



Annual Report to Congress Fiscal Year 2023

U.S. Department of Labor
Veterans' Employment and Training Service

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This report has been prepared in accordance with Title 38, United States Code (U.S.C.) §§ 4107(c), 4212(c), 4215(d), and 2021(d), as well as the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, Division O of Public Law (P.L.) 115-31.

The report describes how the various programs administered by the Department of Labor's (DOL's) Veterans' Employment and Training Service (VETS), along with its partner agencies, helped to facilitate smooth transitions to civilian employment for those serving in our military and provided continuing employment assistance for veterans, military spouses, and caregivers.



Executive Summary

The Veterans' Employment and Training Service (VETS) serves as an integrated employment, training, and compliance agency within the Department of Labor (DOL or the Department). VETS administers programs designed to address the employment, training, and job security needs of over 200,000¹ military service members who transition to civilian life each year, 8.6 million² military veterans in the U.S. civilian labor force, nearly 775,000³ Selected National Guard and Reserve members, and over 920,000³ military spouses (578,952 active duty and 344,716 Guard and Reserve spouses).

Our mission is to **prepare** America's veterans, service members, and military spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.

Our vision is to enable all veterans, service members, and military spouses to reach their full potential in the workplace. We work to achieve this vision through three agency priorities:

1. Getting the military to civilian employment transition right.
2. Leveraging partnerships to maximize employment outcomes.
3. Promoting and advancing equity, inclusion, and accessibility for underserved communities.

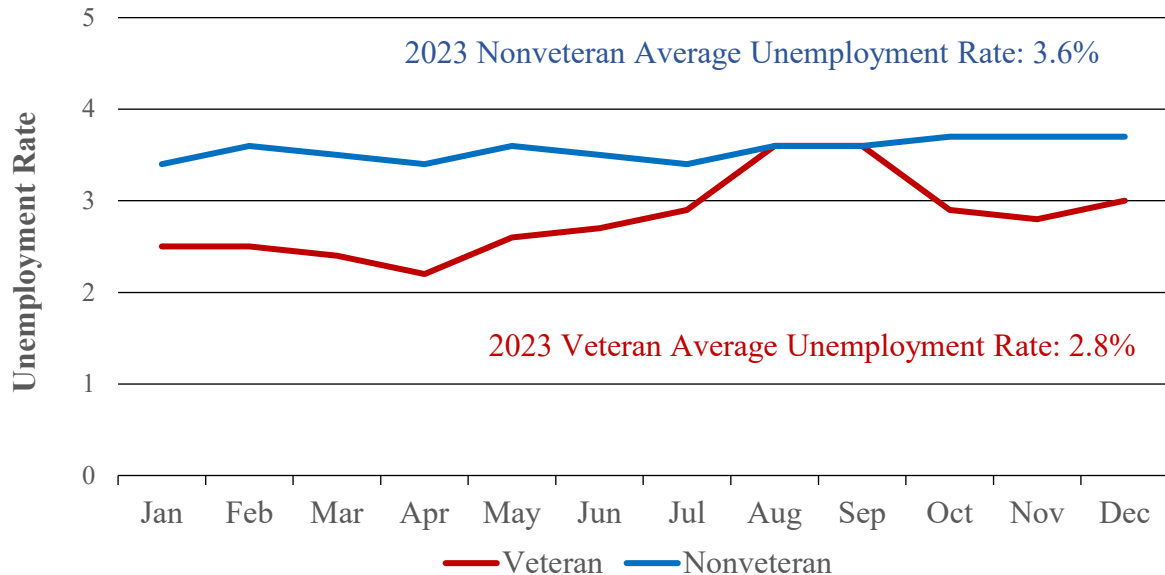
In calendar year (CY) 2023, the average veteran unemployment rate was 2.8 percent, which was lower than the average nonveteran unemployment rate of 3.6 percent.² The monthly unemployment rates for veterans and nonveterans in CY23 are illustrated in **Chart 1**.

¹ Source: Department of Defense (DOD), Improvements to the Transition Assistance Program (TAP) Congressional Report, November 2023.

² Bureau of Labor Statistics (BLS), [Civilian noninstitutional population aged 18 years and over, 2023](https://www.bls.gov/cps/cpsaat48.htm), (<https://www.bls.gov/cps/cpsaat48.htm>).

³ Military OneSource – [Demographics Profile of the Military Community](https://demographics.militaryonesource.mil/), 2022, (<https://demographics.militaryonesource.mil/>).

Chart 1. Monthly Unemployment Rates of Veterans and Nonveteran Counterparts in 2023⁴



Introduction

VETS is an integrated employment, training, and compliance agency of DOL. VETS programs contribute to the Department’s Strategic Goal 1, “Build Opportunity and Equity for All,” and Strategic Objective 1.1, “Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.”

VETS programs contribute to these goals, as reflected in our Mission Statement: “To **prepare** America’s veterans, service members, and military spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.” This annual report describes VETS’ program activities during fiscal year (FY) 2023. However, information on the workforce activities described in this report are provided either by CY, FY, or program year (PY).

- Data collected on a CY basis cover the period from January 1, 2023, through December 31, 2023, (CY2023).
- Data collected on a FY basis cover the period from October 1, 2022, through September 30, 2023, (FY2023).
- Data collected on a PY basis cover the period from July 1, 2022, through June 30, 2023, (PY2022).

⁴ BLS – [Labor Force Statistics from the Current Population Survey \(CPS\)](https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601), (https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601).

The Transition Assistance Program

Program Overview

The Transition Assistance Program (TAP) provides training, resources, and assistance to separating and retiring service members on active duty, Guard, Reserve, and their spouses (participants), as defined in 10 U.S.C. § 1144. TAP is a cooperative effort by DOL, the Department of Defense (DOD), the Department of Education (ED), the Department of Veterans Affairs (VA), the Department of Homeland Security (DHS), the Small Business Administration (SBA), and the Office of Personnel Management (OPM). VETS administers a portion of the TAP curricula as a required component of the program, both domestically and at overseas installations, providing job preparation and employment resources to assist participants entering the civilian workforce. The number of TAP courses provided is based on the requirements of the Armed Services.

Benefits and Services

Mandatory Workshop

The DOL Employment Fundamentals of Career Transition (EFCT) workshop is standardized so all participants receive the same high-quality instruction. In accordance with the National Defense Authorization Act (NDAA) of FY19, the EFCT is the mandatory one-day course of instruction for employment preparation. The workshop is designed to lay the foundation for the transition from military to civilian life. The one-day workshop introduces the essential tools and resources needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process.

Elective Workshops

In addition to the EFCT workshop, DOL also provides two elective workshops: the DOL Employment Workshop (DOLEW) and the Career and Credential Exploration (C2E) workshop. The DOLEW is a comprehensive two-day workshop that covers emerging best practices in career employment, including in-depth training to assist participants in developing interview skills, building effective resumés, and using emerging technology to network and search for employment. The C2E workshop offers participants a unique opportunity to complete a personalized career development assessment of their occupational interests and abilities. Participants are guided through a variety of career considerations, including labor market projections, educational opportunities, apprenticeship opportunities, certification requirements, and licensure requirements.

Special Population Workshops

Transition Employment Assistance for Military Spouses

In FY23, VETS provided Transition Employment Assistance for Military Spouses (TEAMS) curricula workshops to military spouses and caregivers who were also affected by a service member's transition out of the military. TEAMS assists military spouses in their career endeavors with training on employment essentials tailored to their unique circumstances. Based on the growing awareness of TEAMS in FY23, VETS realized a significant increase in demand for workshops and participation over FY22. A total of 2,075 participants attended 398 separate TEAMS workshops, which included the following eleven courses:

- Marketing Me
- Career Credentialing
- Resumé Essentials
- Your Next Move
- Federal Hiring
- Interview Skills
- LinkedIn Basic Profiles
- LinkedIn Job Searches
- Salary Negotiating
- Flexible Job Options (New)
- Federal Hiring Strategies (New)

In the last quarter of FY23, VETS developed a one-hour Federal Hiring Strategies seminar for Amplify events. Amplify is an intensive career development program for military spouses provided by the Hiring Our Heroes U.S. Chamber of Commerce Foundation. VETS provided the Federal Hiring Strategies seminar in August and September to 114 military spouses who attended Hiring Our Heroes events.

For more detailed information about the individual courses offered, visit the [TEAMS website](https://www.dol.gov/agencies/vets/programs/tap/teams-workshops) (<https://www.dol.gov/agencies/vets/programs/tap/teams-workshops>).

Wounded Warrior and Caregiver Employment Workshop

In FY23, VETS provided a self-paced, fully accessible online curriculum designed specifically to address the employment needs of wounded, ill, and/or injured transitioning service members, those going through the Integrated Disability Evaluation System (IDES) process, and their caregivers. The Wounded Warrior and Caregiver Employment Workshop (WWCEW) offers an adaptation of the DOL one-day EFCT mandatory workshop and replaces that mandatory workshop for these service members. The online curriculum is provided through the DOD Transition Online Learning system and offers live, facilitator-led discussion and activity sessions to solidify the ideas presented in the modules and provide participants with an opportunity to ask questions. In FY23, over 15,700 individuals completed the self-paced online modules.

Pilot Programs

Employment Navigator and Partnership Pilot (Now a DOL TAP Program of Record)

In FY23, VETS continued the Employment Navigator and Partnership Pilot (ENPP) at select military installations worldwide. Based on positive responses from the military services, VETS scaled up ENPP, adding 11 installations for a total of 30 sites at the close of FY23. Employment Navigators (EN) provide personalized, one-on-one career support services to transitioning service members and their spouses to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

During the pilot phase, VETS successfully provided EN services to transitioning personnel. Based on survey results, 96 percent of EN clients said they are likely or extremely likely to recommend EN services to a friend or colleague, and 98 percent said their interaction with a partner organization met or exceeded expectations. Initial analysis of employment outcome data received from the National Directory of New Hires (NDNH) indicates EN services had a positive impact on those receiving services. Contingent on the availability of funding, VETS plans to expand EN services to additional installations through collaboration with DOD.

An important ENPP component is the partner organizations. In FY23, VETS reviewed and approved 11 new ENPP non-governmental organizations and now conducts the program with a total of 44 partners. The program leverages the employment and training resources and expertise available from these approved governmental and non-governmental partners to provide the following services: apprenticeship opportunities, digital matching, employment mentorship, employment networking, hiring events, placement services, referrals to employment opportunities, training services, and wraparound services.⁵ ENs are available to assist participants, both virtually and in-person, from the earliest stage of their transition during pre-separation through their separation from military service. Partners continue to assist service members after their separation.

Transition Assistance Program Employment Navigation System

Beginning in FY21, VETS and the Department's Office of the Chief Information Officer (OCIO) collaborated to procure and develop a client management system for ENPP. The TAP Employment Navigator System (TENS) is a Salesforce-based platform used to assist ENs in managing the service members they are helping during the program. The TENS minimum viable product (MVP) went live in the first quarter of FY22 (December 2021). VETS continued to build out the MVP during FY22.

⁵ Wraparound services may include medical support, legal counsel, job search and/or placement services, housing support, financial assistance, entrepreneurship training, and education and training assistance.

TENS allows for ease of client management, tracking of services provided, referral to partner organizations, and tracking of outcome data. In FY23, VETS continued to develop added functionality for the system.

Off-Base Transition Training Pilot

In January 2021, the President signed the Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020 (P.L. 116-315). Section 4303 directed DOL to provide TAP to veterans and their spouses at locations other than active military installations for a period of five years to improve employment-related outcomes in areas with high veteran unemployment.

VETS conducted deliberate planning for pilot implementation. The agency assigned a temporary federal project lead and identified the initial five pilot states (California, Massachusetts, North Carolina, Pennsylvania, and Texas). Pilot state selection was based on the most recent available Bureau of Labor Statistics (BLS) data, for CY19, with the determining factors being the five states with the highest rates of veteran unemployment and usage of Unemployment Compensation for Ex-Service Member (UCX) benefits. VETS modified the TAP Services contract to support the pilot, and the vendor began development of the modular pilot curriculum.

In FY23, the Off-Base Transition Training (OBTT) pilot continued with its second year of operations. The OBTT pilot was expanded within the 5 initial states listed above, including 6 more in-state locations, for a total of 15. In the fourth quarter of FY23, OBTT added 10 locations in 5 additional states (Colorado, Illinois, Nevada, New York, Oregon), bringing the total to 25 locations. For additional information and context, see the Off-Base Transition Training Pilot Annual Report to Congress – FY2023 (Note: VETS will add in the updated hyperlink once the FY23 OBTT report is finalized).

In FY23, based on requests from stakeholders and participants, VETS added 3 one-hour workshops (Job Fair Strategies and On-the-Spot interviews, Networking and Professional Introductions at Job Fairs, and Federal Hiring Overview) to the original 10, totaling 13 workshops tailored specifically for veterans based on modularized versions of topics covered in the standard TAP curriculum. The option of virtual workshops helped meet the needs of participants who were unable to attend in-person training. A contracted Employment Resource Coordinator (ERC) was placed in each metropolitan area to coordinate and schedule classroom training with partner organizations.

For more detailed information about individual workshops offered, visit the [OBTT website](https://www.dol.gov/agencies/vets/programs/tap/off-base-transition-training) (https://www.dol.gov/agencies/vets/programs/tap/off-base-transition-training)

Funding

Funding for TAP is appropriated from the Unemployment Trust Fund. In FY23, the program appropriation totaled \$34,379,000. Of this amount, \$28,993,142 was obligated to VETS' TAP contracts, \$4,354,488 was obligated for data systems, material printing and distribution, and program support, and \$1,031,370 was transferred to Federal Administration.

