$30 each. Since we are projecting one platinum winner and three gold winners each year, this is a total of \$140 per year to be charged to the base allocation.

e.4. Any challenges the state may anticipate in carrying out a performance incentive award program as mandated by 38 U.S.C. § 4102A(c). This should include any state laws or policies that prohibit such awards, if applicable. Describe the state's efforts in overcoming those challenges.

Description:

Per 38 U.S.C. § 4102A(c)(2)(A)(i)(III), a state must describe its performance incentive award program in its JVSG State Plan, and per 38 U.S.C. § 4102A(c)(7), a state must set aside one percent of its annual JVSG funds to make cash awards under its performance incentive award program. Accordingly, a state's performance incentive award program must provide for cash awards. If a state has laws, policies, or agreements in place that restrict or prohibit making cash awards to individual staff members, it may avail itself of the flexibility the law provides to make cash awards to employment service offices.

If a state is unable to meet those statutory requirements, they must explain the reason for this, citing the law or policy if applicable, and describe their efforts to establish a compliant performance incentive award program. These efforts should include working with their assigned Grant Officer's Technical Representative (GOTR) for technical assistance.

Example:

State is unable to use the annual performance awards (cash incentive award) funding because those funds cannot be used for the intended purpose due to regulatory restrictions. State cannot accept or distribute cash incentive awards to individuals or offices due to the following State Revised Statutes:

- SSRS 284.175 Plan for payment of classified employees: Preparation; approval; contents; regulations; recommendations to Legislature; and
- SSRS 284.180 Pay plan to set official rates applicable to all positions in classified service; overtime; workweek for certain firefighters; innovative workweeks; existing contracts of employment; report; payment for working on holiday.

State will not provide nonfinancial performance incentive awards to individuals or offices. We acknowledge that cash incentive award funds cannot be used for any other purpose and that they will be recaptured at the end of the period of performance.

We are currently working with SWA leadership to identify a way to revise these statutes so that cash awards can be distributed to offices. At this time, we hope to find a path forward within the next two years. Currently we are exploring non-cash incentives that will be paid from the base allocation. If the legislation can be changed or modified, we will request an amendment to our state plan to implement a cash incentive award program.

Required Component f.

List the performance targets for direct services to veterans provided by JVSG staff, as measured by participants':

- Employment Rate 2nd Quarter After Exit
- Employment Rate 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit

Description:

States must identify and set performance targets for specific indicators for direct services to veterans provided by JVSG staff in their JVSG State Plans. The established targets will cover veterans served by JVSG staff only. States must follow the process outlined in Attachment #4, JVSG Performance Targets TAG.

Example:

Our performance goals for participants who have been served by a DVOP are:

- Employment Rate 2nd Quarter After Exit: ##%
- Employment Rate 4th Quarter After Exit: ##%
- Median Earnings 2nd Quarter After Exit: \$#,###