Accomplishments and Performance

In FY23, DOD, DOL, VA, and SBA, along with other interagency partners, collected and analyzed survey results regarding participants' satisfaction with the TAP curricula and delivery methods. Survey results indicated 97 percent of participants would use what they learned in their own transition planning, and 95 percent reported that the EFCT workshop enhanced their confidence in transition planning.

TAP course administrators tabulate and report the number of participants in all three DOL-sponsored workshops, both domestic and international, which are provided in **Tables 1, 2, and 3** below. **A separate row is included in each table to report the number of participants who were military spouses.**

Employment Fundamentals of Career Transition Workshop

As displayed in **Table 1**, DOD's demand for EFCT activity declined slightly between FY22 and FY23 following the post-pandemic recovery. In addition to workshops delivered in the continental United States, VETS currently delivers EFCT workshops at sites in Bahrain, Belgium, Cuba, Germany, Greece, Guam, Italy, Japan, Korea, the Netherlands, Portugal, Qatar, Romania, Spain, Turkey, and the United Kingdom.

Table 1. Employment Fundamentals of Career Transition Workshops and Participants, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Workshops	6,052	5,815	-4%
Participants	149,229	148,560	-0.4%
Military Spouses	640	979	+53%

DOL Employment Workshop

Table 2 displays the number of participants in the DOLEW for FY23, based on DOD demand.

Table 2. DOL Employment Workshops and Participants, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Workshops	4,586	4,279	-7%
Participants	82,253	78,473	-5%
Military Spouses	387	575	+49%

Career and Credential Exploration Workshop

Table 3 displays the C2E workshop activity and participant count for FY23, based on DOD demand.

Table 3. Career and Credential Exploration Workshops and Participants, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Workshops	1,115	1,066	-4%
Participants	15,341	15,951	+4%
Military Spouses	74	96	+30%

Transition Employment Assistance for Military Spouses

Table 4 displays the TEAMS workshop activity and participant count for FY23.

Table 4. Transition Employment Assistance for Military Spouses, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Workshops	270	398	+47%
Participants	1,203	2,075	+72%

Wounded Warrior and Caregiver Employment Workshop

Table 5 displays the WWCEW workshop activity and participant count for FY23, based on DOD demand.

Table 5. Wounded Warrior and Caregiver Employment Workshops and Participants, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Participants	17,000	15,720	-8%

Employment Navigator and Partnership Pilot

Table 6 displays the ENPP activity and participant count for FY23.

Table 6. Employment Navigator and Partnership Pilot Participants, Fiscal Years 2022-2023

Category	FY22	FY23	Difference
Participants	5,369	5,747	+7%
Military Spouses	340	383	+13%

Off-Base Transition Training Pilot

Table 7 displays the OBTT pilot activity and participant count for FY23, based on DOD demand. 2022 data was collected and reported on a CY basis, in 2023 participant data was shifted to fiscal year to align with all other TAP programs. Based on this reporting shift, FY23 participant information includes an overlap of 683 participants from CY22.

Table 7. Off-Base Transition Training Participants, Years 2022-2023

Category	CY22	FY23	Difference
Participants	2,266	6,317	+179%

Program Management and Integrity

In January 2023, VETS implemented revised EFCT and DOLEW curricula. The revised EFCT is a true “fundamentals” workshop focused on the “**what**” of career transition. The revised DOLEW focuses on the “**how**” of career transition. Throughout FY23, VETS revised the C2E curriculum, incorporating resumé creation and a program comparison chart for participants to use in evaluating *Study and Learn* and *Earn and Learn* opportunities. The revision process incorporated extensive input from curriculum and instructional design subject matter experts, two years of annual facilitator surveys, DOD Transition Assistance Participant Assessment (TAPA) results, TAP vendor assessments, and VETS field staff feedback. In January 2024, VETS implemented the revised C2E curricula. In revising TAP curricula, VETS continuously reviews TAP training provided by DOD to reduce the perceived duplication of topics.

TAP Data Analytics

In FY16, VETS began daily data transfer from the Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI) to gain a better understanding of transitioning service members to assist VETS to better serve them. In FY23, VETS completed data-sharing agreements with DMDC and the U.S. Department of Health and Human Services (HHS) to merge VDEI data with wage information from NDNH to understand employment-based outcomes for TAP participants. In FY22, VETS worked with DOL’s OCIO to upgrade the information technology (IT) system required to receive, store, and analyze the merged data. VETS and OCIO completed the system upgrade in the first quarter of FY23 and successfully conducted three quarterly file transfers.

Merging the two data sources allows VETS to analyze the a) correlation between military occupation and employment status; b) correlation between employment status, timing, and number of TAP courses taken; c) overall percentage of TAP participants becoming employed and wages earned (similar to Workforce Innovation and Opportunity Act [WIOA] metrics); and d) employment status broken down by age, race, ethnicity, and other demographic characteristics. VETS finalized initial

NDNH-related analysis at the end of FY23. VETS identified preliminary NDNH employment outcomes, including wages, to track in FY24 and will seek to establish a baseline year to fine-tune the measurement tools and ensure accuracy.

ENPP Research Projects

In FY23, VETS continued or completed the following research projects to evaluate the ENPP pilot:

- **VETS Employment Navigators Evaluation:** The goal of this evaluation is to understand how ENs provide support to transitioning service members to help them find employment faster and obtain higher wages. It also will include a feasibility study for an impact evaluation. The study will examine the elements (if any) that distinguish a VETS EN from other case management support to veterans, including supports from Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. This evaluation began in FY22 and will last five years.
- **TAP Evaluation and Employment Navigation (TEEN) Study:** The goal of this project is to combine three data sources: 1) armed forces administrative data from the VDEI with DOD; 2) navigator's data from VETS' TENS; and 3) employment data from the NDNH. The data obtained from combining these data sources will allow DOL to analyze the challenges faced by separated and retired service members. More specifically, these data will help VETS better understand 1) the employment outcomes of the TAP initiative and 2) the role of ENs on employment outcomes for transitioning service members. As is noted above, VETS worked with DOL's OCIO to make necessary improvements to its IT system to enable the receipt, storage, and analysis of this data; the system upgrade was completed in the first quarter of FY23. As previously mentioned, VETS finalized initial NDNH-related analysis at the end of FY23 and in FY24 VETS will seek to establish a baseline year to fine-tune the measurement tools and ensure accuracy.
- **VETS TAP Employment Navigator Formative Study:** The goal of this formative study was to examine the implementation of the ENPP. The study was conducted in two stages: 1) an examination of the first six months of the pilot, and 2) an examination of the last six months of the pilot and variation across pilot sites. The data sources for this study included interviews and focus groups with stakeholders, performance data, and a survey of participants. The final report was completed in FY23.

Diversity, Equity, Inclusion, and Accessibility (DEIA) Efforts

In FY22, VETS implemented the TEAMS and WWCEW transition workshops specifically to address the employment-related needs of military spouses and transitioning service members undergoing medical separation or retirement. In FY23, due to greater awareness of TEAMS among the military installations, there was a significant increase in demand for workshops

and participation. Additionally, VETS developed a one-hour Federal Hiring Strategies workshop for TEAMS and collaborated with Hiring our Heroes to offer it during their military spouse career development seminars. Also, the implementation of the NDNH data-sharing agreements will allow VETS, for the first time, to capture demographic breakout information for numerous categories of transitioning service members.

Challenges

VETS overcame multiple challenges in FY22 and FY23 to complete all data-sharing agreements and to start upgrading agency IT systems to receive, store, and analyze NDNH data. These efforts will allow VETS to capture outcome data for transitioning service members and military spouses for the first time.

Jobs for Veterans State Grants and the Public Workforce System

Program Overview

VETS collaborates with DOL's Employment and Training Administration (ETA) to serve veterans through the public workforce system, which supports economic growth by providing workers and employers important resources to maximize employment opportunities. The Jobs for Veterans State Grants (JVSG) program, authorized under 38 U.S.C. § 4102A(b), provides VETS' main integration point, offering employment and training services through state workforce agencies nationwide. The JVSG program assists veterans with significant barriers to employment and other eligible individuals in their transition to employment and assists employers in filling their workforce needs with job-seeking veterans.^{6,7}

The workforce system operates through a nationwide network of over 2,250 American Job Centers (AJC) that provide services funded and coordinated by DOL, state and local governments, and other federal partners. In PY22, more than 2.3 million Americans, including nearly 134,000 veterans and 3,100 military spouses, received employment assistance through an AJC.⁸ This assistance may include job search services, career planning and counseling, and job training.

Benefits and Services

Through the JVSG program, VETS provides funds to states to support three types of staff positions: Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, and Consolidated DVOP/LVER positions, who perform the functions of both DVOP specialists and LVER staff. States provide funding allocation plans to improve services and outcomes. These plans include strategies for reaching populations of eligible veterans throughout the state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions.

⁶ In addition to veterans with significant barriers to employment, all Vietnam-era veterans and veterans aged 18-24 are eligible to receive services from a DVOP specialist. See [Veterans' Program Letter \(VPL\) 03-19](#), Designation of Additional Populations Eligible for Services from Disabled Veterans' Outreach Program Specialists (February 7, 2019) (<https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/veterans-program-letter-03-19.pdf>).

⁷ In the Consolidated Appropriations Act, 2015, P.L. 113-235, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in TAP and have been identified as in need of intensive services; members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or wounded warrior transition units; and a spouse or other family caregivers of the wounded warrior.

⁸ Source: WIOA state reporting for the Wagner-Peyser Employment Service; data for quarter ending June 30, 2023.

Disabled Veterans' Outreach Program Specialists

The primary duty of DVOP specialists is to provide individualized career services (ICS) to eligible program participants. ICS are designed to 1) mitigate an individual's barriers to employment through comprehensive and specialized assessments of skill levels and needs; 2) develop an individual employment plan, including group and individual career counseling and planning; and 3) provide short-term instruction to augment skills development, such as interview and communication skills. DVOP specialists may be located at AJCs or co-located with other service providers, such as VA and DOD Transition Assistance offices.

Local Veterans' Employment Representative Staff

LVER staff promote veteran hiring through outreach activities that build relationships with local employers. The goal is to connect employers across the country with career-ready veterans. LVERs must be members of a state's business service team. LVERs coordinate with DVOP specialists and other AJC staff to transition veteran clients seamlessly into appropriate employment in their local community.

Consolidated DVOP/LVER Positions

VETS approves requests for consolidated DVOP/LVER positions to offer states flexibility to promote a more efficient administration of services to veterans with a particular emphasis on services to disabled veterans without hindering the provision of services to veterans and employers.

Funding

Funding for JVSG is appropriated from the Unemployment Trust Fund. In FY23, the program's appropriation increased for a second straight year, totaling \$185 million. Of this, \$176,196,055 was requested by and obligated to states, \$3,244,945 was obligated for data systems and contract support, and \$5,550,000 was reallocated for VETS priorities. These reallocated funds were used for several Federal Administration services that include Information Technology Web support, federal personnel compensation and benefits, Uniformed Services Employment and Reemployment Rights Act (USERRA or the Act) case management system and call center support, as well as veterans' outreach activities.

The \$9 million difference between the appropriation level and the amount obligated to states was caused predominantly by continuing pandemic-related impacts that began in FY20. The pandemic interfered with states' ability to maintain complete staffing levels to execute their JVSG programs, which led to a high level of vacancy savings since grant funds must primarily be used for staffing. Therefore, states requested to return to VETS nearly \$5.4 million of their allocated FY23 funding that they anticipated being unable to use within the grant's period of performance. More than half of the returned funds (over \$3 million) were then redistributed to other states to support special initiatives or to offset projected funding shortfalls.

VETS calculates projected allocations to each state six months before the beginning of each fiscal year based on the current appropriation level to give states time to project their staffing levels for the next year. The FY23 appropriation level increase of \$2 million was unknown until several months after the annual awards were issued. VETS encouraged states to apply for additional funding to support special initiatives such as outreach to rural veterans and Native American veterans in their states.

Accomplishments and Performance

Priority of Service for Veterans in the Workforce System

Section 2 of the Jobs for Veterans Act (JVA) of 2002, as codified in 38 U.S.C. § 4215, established “Priority of Service” for veterans in DOL-administered job training programs. Under this authority, veterans and eligible spouses⁹ receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies to both program participation and access to the full range of services offered by each DOL-funded program.

Veterans’ Participation Rates for Program Year 2022

In CY23, veterans made up 5.2 percent of the civilian labor force aged 18 and over.¹⁰ As displayed in **Table 8**, data for PY22 indicate that ETA’s employment and training programs under WIOA and the Wagner-Peyser Act served nearly 134,000 veterans among 2.3 million total participants at AJCs; this represents a 5.7 percent share of participants who are veterans. The table displays the number of veterans served by several ETA workforce programs.¹¹

⁹ See [38 U.S.C. § 4215](#), “Priority of service for veterans in Department of Labor job training programs,” for more on the definition of eligible spouses (<https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title38-section4215&num=0&edition=prelim>).

¹⁰ [BLS Website](#) (<https://www.bls.gov/cps/cpsaat48.htm>).

¹¹ Some programs and states co-enroll participants to ensure integrated service delivery to job seekers. Due to the high levels of co-enrollment, the total number of people served in the Wagner-Peyser Employment Service is the recommended representation of the total individuals served in the workforce system.

Table 8. Program Year 2022 Participation in Department of Labor/Employment and Training Administration Programs

PY22 DOL/ETA Programs	Number of Veteran Participants*	Total Number of Participants**	Veterans as Percentage of Participants
Wagner-Peyser Employment	133,817	2,350,792	5.7%
WIOA Adult	14,221	303,171	4.7%
WIOA Dislocated Worker	10,634	213,943	5.0%
WIOA Youth	314	132,530	0.2%
National Dislocated Worker	1,793	27,578	6.5%

Sources: Program data derived from ETA reporting systems, which track participation levels and services offered to participants. Individuals were counted only once per PY, per program. The data for PY22 programs are for the period of July 1, 2022, to June 30, 2023. Data are based on PY22, Q4 WIOA Performance Records via the Workforce Integrated Performance System (WIPS).

* Based on the DOL definition of “veteran” for purposes of providing priority of service ([Training and Employment Guidance Letter \[TEGL\] 10-09](#)). Total participants do not account for co-enrollment in multiple programs.

** Note that these counts only include participants. Information on veteran status of reportable individuals by program is not available for PY22.

Primary Indicators Used to Evaluate Performance

JVSG utilizes three primary performance indicators defined by WIOA:

- **Employment Rate 2nd Quarter After Exit:** The percentage of participants served who are employed in the second quarter after exit from the program.
- **Employment Rate 4th Quarter After Exit:** The percentage of participants served who are employed in the fourth quarter after exit from the program.
- **Median Earnings 2nd Quarter After Exit:** The median (mid-point) value of all quarterly wages earned by participants in the second quarter after exit.

Table 9. Jobs for Veterans State Grants Performance Outcomes, Program Years 2021-2022

Performance Metric	PY21	PY22	Difference
Employment Rate 2 nd Quarter After Exit ¹²	53.5%	58.4%	+4.9 percentage points (pp)
Employment Rate 4 th Quarter After Exit ¹³	51.9%	56.6%	+4.7 pp

¹² Participants who exited the program between July 1, 2021, and June 30, 2022, with reportable wages during January 1, 2022, to December 31, 2022.

¹³ Participants who exited the program between January 1, 2021, and December 31, 2021, with reportable wages during January 1, 2022, to December 31, 2022.

Performance Metric	PY21	PY22	Difference
Median Earnings 2 nd Quarter After Exit ¹⁴	\$7,998	\$8,784	+\$786

Jobs for Veterans State Grants Services for Participants

In PY22, DVOP staff served 44,674 participants¹⁵ with over 93 percent receiving ICS. **Table 10** displays DVOP-Served Participant Statistics.

Table 10. Disabled Veterans’ Outreach Program-Served Participant Statistics¹⁶

Population or Sub-Population	PY21	PY22	Difference
All Veterans	43,520	44,674	+1,154
Disabled Veterans	26,575 (61%)	27,386 (61%)	0 pp
Low-income Veterans	18,345 (42%)	19,355 (43%)	+1 pp
Women Veterans	7,668 (18%)	7,752 (17%)	-1 pp
Homeless Veterans	6,614 (15%)	7,234 (16%)	+1 pp
Justice-involved Veterans	3,646 (8%)	3,986 (9%)	+1 pp
Veterans with no high school diploma or equivalent certificate	832 (2%)	833 (2%)	0 pp
Recently separated service member that is long-term unemployed	556 (1%)	535 (1%)	0 pp

Weighted Outcomes

The JVSG program utilizes a weighted entered employment rate (EER) metric to measure the outcomes of incentivizing ICS given to veteran participants, as required under the JVA, 38 U.S.C. § 4102A(f). This weighting incentivizes case managers to provide higher proportions of ICS to veterans with significant barriers to

¹⁴ Participants who exited the program between July 1, 2021, and June 30, 2022, with reportable wages during January 1, 2022, to December 31, 2022.

¹⁵ This figure represents the unduplicated participant count of veterans and eligible persons served by DVOP specialists, as reported in WIPS. Data is as of June 30, 2023.

¹⁶ The categories in Table 10 include overlapping data because a veteran may be counted in more than one category (e.g., a veteran could be categorized as both a woman veteran and a homeless veteran). Veterans are identified under these categories during the initial intake process at AJCs. Definitions for various categories can be found in [VPL 03-14](https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/VPL-03-14.pdf), Jobs for Veterans State Grants (JVSG) Program Reforms and Roles and Responsibilities of American Job Center (AJC) Staff Serving Veterans (April 10, 2014) (<https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/VPL-03-14.pdf>) and [VPL 03-14, Change 2](https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/VPL-03-14-Change-2.pdf), Expansion and Clarification of Homeless Definition as a Significant Barrier to Employment (February 11, 2015) (<https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/VPL-03-14-Change-2.pdf>) or the most recent guidance on the subject. For definitions that refer to WIA, see the corresponding definitions in WIOA sec. 3, 29 U.S.C. § 3102.

employment. ICS are designed to lead to better employment outcomes, and the weighted measure incentivizes this behavior within the state workforce system.

For the EER metric, weighting is limited to veterans who enter employment after receiving ICS. A veteran who receives ICS through the JVSG program receives a value (weight) of 1.25, while all other participants receive a weight of 1.0 when calculating individual performance outcomes. This means that the successful employment outcomes of four veterans who received ICS will generate the same credit as the successful employment outcomes of five veterans who did not receive ICS. When calculating the weighted EER, a higher proportion of veterans who enter employment after receiving ICS to those that did not, will result in a greater positive difference between the weighted and unweighted EERs.

In PY22, 93 percent of all participants received ICS from DVOP specialists, which is 1 percent less than the PY21 percentage. However, the slightly reduced percentage of participants receiving ICS in PY22 was offset by the employment outcomes as the weighted EER increased by 6.9 percentage points and the unweighted EER increased by 5.4 percentage points. **Table 11** shows a comparison between weighted and unweighted JVSG EERs for the past two PYs.

Table 11. Weighted and Unweighted Entered Employment Rates for Veteran Participants Served by a Disabled Veterans’ Outreach Program Specialist

Entered Employment Rate (EER)	PY21	PY22	Difference
Unweighted: Number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY*	27,969	28,013	+44
Unweighted: Number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit**	14,474	16,005	+1,531
Unweighted: Entered employment rate***	51.8%	57.1%	+5.4 pp
Weighted: Number of veterans who were unemployed at program entry who received ICS and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit	13,854	15,483	+1,629

Entered Employment Rate (EER)	PY21	PY22	Difference
Weighted: Number of veterans who were unemployed at program entry who did not receive ICS and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit	620	522	-98
Weighted: Total number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit	17,938	19,876	+1,938
Weighted: Entered employment rate****	64.1%	71.0%	+6.9 pp

*Exiters

- PY21 Exiters: The number of veterans who were unemployed at program entry and exited the program between October 1, 2020, and September 30, 2021.
- PY22 Exiters: The number of veterans who were unemployed at program entry and exited the program between October 1, 2021, and September 30, 2022.

**Entered Employment

- PY21 Entered Employment: The number of veterans who were unemployed at program entry who exited the program between October 1, 2020, and September 30, 2021, and were employed in the first quarter after the exit beginning January 1, 2021, to December 31, 2021.
- PY22 Entered Employment: The number of veterans and other eligible persons who were unemployed at program entry who exited the program between October 1, 2021, and September 30, 2022, and were employed in the first quarter after the exit beginning January 1, 2022, to December 31, 2022.

*** Unweighted EER calculation: The number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit divided by the number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY. PY22: 16,005 divided by 28,013 = 57.1 percent.

**** Weighted EER calculation: The weighted number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY who entered employment within the first quarter after exit divided by the number of veterans who were unemployed at program entry and exited the program between October 1 and September 30 of the PY. PY22: 15,483 multiplied by 1.25 is 19,354, plus 522 is 19,876, divided by 28,013 = 71.0 percent.

Program Management and Integrity

Development and Training for Disabled Veterans' Outreach Program Specialists and Local Veterans' Employment Representative Staff

Quality training is essential to DVOP and LVER success. As required by 38 U.S.C. § 4102A(c)(8)(A), as amended by the Veterans' Benefits Act of 2010, P.L. 111-275 § 103, all newly hired DVOP specialists and LVER staff are required to satisfactorily complete JVSG training delivered by the National Veterans' Training Institute (NVTI) within 18 months after their date of employment. NVTI provides this training through a competitively awarded contract. In FY23, 323 of the 339 newly hired JVSG state staff (93 percent) completed the required JVSG core courses (four courses for DVOPs and LVERs, five courses for Consolidated DVOP/LVER positions) within 18 months after their employment began. The typical newly hired JVSG staff member completes their core course an average of three months after the date of hire. NVTI developed three separate journey maps to provide recommended timelines for students to stay up to date on their professional development. The maps not only highlight a pathway for JVSG staff to accomplish their required training before the 18-month requirement but also include links to a variety of learning opportunities, such as courses, microlearning, podcasts, and webinars. The journey maps also highlight resources on [NVTI.org](https://www.nvti.org/) (<https://www.nvti.org/>) that are useful to each role.

Disabled Veterans' Outreach Program Specialists and Local Veterans' Employment Representative Staff and Funding Levels

VETS awards JVSG funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands. The formula, governed by 38 U.S.C. § 4102A(c)(2) and 20 C.F.R. Part 1001 Subpart F, is based on the following factors:

- The number of unemployed individuals in the general population in each state compared with the total number of unemployed individuals in the general population across all states; and
- The number of veterans in the civilian labor force in each state compared with the total number of veterans in the civilian labor force across all states.

In accordance with the JVA, 38 U.S.C. § 4102A, states may determine the ratio of DVOP specialists and LVER staff based upon local economic conditions and a state's plan for meeting the employment service needs of the program's target population.

Table 12 provides FY22 and FY23 funding and staffing levels for DVOP specialists, LVER staff, and Consolidated DVOP/LVER position staff.¹⁷

¹⁷ Funding amounts and projected staffing: FY23 JVSG Annual Funding Application (AFA) requests. Actual positions supported: FY23, Q4 JVSG Expenditure Detail Report (EDR).

Table 12. Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representative Staff Funding¹⁸

Staff Funding	FY22	FY23	Difference
DVOP Specialist Staff			
DVOP funding	\$105,205,716	\$94,917,727	-9.8%
Projected DVOP staffing	1,101	1,020	-7.4%
Actual DVOP positions supported	942	915	-2.9%
Average cost per position	\$103,713	\$105,013	+1.3%
LVER Staff			
LVER funding	\$56,891,494	\$43,368,977	-23.8%
Projected LVER staffing	553	410	-25.9%
Actual LVER positions supported	427	374	-12.4%
Average cost per position	\$122,924	\$112,884	-8.2%
Consolidated Position Staff			
Consolidated funding	\$11,578,514	\$13,287,932	+14.8%
Projected Consolidated staffing	126	141	+11.9%
Actual Consolidated DVOP/LVER positions supported	108	116	+7.4%
Average cost per position	\$104,168	\$107,937	+3.6%
Total JVSG Staff			
Total funding	\$173,675,724	\$151,574,636	-12.7%
Projected staffing	1,780	1,571	-11.7%
Actual positions supported	1,477	1,405	-4.9%
Average cost per position	\$117,587	\$107,882	-8.3%

The apparent total amount of funding for JVSG staff decreased in FY23 by \$22 million because of a policy change that reveals the amount of JVSG funding that states use for management and administrative (M&A) costs. Funding for supervision, management, and administrative assistance for JVSG staff is a reasonable and necessary JVSG expense, and VETS historically allowed states to charge those reasonable expenses to their LVER programs. They also reported managers and supervisors as LVER staff. States had no other way to report manager, supervisor, and administrative staff salaries, benefits, and other costs.

However, the statute that establishes the roles and responsibilities of LVERs does not include those duties. Initially, when VETS directed states to include managers with

¹⁸ The funding amounts represent allocations based on the projected staffing estimates in states’ AFA requests. See VPL 03-23 for more information on AFA requests for JVSG. The results in this table reflect updated figures and may not align with those contained in the Congressional Budget Justification, which included best estimates at the time drafted.

their LVER cohort, it was the only possible way to account for these costs due to the separate funding streams for DVOP and LVER staff. With programmatic changes over the years, it is now possible for states to report these M&A costs separately. VETS does not require states to report the number or nature of those funded positions. The notable decrease in staffing between FY22 and FY23 illustrated in **Table 12** is largely due to this change in policy, which required states to report their M&A costs separately beginning in FY23.

This change prevents the artificial inflation of the number of LVER staff funded by the grant. More importantly, it also will allow VETS to more closely examine the amount of funding states allocate to the administrative and overhead costs for operating their JVSG programs. Now that the M&A costs are clearly reported, VETS will have the opportunity to establish parameters and limitations that result in a higher percentage of JVSG funding being used directly for JVSG staff salaries and benefits.

Disabled Veteran Program

The Disabled Veteran Program researches and seeks to address the high unemployment and low labor force participation rate of veterans with service-connected and non-service-connected disabilities. The Disabled Veteran Program seeks to build evidence on how to increase employment and advancement opportunities for veterans with disabilities by working with federal, state, and private partners to promote the hiring of veterans with disabilities, improve coordination of available employment services and supports, and identify and share employment best practices for hiring, retaining, and advancing veterans with disabilities in the workforce.

Implementing a Uniform National Threshold Veterans Entered Employment Rate

The JVA amended 38 U.S.C. § 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulation, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to assess states' performance in helping veterans meet their employment needs. To establish this UNTEER, data were compiled from each state using participant services funded from either the Wagner-Peyser Employment Service or JVSG. In Veterans' Program Letter ([VPL 03-15](#)), VETS defined "Entered Employment" as "of those participants who were unemployed at time of initial participation, the percentage of those who were subsequently employed in the first quarter after program exit." UNTEER requires the use of this definition. The UNTEER calculation methodology includes eligible veterans and other eligible persons who were 1) served by either JVSG or Wagner-Peyser participants, 2) unemployed at program entry, and 3) exited without an "other reason" for exit within the WIOA-aligned four-quarter timeframe.

The UNTEER for veterans for PY22 was set at 52.4 percent, 90 percent of the national entered employment rate of 58.2 percent. Full [UNTEER results](#) are available online (<https://www.dol.gov/agencies/vets/programs/grants/state/jvsg/unteer>).

Incentive Award Analysis

Under 38 U.S.C. §§ 4102A and 4112, as amended by the JVA, VETS provides funds for performance incentive awards to be administered by states to recognize quality employment, training, and placement services for veterans. One percent of a state's total JVSG PY grant allocation is reserved for the following:

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

States use these incentive funds to provide cash awards to individual staff recipients or employment service offices per their VETS-approved JVSG State Plan's¹⁹ incentive award description. States also may provide nonfinancial awards using funds from the JVSG base allocation, i.e., the remaining 99 percent of the grant that does not include set-aside incentive funds.

In FY23, the incentive allocation for all states totaled \$1,787,013 for staff and office incentive awards. Five state agencies returned \$228,326 of their incentive award funds to VETS due to legislative restrictions, state policies, union agreements, or other unspecified reasons. An additional 14 states kept but did not use any of their \$346,518 in incentive award funds. Of the remaining \$1,212,169, states obligated \$1,111,629 by the end of the fiscal year, leaving a total of \$447,058 to be de-obligated during grant closeout. The high percentage of unobligated incentive funds (28.6 percent) was primarily due to a statutory mandate that incentive award allocations be used only for cash awards.

DEIA Efforts

In FY23, VETS developed a comprehensive, multi-year trend report that displays the JVSG outcomes for all 54 states/territories over the last 5 program years (PY18 – PY22) as reported in WIPS. The report displays quarterly outcomes for key indicators by state/territory; a comparison of state trend line charts with benchmarks by region; and a state-level demographic breakout that compares participant outcomes by gender, ethnicity, and race. The PY22 JVSG Targets and Outcomes report is available on the [DOL website](https://www.dol.gov/agencies/vets/vetoutcomes) (<https://www.dol.gov/agencies/vets/vetoutcomes>).

In FY23, NVTI piloted a new career coaching for special populations foundational pre-requisite course that provides veteran services providers with the knowledge and resources necessary to enroll in more targeted courses. NVTI's special populations series has grown to

¹⁹ State Veterans' Service Plans are developed by states to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

include 11 instructor-led courses with a focus on serving American Indian/Alaska Native Veterans; Veterans with Disability and Accessibility Needs; Justice-Involved Veterans; LGBTQ+ Veterans; Rural Veterans; Older Veterans; Younger Veterans; Veterans with Substance Use Disorders; Veteran Spouses; Veterans Experiencing Homelessness; and Women Veterans.

Challenges

VETS is developing strategies to modernize the JVSG program based on a comprehensive Customer Experience (CX) initiative conducted during FY23. These strategies include continuing to enhance and clarify the requirements of the program, updating guidance and policies to stay current with the needs of today's veterans, and providing technical assistance to assist JVSG grant recipients with their outreach and marketing efforts.

VETS is also examining the impact of an FY21 appropriations language change that allowed states up to 3 years to expend their annual grant allocations, a 140 percent increase from the previous five-quarter period of performance. The change was needed due to significant under-expenditures caused by the pandemic. VETS supports states in using their carry-over funds effectively and efficiently. As the economy recovers and the "great transition" creates new challenges and opportunities, VETS offers enhanced technical assistance to states on how to best utilize their JVSG funds. VETS also invites states with large account balances to return funding they cannot use so that their excess funds may be allocated to states that have increased their JVSG-funded staff salaries or to support special initiatives such as increasing their outreach and services to underserved veteran populations.

Lastly, 38 U.S.C. § 4102A(c)(2)(A) describes the mandatory components of a JVSG state plan, including (III) "the program of performance incentive awards described in section 4112..." A subsequent item, (c)(7), directs that one percent of the amount of each grant "shall be for the purposes of making cash awards" as described in section 4112. VETS has updated its policy to align with the statute; however, as described in the section above, not all states are able to expend these incentive award funds due to legislative restrictions, state policies, union agreements, or other unspecified reasons. Since VETS is required to allocate this one percent to all states, some of these incentive award funds end up unused and must be de-obligated at the time of grant closeout. VETS will continue to provide technical assistance to states to develop strategies for a reasonable plan to expend incentive awards.

Homeless Veterans' Reintegration Program

Program Overview

The Homeless Veterans' Reintegration Program (HVRP) provides services to help veterans experiencing or who are at risk of homelessness obtain meaningful employment and to stimulate the development of effective service delivery systems to address the complex problems they face.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement (FOA). Eligible entities include state and local Workforce Development Boards, Native American governments (federally recognized), Native American organizations (other than federally recognized tribal governments), state agencies, and for- and non-profits, including community- and faith-based organizations, and public, state, and private institutions of higher education. Veterans are provided with case management, employment and training services, and links to supportive services within their communities. Job placement, training, job development, career counseling, and resumé preparation are among other services provided by grant recipients.

Successful grant applicants must specifically describe clear strategies to provide needed career exploration and placement services, career training, and support services to eligible veterans so they may secure good jobs in stable, high-demand occupations earning a living wage. Applicants also must demonstrate effective outreach to homeless veterans and build an effective level of collaboration with other programs and entities, such as the U.S. Department of Housing and Urban Development – VA Supportive Housing (HUD-VASH) program; grantees in VA's Grant and Per Diem Program; and grantees in VA's Supportive Services for Veteran Families (SSVF) program.

Benefits and Services

Homeless Veterans' Reintegration Program

HVRP serves three different categories of veteran populations: 1) homeless women veterans and homeless veterans with children; 2) incarcerated veterans and/or veterans recently released from incarceration who are at risk of homelessness; and 3) all other veterans experiencing or who are at risk of homelessness that meet the criteria of the latest FOA. Each HVRP participant receives customized employment and training services to address their specific barriers to employment. Services may include occupational, classroom, and on-the-job training, as well as job search, placement assistance, and post-placement follow-up services. DVOP specialists and LVER staff also support HVRP grantees by providing workforce system resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services.

Homeless Veterans' Stand Down Grants

Each year, VETS utilizes a small portion of HVRP funds to support Stand Down events.²⁰ These events are held in local communities. Stand Down grantees partner with federal, state, tribal, and local entities and businesses, along with veteran, community, social, and faith-based organizations, to organize and hold Stand Down events for veterans experiencing or at risk of homelessness. The critical services provided at Stand Down events are often the catalyst that enables these individuals to reenter the workforce and must include:

- Health Screenings/Examinations;
- Housing/Shelter Referral;
- Mental Health Services;
- DOL Employment and Job Training Assistance; and
- Veterans' Benefits Counseling, ideally provided by VA.

Other services typically offered at Stand Down events include:

- Social and Community Services;
- Legal Advice and Services;
- Personal Care/Hygiene Services (such as showers, haircuts, etc.);
- Clothing (cold weather apparel, underwear, boots, etc.);
- Outdoor Gear for Individual Use (backpacks, tents, sleeping bags);
- Food (lunch/dinner/snacks/drinks); and/or
- Other Goods or Services.

VETS awarded \$355,195 in FY23 funding for 48 Stand Down events.

Funding

DOL awarded more than \$57 million in FY23 funding to 166 grant recipients. Specifically, DOL awarded 56 newly competed grants and approved 110 grants to receive incremental funding and/or continue operations. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, such as formerly incarcerated veterans, women veterans, and those with children. In FY23, VETS made a one-time transfer of \$655,000 from HVRP to the Federal Administration account to fund all the required activities and staff planned for in FY23, including ongoing work to make improvements to the Veterans' Case Management System (VCMS).

²⁰ The maximum amount awarded to grantees to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event.

Accomplishments and Performance

In PY22, over 72 percent of the 17,389 HVRP participants (totaling 12,627) were co-enrolled in various programs offered at AJCs. Co-enrollment increases the array of comprehensive services that current and formerly homeless veterans may receive in AJCs, such as, but not limited to, JVSG, WIOA titles I and II, state vocational rehabilitation, the Wagner-Peyser Employment Service, and Veteran Readiness and Employment (VR&E) through VA.²¹

A formative evaluation funded by DOL’s Chief Evaluation Office (CEO) found that HVRP participants who co-enrolled in the Wagner-Peyser Employment Service program were observed to have longer enrollment periods in AJC programs (22 days) than other veterans experiencing homelessness who enrolled in the Wagner-Peyser Employment Service (8 days). These HVRP participants also received additional types of services at AJCs, including ICS, staff-assisted career guidance services, individual employment plans, and services from a DVOP specialist.²²

Table 13 provides HVRP information for the most recently completed two program years. HVRP enrollment increased by 466 participants from the PY21 total of 16,923 to the PY22 total of 17,389. The average cost per participant in PY22 of \$2,360 represented an increase of \$82 from the PY21 average of \$2,278. The average hourly wage at placement increased by \$0.87 from \$17.47 in PY21 to \$18.34 in PY22.

Table 13. Homeless Veterans’ Reintegration Program Participant Statistics, Program Years 2021 and 2022²³

HVRP Participants	PY21	PY22	Difference
HVRP			
Participants enrolled	16,923	17,389	+466
Average cost per participant	\$2,278	\$2,360	+\$82
Average cost per placement	\$4,880	\$5,237	+\$357
Average hourly wage at placement	\$17.47	\$18.34	+\$0.87
HVRP Subset: Homeless Women Veterans and Homeless Veterans with Children			
Participants enrolled	2,842	2,844	+2
Average cost per participant	N/A		
Average cost per placement	N/A		
Average hourly wage at placement	\$18.14	\$18.46	+\$0.32

²¹ The VA’s VR&E program was previously known as Vocational Rehabilitation and Employment.

²² [Services Provided to HVRP Participants at American Job Centers](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/HVRPEval-ServiceReceiptBrief.pdf) (https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/HVRPEval-ServiceReceiptBrief.pdf).

²³ The results in this table reflect updated actuals and do not always align with the Congressional Budget Justification, which included best estimates at the time drafted.

HVRP Participants	PY21	PY22	Difference
HVRP Subset: Incarcerated Veterans' Transition Program			
Participants enrolled	1,242	1,580	+338
Average cost per participant	N/A		
Average cost per placement	N/A		
Average hourly wage at placement	\$16.29	\$17.39	+\$1.10

Note: N/A = In PY 2016, VETS combined three separate funding competitions into one. The average cost per participant and average cost per placement were not available in PY21 and PY22, as these population groups were no longer able to be separated out from grantee data submissions. Further, combining these grant competitions reduced the number served specifically by those grant types, but the number of homeless veterans served increased overall.

Program Management and Integrity

In FY23, VETS conducted a statistical analysis on the variability and predictive value of HVRP grant recipients' planned goals on outcomes and the percentage of goals achieved for six performance indicators. The study also reviewed FOA scoring criteria for the past five fiscal years (FY19 – FY23) and found that the planned goals, on average, influence 40 percent of the maximum score. Based on the results, the FOA recommendations were to: 1) change the Planned Goals Chart from 4 quarters to 12 quarters; 2) change the Median Earnings 2nd Quarter After Exit planned goal to a calculated field based on the value entered for the Average Hourly Wage at Placement goal; 3) revise the language for geographic dispersion to account for the planned "saturation" levels of veterans experiencing homelessness in U.S. Department of Housing and Urban Development (HUD) Continuums of Care (CoC) served by current grant recipients; and 4) modify the VETS-704 Abstract form to display the expected CoC saturation levels within the applicant's proposed service delivery area. VETS will implement all the recommended changes in the FY24 HVRP FOA.

DEIA Efforts

In FY23, VETS posted the HVRP outcomes for PY22 key performance indicators, including demographic breakouts for age, gender, ethnicity, and race, on the [DOL website](https://www.dol.gov/agencies/vets/programs/hvrp) (<https://www.dol.gov/agencies/vets/programs/hvrp>).

VETS worked with the National Veterans' Technical Assistance Center (NVTAC) to deliver DEIA webinars for grantees to learn about successful delivery methods and best practices for helping reduce disparities in the homeless system, specifically as it relates to underserved communities and historically marginalized veterans. NVTAC also conducted a grantee community of practice listening session on service delivery in rural areas that discussed the infrastructure and labor market challenges specific to rural locations, shared best practices for addressing those challenges, and provided useful resources for connecting veterans with partner services in rural communities.

Challenges

VETS' Stand Down funding limits of \$7,000 for one-day events and \$10,000 for multi-day events have not been adjusted to account for inflation. Allowable items that enhance participants' opportunities to secure employment and promote the self-sufficiency of veterans experiencing homelessness listed in this report continue to rise in price. Should award levels remain static, VETS' Stand Down grantees may not be able to meet the demand for services that this grant supports. VETS will seek to determine if an increase to the Stand Down limits would be beneficial to the program.

Compliance and Investigations

Program Overview

VETS is responsible for administering, interpreting, and enforcing the USERRA Act under 38 U.S.C. §§ 4301-4335, investigating complaints alleging violations of veteran preference in federal hiring under 5 U.S.C. § 3330a, and collecting federal contractor data that is provided to the Office of Federal Contract Compliance Programs (OFCCP) for their use under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), 38 U.S.C. § 4212. This report includes a brief description of USERRA and VETS' administration of the Act. Further details regarding VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress. The most recent USERRA annual reports can be found on the [VETS website](https://www.dol.gov/agencies/vets/programs/userra) (<https://www.dol.gov/agencies/vets/programs/userra>).

Benefits and Services

Uniformed Services Employment and Reemployment Rights Act

USERRA prohibits discrimination against persons because of their service in the military; encourages non-career service in the military by eliminating or minimizing the disadvantages to civilian careers and employment that can result from such service; minimizes the disruption to the lives of persons performing service in the military as well as to their employers, their fellow employees, and their communities by providing for the prompt reemployment of such persons upon their completion of service; and prohibits retaliation against individuals who attempt to enforce their rights under USERRA and against those who testify or participate in any proceeding under the Act.

Veterans' Employment Opportunity Act

Under 5 U.S.C. § 3304(f), as added by the Veterans' Employment Opportunity Act (VEOA), preference eligibles (as defined in 5 U.S.C. § 2108(3)) or those veterans who separated from the Armed Forces under honorable conditions after three years or more of active military service are allowed to apply for certain federal positions under special merit promotion opportunities that are typically reserved only for internal candidates. Pursuant to 5 U.S.C. § 3330a(a)(1), VEOA also provides that preference eligibles or veterans described in section 3304(f) who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with DOL.

Vietnam Era Veterans' Readjustment Assistance Act of 1974

The reporting requirement (VETS-4212 report) established under the VEVRAA, as amended by 38 U.S.C. § 4212(d)(1), requires that contractors and subcontractors awarded qualifying federal contracts annually report on the total number of their

employees who belong to certain categories of veterans and the number of those employees newly hired during the reporting period.

Funding

VETS does not receive direct funds, or a separate line item, for its compliance program, including USERRA, Veterans’ Preference (VP), and VETS-4212. The allocation of resources for compliance efforts is evaluated within the broader context of the agency's overall budget, which includes considerations for staffing for all programs, IT infrastructure, outreach efforts, the HIRE Vets Medallion Program (HVMP), and other priorities within the Federal Administration budget activity.

Accomplishments and Performance

USERRA

VETS conducts Compliance Assistance activities to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an [online USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/) (https://webapps.dol.gov/elaws/vets/userra/) to assist veterans, service members, and others in understanding eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. The Advisor helps employees determine whether their complaint may be covered under USERRA and provides instructions on how to file USERRA complaints electronically. In FY23, VETS completed 1,432 Compliance Assistance events, which aided more than 3,500 individuals nationwide, including service members, members of professional groups, and the public. VETS coordinates outreach on USERRA by working closely with other agencies, including DOD’s Employer Support of the Guard and Reserve (ESGR).

Table 14 displays the total number of USERRA cases investigated during FY23 and case outcomes. Of the 1,200 complaints investigated during FY23, 189 cases were carried over from FY22, and 31 cases were reopened during FY23. VETS closed 1,022 cases. On average, cases were closed in 68 days.

Table 14. Fiscal Year 2023 USERRA Cases

Category or Subcategory	Number or Percentage of Cases
Total new unique cases opened	981
Cases carried forward from prior periods	189
Cases reopened from prior periods during FY23	31
Total cases closed during FY23	1,022
Percent of cases closed during FY23 within 90 days	76.2%

Category or Subcategory	Number or Percentage of Cases
Percentage of substantiated claims closed during FY23 that were resolved prior to closure	93.3%
Average number of days case was open	68

VEOA

VETS maintains a VP Advisor that provides information and advice in an electronic format to employers and individuals regarding veterans’ preference issues. In particular, the VP Advisor helps veterans determine the types of preferences and benefits to which they may be entitled, explains the process for filing a complaint, and provides an electronic claim form. The VP Advisor can be found on the [Department’s Employment Laws Assistance for Workers and Small Businesses \(ELAWS\) website](https://webapps.dol.gov/elaws/vetspref.htm) (https://webapps.dol.gov/elaws/vetspref.htm).

Table 15 displays the total number of VEOA and VP cases investigated during FY23 and case outcomes. Of the 175 complaints received in FY23 and the 11 cases carried over from FY22, VETS closed 177 cases. On average, cases were closed in 25.8 days.

Table 15. Fiscal Year 2023 VP Cases

Category or Subcategory	Number or Percentage of Cases
Total cases	186
Cases carried forward from FY22	11
Cases opened during FY23	175
Total cases closed during FY23	177
Percent of FY23 cases closed within 60 days	92.1%
Percent of FY23 cases closed within 90 days	97.7%
Average number of days case was open	25.8

VEVRAA

[VEVRAA](https://www.dol.gov/agencies/ofccp/vevraa) (https://www.dol.gov/agencies/ofccp/vevraa) is a law that prohibits federal contractors and subcontractors (“contractors”) from discriminating in employment against protected veterans. It also requires these contractors to take affirmative action to ensure equal employment opportunity for protected veterans. The requirements in VEVRAA generally apply to any business or organization that holds a single federal

contract or subcontract in excess of \$150,000.²⁴ Pursuant to VEVRAA, contractors with 50 or more employees and a single federal contract or subcontract of \$150,000 or more also must develop and maintain an affirmative action program that complies with [41 C.F.R. part 60-300, subpart C](https://www.ecfr.gov/current/title-41/part-60-300/subpart-C) (https://www.ecfr.gov/current/title-41/part-60-300/subpart-C).

As part of their VEVRAA obligations, covered contractors are required to list their employment openings with the appropriate state or local employment service delivery system where the opening occurs. See [41 C.F.R. 60-300.5\(a\)](https://www.ecfr.gov/current/title-41/subtitle-B/chapter-60/part-60-300) (https://www.ecfr.gov/current/title-41/subtitle-B/chapter-60/part-60-300).

OFCCP is responsible for the Department’s administration and enforcement of VEVRAA. OFCCP conducts compliance evaluations and investigates VEVRAA complaints.

DOL is required by VEVRAA to report annually to Congress:

1. The number of contractors who listed an employment opening (**Table 16**),
2. The number of complaints filed with DOL (**Table 17**),
3. The actions taken thereon and the resolutions thereof because of DOL’s investigations (**Table 17**),
4. The nature, type, and number of positions listed by contractors (**Table 18**), and
5. The number of qualified covered veterans receiving priority in employment referrals pursuant to 38 U.S.C. § 4212(a)(2)(B).²⁵

The VETS-4212 reports must be filed annually by September 30, the close of the fiscal year. **Table 16** provides a summary of the reports filed during FY22 and FY23.

Table 16. VETS-4212 Annual Federal Contractor Reporting as of September 2023²⁶

Category	FY22	FY23	Change
Total federal contractors filing	15,095	14,929	-1.10%
Total submitted reports	341,228	367,982	7.84%

²⁴ Effective October 1, 2015, the coverage threshold under VEVRAA increased from \$100,000 to \$150,000, in accordance with the inflationary adjustment requirements in [41 U.S.C. 1908](https://www.ecfr.gov/current/title-41/subtitle-B/chapter-60/part-60-300). See *Federal Acquisition Regulation; Inflation Adjustment of Acquisition-Related Thresholds*, [80 FR 38293](https://www.ecfr.gov/current/title-41/subtitle-B/chapter-60/part-60-300) (July 2, 2015).

²⁵ The data required to report this element is not currently available within the public workforce data contained in the Participant Individual Record Layout (PIRL). A request to modify the PIRL to obtain this data was submitted to ETA in FY23.

²⁶ The numbers reflected in this table included VETS-4212 reports filed after the filing season ended on September 30. Due to several factors beyond contractors’ control (e.g., severe weather), the Department allowed filing beyond the season deadline without penalty.

Category	FY22	FY23	Change
All protected veterans employed	1,052,450	1,016,883	-3.38%
Total all employees	25,726,509	27,804,222	8.08%
All protected veterans newly hired	266,778	319,951	19.93%
Total all new hires	8,464,371	8,608,232	1.70%

In FY23, OFCCP concluded 1,073 compliance evaluations (898 neutrally scheduled supply and service and 175 scheduled construction); of these, 85 (or 8 percent) remedied VEVRAA violations. **Table 17** provides a summary of VEVRAA complaint outcomes during FY23, and **Table 18** provides a breakdown on the type of positions filled pursuant to VEVRAA during FY23.

Table 17. VEVRAA Complaints Received and Investigated by OFCCP During Fiscal Year 2023²⁷

Complaint Type	Complaints	Ratio to Total Complaints
Received	414	N/A
Investigated and closed with no violations	16	80%
Investigated and closed with violations found and a financial conciliation agreement	4	20%
Total investigated	20	100%

In FY23, 12,688 contractors reported to VETS that they had job openings during the preceding 12-month period.

²⁷ Although a complaint is filed under VEVRAA, there may be multiple reasons why it does not get investigated under VEVRAA. Reasons may include: the complaint was filed untimely; it was determined that OFCCP did not have jurisdiction over the complaint; or the complaint was referred to another agency.

Table 18. Nature and Number of Positions Filled During Fiscal Year 2023

Nature/Type of Position	Protected Veterans Hired	All Hires	Protected Veterans as Percentage of Hires
Executive/senior-level officials/managers	1,431	30,835	4.64%
First/mid-level officials/manager	18,148	344,538	5.27%
Professionals	75,456	1,657,441	4.55%
Technicians	20,109	451,830	4.45%
Sales workers	12,419	746,605	1.66%
Administrative support workers	24,470	1,007,981	2.43%
Craft workers	24,604	385,325	6.39%
Operatives	36,719	1,041,602	3.53%
Laborers/helpers	24,541	1,418,376	1.73%
Service workers	72,315	1,201,117	6.02%
Total	314,707	8,512,397	3.70%

Currently, the public workforce system does not track information about the quantity and rate at which qualified covered veterans are given priority in referral to employment with federal contractors and subcontractors.

Program Management and Integrity

Nondiscrimination and Equal Employment Opportunity Requirements

DOL’s OFCCP is responsible for enforcing the nondiscrimination and equal employment opportunity requirements of VEVRAA. OFCCP’s implementing regulations are found in 41 C.F.R. Part 60-300. VEVRAA prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. OFCCP’s regulations also make it unlawful for federal contractors to discriminate in employment against a qualified individual because that individual is known to have a family, business, social, or other relationship or association with a protected veteran. Covered contractors and subcontractors are required to engage in outreach to veterans and establish an annual hiring benchmark against which they measure their progress. Violations of VEVRAA are identified through complaint investigations and compliance evaluations of covered federal contractors and subcontractors.

DEIA Efforts

During FY23, VETS amended 100 percent of its program letter templates for accessibility and compliance with section 508 of the Rehabilitation Act. VETS also modified and implemented a new VETS 1010 claim submission form, which allows for entry of claimant’s

disability status, age, race, ethnicity, and gender. VETS implemented updates to the claim intake form in May 2023 after public comment and approval from the U.S. Office of Management and Budget (OMB).

Challenges

The 38 U.S.C. § 4212(c) reporting requirements include 1) the number of contractors who listed an employment opening; 2) the number of complaints filed with DOL; 3) the actions taken thereon and the resolutions of DOL's investigations; 4) the nature, type, and number of positions listed by contractors; and 5) the number of qualified covered veterans receiving priority in employment referrals pursuant to 38 U.S.C. § 4212(a)(2)(B). VETS regularly satisfies all reporting requirements, except the number of qualified covered veterans receiving priority in employment referrals. The reporting of this information requires the public workforce system to be able to identify which job seekers are eligible for the priority described, which employers listing positions within the public workforce system are subject to 38 U.S.C. § 4212 requirements, and which job seekers received priority over others in their referral to employment. Each of the described data elements are not available to VETS, which prevents the agency from reporting on this outcome. A request was submitted during FY23 to amend the Participant Individual Record Layout (PIRL) report to include these elements and provide VETS a unique view of the PIRL that would facilitate this reporting. VETS and ETA anticipate that it will take approximately two to three years to amend the PIRL and obtain validated data to satisfy this reporting requirement.

Honoring Investments in Recruiting and Employing Vets Medallion Program

Program Overview

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act), P.L. 115-31 (Division O), required the Secretary of Labor to establish a program to recognize employer efforts to recruit, employ, and retain veterans.

Benefits and Services

The Act requires the Secretary to submit to Congress annual reports on:

1. The fees collected from applicants for HIRE Vets Medallion Awards in the prior year and any changes in fees to be proposed in the present year;
2. The cost of administering the HIRE Vets Medallion Award Program in the prior year;
3. The number of applications for HIRE Vets Medallion Awards received in the prior year; and
4. The HIRE Vets Medallion Awards awarded in the prior year, including the name of each employer to whom a HIRE Vets Medallion Award was awarded, and the level of medallion awarded to each such employer.

These data, along with additional information, are provided below. There are different award criteria for large employers (500 or more employees), medium employers (51–499 employees), and small employers (50 or fewer employees), and for gold- and platinum-level awards for each category of employer.

Funding

Congress intended the HVMP to be self-funded and administered utilizing a non-refundable fee paid by award applicants. However, to date, HVMP has not been entirely self-funded due to lower than projected applications and resulting fees; administration of the program is dependent on annual appropriations language that allows VETS to expend up to \$500,000 of its Federal Administration funds to offset costs not covered by collected application fees. The HVMP shortfall decreases the resources available to other VETS programs funded through the Federal Administration appropriation.

Accomplishments and Performance

VETS received 864 paid applications for the HIRE Vets Medallion Award in CY23, a 3 percent increase from CY22. Of the 864 applications, the Secretary of Labor approved 859 applications for award, with 3 applications denied and 2 withdrawn. The breakdown of approved applications by award type is as follows: 246 small gold (SG), 147 small platinum (SP), 223 medium gold (MG), 153 medium platinum (MP), 71 large gold (LG), and 19 large platinum (LP). VETS collected \$152,290 in application fees and proposed no changes to the fees. The cost of administering the HIRE Vets Medallion Award Program in the prior year was \$743,389. VETS used carryover from prior years' fee collections and funds from the Federal Administration account to make up the difference between the fees collected and the

cost to run the program. Appendix IV contains the 859 award recipients for CY23 in alphabetical order by employer name, along with their doing business as (DBA) name (as applicable), city and state or territory, and award type. The program [website](#) is www.HIREVets.gov, and the [HIRE Vets Medallion Award](#) listing may also be seen at www.HIREVets.gov/Awardees via a map function.

Program Management and Integrity

In CY23, VETS maintained basic operability of the HIREVets.gov website, maintained marketing procedures, used collected application fees to fund a task order to fix a portion of identified errors and operational limitations of the online application system, and highlighted award recipients as part of the annual [HIRE Vets Medallion Award Event](#) (www.HIREVets.gov/Ceremony).

DEIA Efforts

For the HIRE Vets Medallion Awards Ceremony hosted by Acting Secretary of Labor Julie Su, VETS ensured there was a diverse representation of awardees represented.

Challenges

The HIRE Vets Medallion Award Program is at significant risk, as application fees do not cover costs. In addition, while fixed program costs continue to increase, the veteran workforce is decreasing, and application rates and revenues are flat. However, VETS is concerned that increasing application fees will likely result in a decrease in application rates, and uncovered program costs will continue to be a problem. For example, average fees would need to increase by over 600 percent, from an average of \$170 to \$1,200, while sustaining a 33 percent decrease (or less) in applications for the HVMP to break even.

Potential changes to sustain the program and still meet Congressional intent include:

- Permanently allowing employers to receive an award every year;
- Allowing application fees to offset the cost of the program, versus covering all costs borne by the program;
- Lowering the threshold for large employers to obtain the award; and
- Adjusting the base hiring percentage criteria to equal the percentage of veterans in the civilian labor force (current requirements were set on the 7 percent rate from 2015; in 2024, it is 5.3 percent, making it increasingly difficult for an employer to meet the award criteria every year).

Veterans Employer Outreach Program

Program Overview

VETS continues the Veteran Employer Outreach Program (VEOP) to make it easier for employers to find, hire, train, and retain veterans by leveraging federal, state, and local resources.

Benefits and Services

Through its National-to-Local Engagement and Integration Strategy, VEOP coordinates employment opportunities for veterans among the public and private sectors and in local communities, leveraging the workforce system and its network of over 2,250 AJCs nationwide. Through outreach activities and in response to employers seeking assistance in hiring veterans, VETS staff connects employers with state workforce agencies and other resources facilitating veteran employment.

Funding

VEOP does not receive direct funding. Program, administrative, and operational costs are funded indirectly through Federal Administration funds.

Accomplishments and Performance

In FY23, VETS' Regional Veterans' Employment Coordinators (RVEC) engaged with 2,056 employers.

Program Management and Integrity

The VEOP team conducted 2,056 documented employer engagements that connected employers, labor unions, and industry associations to federal, state, and other resources to facilitate veteran employment. Additionally, these outreach operations contributed to the overall success of DOL's Office of Apprenticeship's (OA) National Apprenticeship Week (NAW). In FY23, NAW had 438 veteran-focused events out of a total of 1,397 apprenticeship-related events. Veteran-focused events represented 31 percent of all NAW events and produced a 40 percent increase from FY22, which was directly attributed to the VEOP team's efforts. The VEOP team referred over 223 employers to OA to provide veteran-centric Registered Apprenticeships.

DEIA Efforts

RVECs conducted outreach and attended events that represented underserved communities, such as the President's White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI); the Small, Minority, Women, and Veteran Business Owners (SMWVBO) in partnership with the Small, Minority, Women, or Veteran-Owned Business Enterprise (SMWVBE); and the National Black Contractors Association.

Challenges

VETS has no significant FY23 VEOP challenges to report.

Advisory Committee on Veterans' Employment, Training, and Employer Outreach

Program Overview

The Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO) is a congressionally mandated advisory committee authorized under 38 U.S.C. § 4110 and is subject to the Federal Advisory Committee Act (FACA).

Benefits and Services

ACVETEO was established, and is required, to:

- Assess the employment and training needs of veterans and their integration into the workforce;
- Determine the extent to which the programs and activities of the Department are meeting such needs;
- Assist the Assistant Secretary of Labor for Veterans' Employment and Training (ASVET) in carrying out outreach activities to employers with respect to the training and skills of veterans and the advantages afforded to employers by hiring veterans;
- Make recommendations to the Secretary, through the ASVET, with respect to outreach activities and employment and training needs of veterans; and
- Carry out such other activities deemed necessary to make required reports and recommendations.

Funding

ACVETEO does not receive direct funding. Administrative and operational costs are funded indirectly through Federal Administration funds.

Accomplishments and Performance

In FY23, ACVETEO met all title 38 requirements by conducting four quarterly meetings and submitting the 2023 ACVETEO Annual Report to Congress.

Program Management and Integrity

The recommendations made in the 2023 ACVETEO Annual Report to Congress will be available on VETS' website. This report is intended to help DOL improve employment programs for service members, veterans, and their spouses.

DEIA Efforts

Since 2019, ACVETEO has had a dedicated subcommittee tasked with making recommendations in support of "Underserved Populations." Additionally, ACVETEO has two members representing the Japanese American Veterans Association and the National Association for Black Veterans.

Challenges

VETS has no significant FY23 challenges to report.

Appendix I: Interagency Collaboration

In support of its mission, the Veterans' Employment and Training Service (VETS) has established strong partnerships with other Department of Labor (DOL) agencies, as well as the Department of Defense (DOD), the Department of Veterans Affairs (VA), and the Small Business Administration (SBA).

Women's Bureau

The Women's Bureau and VETS maintain a collaborative relationship to address issues relating to women veterans and military spouses. The agencies work together to empower women veterans and military spouses to successfully compete for jobs in the civilian labor force. Additionally, they advocate for equality and economic security for women veterans and military spouses and their families while promoting quality work environments.

Office of Federal Contract Compliance Programs

The Office of Federal Contract Compliance Programs (OFCCP) collaborates with VETS to support outreach to federal contractors and sub-contractors that are interested in recruiting and hiring veterans. Upon request, VETS shares information with OFCCP about complaints investigated by VETS. During compliance reviews and complaint investigations OFCCP ensures federal contractors and sub-contractors' compliance with the reporting requirements of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA). The VETS-4212 report helps employers monitor the success of their recruitment and outreach efforts in attracting protected veterans. OFCCP and VETS also collaborated to develop the [VETS-4212 Report Advisor](https://webapps.dol.gov/elaws/vets/4212/) (<https://webapps.dol.gov/elaws/vets/4212/>). Together, VETS and OFCCP ensure the equal employment opportunity and non-discrimination of protected veterans.

Bureau of Labor Statistics

The Bureau of Labor Statistics (BLS) is an important partner. BLS publishes the annual Employment Situation of Veterans, which provides critical statistics on how veterans compare to nonveterans in the labor market. This information is obtained from the Current Population Survey (CPS), a survey that provides demographic data on employment, unemployment, and occupation and industry for the Nation. Data about veterans are collected monthly in the CPS; these monthly data are the source of the annual averages in the news release. A supplement to the CPS, conducted each August, is co-sponsored by VETS and VA. The supplement collects additional information about veterans on topics such as service-connected disability and veterans' current or past Reserve or National Guard membership.

Employment and Training Administration

VETS collaborates closely with the Employment and Training Administration (ETA), which administers the public workforce system and key workforce programs that serve veterans and military spouses. VETS works with various ETA programmatic offices to ensure that Priority of Service for veterans and eligible spouses is provided, guidance to grantees includes a veteran focus, and statistics and analytics for veteran outcomes are achieved. VETS routinely coordinates

with ETA on policy and performance issues. For example, VETS collaborated with ETA on the preparation of the Training and Employment Guidance Letter (TEGL) 23-19, Workforce Innovation and Opportunity Act (WIOA) Desk Reference, which provides guidance to American Job Center (AJC) staff regarding the use of data validation for veterans and eligible spouses. Also, ETA and VETS support the federal response to Ending Veteran Homelessness by jointly serving on the U.S. Interagency Council on Homelessness (USICH). Below are examples of the ETA-funded programs that serve veterans among their participants:

- ***Workforce Innovation and Opportunity Act Adult, Youth, and Dislocated Worker Programs***

The WIOA Adult, Youth, and Dislocated Worker programs, authorized under Title I of WIOA, are designed to provide quality employment and job training services to assist eligible individuals in finding and obtaining meaningful employment and to help employers find the skilled workers they need to compete and succeed in the 21st-century economy.

- ***National Dislocated Worker Grants***

Dislocated Worker Grants (DWG) provide resources to states and other eligible applicants to respond to large, unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including veterans, and meet the increased demand for WIOA employment and training services. Depending on the circumstances, WIOA authorizes DWG funds to temporarily employ dislocated workers or helps them obtain new work. WIOA makes DWG resources available to areas experiencing higher-than-average demand for employment and training activities for dislocated veterans and spouses.

- ***Indian and Native American Program***

This program provides unemployed Native American, Alaskan Native, and Native Hawaiian adults and youth with intensive training and support services. With this assistance, members of these indigenous communities are better equipped to find and take advantage of a broad array of employment opportunities.

- ***Registered Apprenticeship***

ETA's Office of Apprenticeship (OA) oversees the National Apprenticeship System and is responsible for administering, registering, and supporting Registered Apprenticeship programs. Registered Apprenticeship is an industry-driven, high-quality career pathway validated by DOL (or a State Apprenticeship Agency) through which sponsors and employers can develop and prepare their future workforce, and individuals obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

Office of Disability Employment Policy

The Department's Office of Disability Employment Policy (ODEP) collaborated with VETS in multiple ways to increase the provision of effective services to, and positive outcomes for, veterans with disabilities. Disability-related information on accommodations, financial literacy, and employment service strategies was added to the National Veterans' Training Institute (NVTI) curriculum, with targeted webinars implemented for the VETS system. ODEP actively participated as a member of the Advisory Committee on Veterans Employment, Training, and Employer Outreach (ACVETEO), including making several presentations on employment strategies and accommodations for veterans with disabilities.

Department of Labor Chief Evaluation Office

In fiscal year (FY) 2023, the Department's Chief Evaluation Office (CEO) completed or continued several veteran-related studies. The topics of these studies included a formative study of the Transition Assistance Program (TAP) Employment Navigator and Partnership Program (ENPP), exploratory research on Black veterans' employment outcomes and experiences, and an impact study of the Homeless Veterans' Reintegration Program (HVRP). The HVRP study focused on addressing three main research topics: a) eligibility and enrollment; b) program services and partnerships; and c) other community services. This study included two data collection activities: 1) a survey of all program year (PY) 2020 grantees, and 2) site visits to eight HVRP grantee communities deliberately selected to inform the impact study starting in FY 2024.

United States Interagency Council on Homelessness

USICH is an independent federal agency that works to coordinate and catalyze the federal response to homelessness, working in close partnership with senior leaders across 19 federal member agencies. DOL is a member of the USICH Council, served as Chair of the Council in 2020, and was the Co-Chair of the USICH Interagency Working Group on Employment and Homelessness. The Chair and Vice Chair of USICH are selected annually by the member agencies. This partnership builds awareness of the HVRP program among the other federal agencies. This has resulted in a more robust relationship between VETS' HVRP grantees and grantees from the U.S. Department of Housing and Urban Development (HUD) Continuums of Care (CoC) and VA's Supportive Services for Veteran Families (SSVF) and Grant and Per Diem programs. USICH meets quarterly where grantees from the 19 federal agencies co-present best practices, highlighting their successes in carrying out the Federal Strategic Plan to Prevent and End Homelessness.

Department of Veterans Affairs

DOL partners with VA to provide efficient service to veterans with disabilities who receive services through VA's Veteran Readiness and Employment (VR&E) program, 38 U.S.C., Chapter 31. Following VR&E's determination that a veteran or service member is entitled to Chapter 31 benefits, local VR&E, VETS, and AJC staff coordinate efforts to provide local labor market information (LMI) to be used in developing the veteran's Individual Written

Rehabilitation Plan (IWRP) and providing employment services to assist the veteran in securing suitable employment.

DOL and VA have a longstanding Memorandum of Understanding (MOU) between VETS and the VR&E program. The MOU formalizes the interagency partnership that seeks to increase the employment prospects and positive outcomes for veterans enrolled in the Chapter 31 program. An area of interest that both agencies have explored is how to increase the number of veterans enrolled in the Chapter 31 program who enter Registered Apprenticeships. Registered Apprenticeship opportunities continue to grow, offering promising career paths for veterans with disabilities to earn sustainable wages and achieve their potential. DOL and VA, along with DOL's ODEP, conducted a pilot project that provided training to VR&E, VETS, and public workforce system staff. The project team also assisted in enhancing [DOL's apprenticeship website](https://www.dol.gov/apprenticeship) (apprenticeship.gov) and identified policies and practices that could improve the veteran participants' ability to find and complete apprenticeships.

DOL provided consultation to VA per the Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020, which requires VA: 1) to conduct a one-year independent assessment of the TAP and provide a report to Congress, and 2) to conduct a longitudinal study on changes to TAP and provide annual progress reports and a final report. The law requires VA to carry out these activities in consultation with DOL, DOD, and SBA, and to submit reports to Congress jointly with these other agencies.

Department of Defense

DOL partners with DOD, the Department of Education (ED), VA, the Department of Homeland Security (DHS), SBA, and the Office of Personnel Management (OPM) to administer TAP. The purpose of TAP is to ensure that active-duty service members, Guard and Reserve members, and their spouses and families make a smooth transition from military to civilian life, and, in particular, to the civilian workforce. In addition to conducting the TAP employment workshops, DOL developed and implemented specialized TAP curricula for the spouses of transitioning service members. DOL is collaborating with DOD and the military services to conduct the ENPP, which provides career transition assistance outside the regular classroom instruction. DOL works collaboratively with the other interagency partners to provide program oversight. In conjunction with DOD and VA, DOL co-chairs the TAP Interagency Executive Council, the TAP Senior Steering Group, and the six functional working groups. This collaborative interagency partnership delivers transition assistance annually to approximately 200,000 service members.

VETS partners with DOD's Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI), which began in FY 2016, to gain a better understanding of transitioning service members' characteristics, which helps VETS to better serve them. In FY22, VETS updated the data-sharing agreement with DMDC to expand the data transferred to DOL.

Appendix II: Online and Electronic Tools

The [Department of Labor \(DOL\) Veterans' Employment and Training Service \(VETS\) website](https://www.dol.gov/agencies/vets) (https://www.dol.gov/agencies/vets) provides information on DOL VETS' programs and policies in support of the mission to prepare America's veterans, service members, Guard and Reserve members, and their spouses for careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities. Employers can receive personalized assistance in finding and employing veterans. Veterans can connect with federal, state, and other resources.

The [Military Spouses webpage](https://www.dol.gov/agencies/vets/veterans/military-spouses) (https://www.dol.gov/agencies/vets/veterans/military-spouses), a part of the DOL VETS website, is a public resource designed to assist eligible military spouses in accessing information to support licenses and credentials when transitioning across state lines. Specifically, military spouses can find resource links to guidelines and state laws on professional licensing. Military spouses can search for each licensing board within the state they are moving to by following the links that provide this information. Moreover, the webpage features several helpful links and resources for military spouses.

[Honoring Investments in Recruiting and Employing \(HIRE\) Vets Medallion Program](http://www.hirevets.gov/) website (http://www.hirevets.gov/) is the outreach platform for the HIRE Vets Medallion Award program, which recognizes employer efforts to recruit, employ, and retain veterans. The site provides information on the HIRE American Military Veterans Act of 2017 and facilitates the award application system. The site features an account holder login system and a dynamic map of all award recipients. Account holders may apply for the award via the system, download materials, and add a universal record locator (URL) to their profile, which adds a hyperlink to the map.

[VETS Case Management System \(VCMS\)](https://cmp.dol.gov/suite/sites/vcms) (https://cmp.dol.gov/suite/sites/vcms) allows claimants to submit claims to VETS involving potential Uniformed Services Employment and Reemployment Rights Act (USERRA) and Veterans' Preference (VP) violations. Claimants may also monitor the status of their claim, request withdrawal and referral actions, and upload evidence and other documents directly to their assigned investigator through VCMS. VETS' investigators use VCMS as the case file of record to conduct investigations based on the claims submitted by claimants. VCMS maintains secure copies of all investigative files and case elements and produces data regarding investigations for formal reporting requirements.

[Online Advisors](http://www.dol.gov/elaws/) (http://www.dol.gov/elaws/) mimic the interaction a person might have with an employment law expert and, through certain Advisors, provide assistance with filing complaints under specific laws. Two of the most visited Advisors in the Employment Laws Assistance for Workers and Small Businesses (ELAWS) suite were mentioned earlier in this report:

- [USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/) (https://webapps.dol.gov/elaws/vets/userra/)
- [Veterans' Preference Advisor](https://webapps.dol.gov/elaws/vets/pref.htm) (https://webapps.dol.gov/elaws/vets/pref.htm)

VETS maintains three additional ELAWS Advisors:

- [e-VETS Resource Advisor](https://webapps.dol.gov/elaws/evets.htm) (https://webapps.dol.gov/elaws/evets.htm) assists veterans, transitioning service members, and all those who support them to navigate information and resources quickly and easily on a range of topics, including benefits and compensation, education and training, employment, family and caregiver support, health, homelessness assistance, transportation and travel, and state-specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state, and local services for veterans, service members, and their families and caregivers.
- [Veterans' Employment and Career Transition Advisor](https://webapps.dol.gov/elaws/VeteransCareerTransition.htm) (https://webapps.dol.gov/elaws/VeteransCareerTransition.htm) provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning service members and veterans in their reintegration into the civilian workforce.
- [VETS-4212 Report Advisor](https://webapps.dol.gov/elaws/vets/4212) (https://webapps.dol.gov/elaws/vets/4212) was developed to help companies determine if they need to submit a VETS-4212 Annual Federal Contractor Report and, if they do, to understand the process for doing so. It was developed by VETS in collaboration with the Office of the Assistant Secretary for Policy (OASP) and Office of Federal Contract Compliance Programs (OFCCP).

[The Veteran and Military Transition Center](https://www.careeronestop.org/Veterans/default.aspx)

(https://www.careeronestop.org/Veterans/default.aspx) and [My Next Move for Veterans](https://www.mynextmove.org/vets/) (https://www.mynextmove.org/vets/) are two collections of easy-to-use online tools for transitioning service members, allowing them to search for continuing education providers, employment resources, and veteran benefit and assistance programs. The tools also allow transitioning service members and veterans to search for employment by military occupation specialty and provide access to the online employment toolkit.

[TAP Employment Workshop \(EW\) eBook](https://www.dol.gov/agencies/vets/programs/tap) (https://www.dol.gov/agencies/vets/programs/tap) is a DOL-provided electronic version of TAP course curricula at the [VETS TAP homepage](https://www.dol.gov/agencies/vets/programs/tap) (https://www.dol.gov/agencies/vets/programs/tap). The Department encourages all participants to download the content for preview prior to taking the course, as well as to keep for post-course reference.

The [National Veterans' Training Institute \(NVTI\)](https://nvti.org) (https://nvti.org) website was developed as a resource to provide information on courses offered, application and tuition costs, and travel information. It also features a repository of helpful DOL and VETS links and recent veteran-related workforce news, such as monthly unemployment rates and academic credits provided for military experience.

The [National Veterans' Technical Assistance Center \(NVTAC\)](https://nvtac.org/) (https://nvtac.org/) provides training and technical assistance to Homeless Veterans' Reintegration Program (HVRP) grant

recipients and other organizations who are committed to helping veterans experiencing homelessness find employment.

Appendix III: Veterans' Employment and Training Service Fiscal Year 2023 Research Activities

The Veterans' Employment and Training Service (VETS) engaged in research proposed in the Learning Agenda, funded and led by the Department of Labor's (DOL) Office of the Assistant Secretary for Policy (OASP) and Chief Evaluation Office (CEO). VETS expanded its Customer Experience (CX) efforts to include a VETS-developed and led CX initiative to better understand and improve experiences for veterans who access its services at State Workforce Agencies nationwide through American Job Centers (AJC). This list includes the VETS studies completed or ongoing in fiscal year (FY) 2023.

Studies Completed in Fiscal Year 2023

1. VETS TAP Employment Navigator and Partnership Program Formative Study

The goal of this formative study was to examine the implementation of the Transition Assistance Program (TAP) Employment Navigator and Partnership Program (ENPP). The study was conducted in two stages: 1) an examination of the first six months of the pilot and 2) an examination of the last six months of the pilot and variation across pilot sites. The data sources for this study included interviews and focus groups with stakeholders, performance data, and a survey of participants. In July 2023, CEO posted the final report on their [website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies>).

2. TAP Impact Study

The goals for this study were 1) to conduct a quasi-experimental impact analysis of the TAP Transition GPS (goals, plans, success) model on transitioning service members' employment outcomes, and 2) to explore the use of a predictive model to help inform the design of TAP models, such as the current TAP model with requirements based on the National Defense Authorization Act (NDAA) of 2019. The data sources for this study included administrative data from the U.S. Department of Health and Human Services (HHS) and West Point Office of Economic and Manpower Analysis. In July 2023, CEO published the final report on their [website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies>).

3. Homeless Veterans' Reintegration Program Implementation Study

The goal of this study was to conduct an implementation evaluation to understand program models and variations, partnerships, and the homeless veterans served. The implementation study addressed three main research topics: a) eligibility and enrollment; b) program services and partnerships; and c) other community services. This study included two data-collection activities: 1) a survey of all program year (PY) 2020 grantees and 2) site visits to eight Homeless Veterans' Reintegration Program (HVRP) grantee communities deliberately selected to inform the impact study. In addition to a final report for the implementation study, the evaluation team also produced four

evaluation briefs: (i) The Experiences and Perspectives of Veterans Participating in the HVRP; (ii) Co-Enrollment of HVRP Participants in a Program at an AJC; (iii) Services Provided to HVRP Participants at AJCs; and (iv) Providing Public Employment Services to Veterans Experiencing Homelessness: Gaps and Opportunities. In December 2022, CEO published the final report for the implementation study, and the evaluation briefs are posted on their [website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Homeless-Veterans-Reintegration-Program-Impact-Evaluation) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies/Homeless-Veterans-Reintegration-Program-Impact-Evaluation>).

4. VETS Data Strategy Plan

The goal of this project is to compile a comprehensive list of data sources with information on the veteran status and employment outcomes of individuals and assess the value of these data sources for VETS' analytic needs. This list is part of CEO's larger project on Administrative Data Research and Analysis (ADRA).

Ongoing Studies in Fiscal Year 2023

1. Homeless Veterans' Reintegration Program Impact Evaluation

The goal for this study is to evaluate the effectiveness of HVRP on participants' employment outcomes using a matched comparison group design to compare key employment-related outcomes for HVRP participants with the outcomes of similar veterans experiencing homelessness who did not participate in HVRP. The study's data sources include merging restricted-use data from the National Directory of New Hires (NDNH) and the Workforce Integrated Performance System (WIPS). The impact study analyses are ongoing, and completion is expected in 2024.

2. VETS Employment Navigator and Partnership Program Evaluation

The goal of this evaluation is to understand how Employment Navigators (EN) provide support to service members to find employment faster and obtain higher wages. The key components of this study are: 1) a rigorous implementation and outcomes evaluation; 2) an evaluability assessment on the feasibility of an impact evaluation; 3) a study to understand the customer experience through the eyes of service members and military spouses; and 4) collaboration with other DOL workforce navigator evaluations to synthesize findings on cross-cutting topic areas, such as equity to access of services. The evaluation is expected to be completed in FY27.

3. TAP Evaluation and Employment Navigation (TEEN) Study

The goal of this project is to combine three data sources: 1) armed forces administrative data from the Veteran Data Exchange Initiative (VDEI) with the Department of Defense (DOD); 2) navigator's data from VETS' TAP Employment Navigator System (TENS); and 3) employment data from the NDNH with the HHS. The resulting analytic file from combining these data sources will allow DOL to analyze the challenges faced by separated and retired transitioning service members. More specifically, these data will

help VETS to better understand the 1) employment outcomes of the TAP initiative, and 2) the role of ENs on employment outcomes for transitioning service members.

VETS will develop employment outcomes, including wages and filing for unemployment insurance compensation, using NDNH data in FY24. VETS plans to establish a baseline year to fine-tune the measurement tools and ensure accuracy.

4. Black Veterans Research Project

In FY23, VETS launched the Black Veterans Research Project as part of the agency's broader Diversity, Equity, Inclusion, and Accessibility (DEIA) efforts—the starting point for building a strong knowledge base regarding the employment outcomes and experiences of Black transitioning service members and veterans. VETS, in partnership with DOL's CEO, conducted a literature review to synthesize research findings on Black veteran labor force participation, barriers to employment, exemplar interventions, and employment needs. In July 2023, VETS partnered with CEO to host DOL's Commemoration of the 75th Anniversary of the Desegregation of the Armed Forces: Black Veterans and Good Jobs. This three-part roundtable series highlighted subject matter experts as they discussed barriers to Black veteran employment, services, and how to best support Black veterans' employment outcomes. For more information about the Black Veterans Research Project please see [VETS' Black Veterans Research webpage](https://www.dol.gov/agencies/vets/resources/black-veterans-research) (<https://www.dol.gov/agencies/vets/resources/black-veterans-research>).

5. JVSG Customer Experience

In FY23, VETS began a three-phase CX Project contract utilizing Human Centered Design (HCD) to help the agency understand how customers experience VETS services, the moments that matter most to them in those experiences, and the pain points they encounter when accessing services through AJCs. Initial qualitative research focused on the experiences of veterans who accessed VETS-funded services at the AJCs and veterans with employment needs who did not access VETS-funded resources. During this initial phase, VETS sought to gain insights on whether veterans (placing an emphasis on underserved groups, where possible) are aware of VETS services, how they use them, and how they want to use them.

Appendix IV: Employment Outcomes of Veterans and Other Eligible Participants Served by Disabled Veterans' Outreach Program Specialists per State/Territory, Program Year 2022

The table below shows two-year goals for program year (PY) 2022 – 2023 (July 1, 2022 – June 30, 2024) and single-year outcomes for PY 2022 (July 1, 2022 – June 30, 2023) for each of the three Workforce Innovation and Opportunity Act (WIOA) outcome measures. The PY22 outcomes serve as a progress milestone and should not be interpreted as pass/fail indicators. This information is published on the Department of Labor (DOL) Jobs for Veterans State Grants (JVSG) [website](https://www.dol.gov/agencies/vets/vetoutcomes) (<https://www.dol.gov/agencies/vets/vetoutcomes>).

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Alabama	50.0%	60.7%	49.0%	50.1%	\$4,900	\$7,519
Alaska	53.0%	66.7%	50.0%	68.9%	\$7,200	\$7,900
Arizona	60.8%	56.9%	50.7%	52.6%	\$5,450	\$8,445
Arkansas	55.3%	56.1%	56.5%	56.4%	\$6,205	\$7,915
California	46.0%	51.8%	44.0%	50.4%	\$8,000	\$10,833
Colorado	50.6%	60.3%	49.7%	59.8%	\$5,625	\$10,187
Connecticut	45.3%	53.0%	45.6%	52.6%	\$6,992	\$10,034
Delaware	75.0%	64.7%	43.8%	47.1%	\$7,500	\$10,164
District of Columbia	51.0%	46.2%	50.0%	48.5%	\$7,243	\$8,427
Florida	51.0%	59.2%	49.0%	57.1%	\$5,750	\$7,810
Georgia	50.0%	55.4%	48.0%	54.7%	\$4,900	\$9,075
Guam	54.0%	62.5%	52.0%	52.9%	\$5,200	\$5,869
Hawaii	40.8%	60.5%	40.7%	43.5%	\$8,129	\$9,052
Idaho	63.0%	57.6%	61.0%	58.9%	\$5,500	\$8,319
Illinois	55.5%	60.0%	54.0%	55.3%	\$6,500	\$8,973
Indiana	65.0%	64.7%	63.0%	62.9%	\$6,000	\$8,306
Iowa	53.0%	61.3%	55.0%	56.9%	\$6,300	\$9,191
Kansas	54.0%	53.9%	50.0%	54.6%	\$5,939	\$7,735
Kentucky	65.0%	50.8%	67.0%	60.5%	\$5,900	\$7,000
Louisiana	43.8%	56.1%	44.6%	50.8%	\$5,208	\$7,395
Maine	52.0%	61.3%	53.0%	55.2%	\$6,490	\$9,347
Maryland	51.0%	49.9%	50.0%	49.9%	\$6,800	\$9,334
Massachusetts	56.0%	58.6%	56.0%	59.7%	\$8,000	\$11,740
Michigan	50.2%	58.9%	51.5%	56.4%	\$6,200	\$9,437
Minnesota	61.0%	73.9%	59.0%	69.2%	\$9,500	\$11,059

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Mississippi	48.0%	63.1%	47.0%	67.9%	\$3,910	\$6,139
Missouri	59.0%	58.4%	57.0%	59.0%	\$6,000	\$8,246
Montana	55.0%	61.2%	52.5%	67.0%	\$6,250	\$7,063
Nebraska	57.0%	61.0%	56.0%	61.5%	\$6,600	\$7,850
Nevada	50.0%	62.0%	45.0%	55.5%	\$5,600	\$6,825
New Hampshire	56.0%	55.6%	51.0%	16.7%	\$6,630	\$9,180
New Jersey	38.8%	48.4%	38.0%	42.2%	\$6,043	\$8,031
New Mexico	45.4%	49.4%	43.7%	50.5%	\$5,472	\$7,178
New York	40.2%	56.8%	42.2%	54.3%	\$6,167	\$8,194
North Carolina	53.0%	57.9%	54.0%	53.8%	\$6,400	\$7,997
North Dakota	62.0%	65.2%	61.0%	50.6%	\$7,600	\$8,997
Ohio	55.0%	66.5%	51.0%	66.7%	\$6,342	\$9,779
Oklahoma	50.0%	57.6%	50.4%	52.6%	\$6,062	\$8,097
Oregon	51.0%	56.5%	50.0%	55.2%	\$6,600	\$8,174
Pennsylvania	57.0%	62.7%	57.0%	60.8%	\$5,900	\$7,132
Puerto Rico	59.5%	12.5%	59.5%	13.0%	\$5,300	\$5,300
Rhode Island	62.2%	65.9%	60.0%	60.1%	\$6,950	\$11,503
South Carolina	50.0%	62.6%	48.0%	62.1%	\$5,160	\$7,456
South Dakota	62.0%	56.5%	52.0%	53.8%	\$6,600	\$6,370
Tennessee	43.7%	59.3%	41.1%	57.4%	\$3,880	\$8,327
Texas	46.3%	59.4%	46.1%	61.0%	\$6,659	\$10,178
Utah	62.0%	66.1%	63.5%	61.6%	\$7,650	\$10,452
Vermont	53.0%	61.3%	49.0%	51.7%	\$7,252	\$8,962
Virgin Islands	33.0%	42.9%	25.0%	31.7%	\$6,500	\$11,484
Virginia	52.0%	61.1%	48.0%	62.2%	\$6,000	\$9,318
Washington	55.5%	55.6%	51.9%	54.7%	\$8,915	\$11,059
West Virginia	46.0%	51.4%	47.0%	54.7%	\$5,900	\$7,528
Wisconsin	62.0%	67.7%	60.0%	65.3%	\$7,700	\$10,615
Wyoming	55.0%	61.9%	51.6%	62.1%	\$5,600	\$5,573

Source: Workforce Integrated Performance System (WIPS), PY22 JVSG report, as of June 30, 2023. Extracted from Participant Individual Record Layout (PIRL) on September 20, 2023.

Appendix V: Alphabetical Listing of Honoring Investments in Recruiting and Employing Vets Medallion Award Recipients, with Location and Award Type, 2023

As noted above on page 38, award types are: small gold (SG), small platinum (SP), medium gold (MG), medium platinum (MP), large gold (LG), and large platinum (LP).

Employer Name	DBA	City	State/ Terr.	Award Type
34ED, LLC	Centegix	Atlanta	GA	MG
7G Environmental Compliance Management		Tallahassee	FL	MG
8-koi		Melbourne	FL	MP
A&M Transport, LLC	A&M Transport	Glendale	OR	MP
A2 Supply Chain Services, LLC	Restoration 1 of Metro Detroit	Ann Arbor	MI	SP
Abile Group, Inc.		Harwood	MD	MP
ABML, LLC	AshBritt	Deerfield Beach	FL	SP
Abundant Healing, LLC		Greensboro	NC	SG
Acato Information Management, LLC		Oak Ridge	TN	SG
ACCIONA Energy USA Global, LLC		Chicago	IL	MG
Acclaim Technical Services, LLC	ATS ESOP Holdings, Inc.	Reston	VA	MG
AcqCentric, Inc.		Huntsville	AL	SG
Actualized Business Solutions, Inc.	ABSI Aerospace & Defense	California	MD	SP
Adapt Forward, LLC		North Charleston	SC	MG
Adaptive Construction Solutions		Houston	TX	MP
Advanced IT Concepts, Inc.		Orlando	FL	MG
Advanced Management Strategies Group, Inc.	AMSG	Dumfries	VA	MG
Advanced Technology International	ATI	Summerville	SC	MG
Advanced Technology Leaders, Inc.		Martinez	GA	MG
AES Building Services, LLC		Akron	OH	SG
Agility Federal, LLC		Phoenix	AZ	SP
Agility Mfg., Inc.		Dover	NH	SG
AGS, LLC		Las Vegas	NV	LG
Air Combat Effectiveness Consulting Group, LLC	ACE Consulting Group, LLC	Lexington	MD	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Air Liquide USA, LLC		Houston	TX	LP
Air Quality Solutions Heating and Cooling		Grove City	OH	SP
Alaska Joint Electrical Apprenticeship and Training Trust		Anchorage	AK	MG
Aldevra, LLC		Kalamazoo	MI	SG
All In Solutions, LLC		Fredericksburg	VA	MG
Allegiant Defense, Inc.		Arlington	VA	MG
ALLO Communications		Lincoln	NE	LP
Alluvionic, Inc.		Melbourne	FL	SP
ALLY Construction Services, LLC		Bensalem	PA	SP
AM General, LLC		South Bend	IN	LG
America Works of California, Inc.		San Francisco	CA	SG
America Works of Illinois, Inc.		Chicago	IL	SG
America Works of Tennessee, Inc.		Memphis	TN	SG
American States Utility Services, Inc.	ASUS	San Dimas	CA	MP
AMERICAN SYSTEMS		Chantilly	VA	LG
American Veteran Solutions, Inc.		Las Vegas	NV	MP
America's Warrior Partnership		Augusta	GA	SP
AmeriVet Securities, Inc.		New York	NY	SP
Ametrine, Inc.		Round Rock	TX	SP
Amphenol Borisch Technologies		Grand Rapids	MI	MG
ANALYGENCE, Inc.		Fulton	MD	MG
Ankobia Group, LLC		South Fulton	GA	SG
Antean Technology, LLC		Alexandria	VA	SG
Antech Systems, Inc.		Chesapeake	VA	MG
Apogee Solutions, Inc.		Chesapeake	VA	MG
Applied Materials		Santa Clara	CA	LG
A-P-T Research, Inc.		Huntsville	AL	MP
Aptive Resources		Alexandria	VA	MP
APVantage, LLC		Webster	TX	SP
Aquatic World of North Syracuse, Inc.		North Syracuse	NY	SG
Arbinger Institute, LLC		Farmington	UT	MG
ArcBest		Fort Smith	AR	LG
Area X Cyber Solutions, LLC		Dumfries	VA	SG
ArgenTech Solutions		Newmarket	NH	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Armcorp Construction, Inc.		Celina	OH	SP
ARServices, LTD		Falls Church	VA	MP
Arsiem Corporation		Baltimore	MD	MG
Artemis Electronics, LLC		Prospect	KY	SG
Asheville Buncombe Community Christian Ministries	ABCCM	Asheville	NC	MG
ASJ IT Services, LLC	ASJ Solutions	Chesapeake	VA	SG
Assertic, LLC		Chicago	IL	SP
Assertive Professionals		Southern Pines	NC	SP
Assured Consulting Solutions, LLC		Reston	VA	MP
Assured Information Security		Rome	NY	MG
ATeam Solution Services		Miami Beach	FL	SP
Atec, Inc.		Stafford	TX	MP
ATECH, Inc.		Nashville	TN	MG
Atlanta Compressor, LLC		Hoschton	GA	SG
Atlas Sand Company, LLC	Atlas Energy Solutions	Austin	TX	MP
Atlas Technologies, Inc.	Atlas Tech	North Charleston	SC	MG
Atriax, PLLC		Hickory	NC	SP
Attollo, LLC		New Bern	NC	SP
Aunty's Place Early Learning and Child Care Center, LLC		Auburn	WA	SG
Autobase, Inc.		Amityville	NY	MP
AVIAN		Lexington	MD	MG
Aviate Enterprises, Inc.		McClellan	CA	SP
Axiom Resource Management, Inc.		Falls Church	VA	MG
Azimuth Corporation		Beavercreek	OH	MP
Banner Defense, Inc.		Madison	AL	SP
Barnett Engineering & Signaling Laboratories, LLC	BESL	Colorado Springs	CO	SP
Battelle Energy Alliance	Idaho National Laboratory	Idaho Falls	ID	LG
Bayaud Enterprises, Inc.		Denver	CO	MG
Beast Code, LLC		Fort Walton Beach	FL	MG
Beeline Tours, LTD		Seattle	WA	SG
Bell Textron, Inc.		Fort Worth	TX	LG
Bernie's Plumbing and Heating, Co.		Boulder	CO	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Berry Law, PC, LLO		Lincoln	NE	MG
Beshenich Muir & Associates		Huntsville	AL	MG
Best Version Of Yourself Psychology, LLC		Henderson	NV	SP
Betis Group, Inc.		McLean	VA	SP
Between Two Trees, Inc.	JDog Junk Removal & Hauling	Post Falls	ID	SG
BGIS		Seattle	WA	LG
Big Ideas, Inc.		New Ulm	MN	SP
Bison Health, LLC	Bison Health	Las Vegas	NV	SG
Black Bear Technology Solutions, LLC		Alexandria	VA	SP
Black Hills Service Company, LLC	Black Hills Energy	Rapid City	SD	LP
Blake Wilson Group, LLC		Arlington	VA	MG
BLOKWORX, LLC		Reno	NV	SG
Blue Star Families, Inc.		Encinitas	CA	MP
BluePath Labs, LLC		Washington	DC	SP
Bluestaq		Colorado Springs	CO	MG
Boingo Wireless, Inc.		Los Angeles	CA	MG
Booz Allen Hamilton		McLean	VA	LP
Boston Fusion Corporation		Lexington	MA	SG
Boston Government Services		Oak Ridge	TN	MG
Brightstar Innovations Group, LLC		Arlington	VA	SG
Bullen Ultrasonics		Eaton	OH	MG
BWJ Metalworks, LLC		Abilene	TX	MG
C & G Consulting, Inc.		Manassas Park	VA	SG
C2C, LLC		Chesterfield	MO	SP
C4 Planning Solutions, LLC		Blythe	GA	MG
Caddell Construction Co. (DE), LLC	Caddell Construction	Montgomery	AL	MG
CAE USA, Inc.		Tampa	FL	LP
Caladwich Consulting, LLC		Annandale	VA	SP
Calvert Systems Engineering, Inc.		Bellevue	NE	MG
Cambridge International Systems, Inc.		Arlington	VA	MG
CANA, LLC	CANA Advisors, LLC	Gainesville	VA	SG
Canadian Valley Electric Cooperative, Inc.		Seminole	OK	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Candace Howell Insurance Agency, Inc.		Fayetteville	NC	SG
Cantrell-Gainco Group		Gainesville	GA	MG
Career Learning & Employment Center for Veterans, Inc.	Operation: Job Ready Veterans (OJRV)	Indianapolis	IN	SP
Career Systems Development Corporation	Penobscot Job Corps Center	Bangor	ME	MG
CareerSource Pinellas		Clearwater	FL	MG
Carter Machinery Co., Inc.		Salem	VA	LG
Cascade Environmental	Cascade Drilling	Bothell	WA	LG
Casilo Consulting, LLC	Vector Services	Collinsville	IL	MP
Cassidy Consulting Group, LLC	C2G	Naples	FL	SG
Castalia Systems, LLC		Tampa	FL	MG
Castle Hill Associates, LLC		Waterville	OH	SG
Catalyst Technical Consulting Group, LLC		Crown Point	IN	SG
Caylor Equipment Services, LLC		Jupiter	FL	SG
Cayuse Holdings, LLC		Pendleton	OR	LP
CB Design Group		Alexandria	VA	SP
Celerity Government Solutions, LLC	Xcelerate Solutions	McLean	VA	MG
Central Texas Workforce Development Board, Inc.	Workforce Solutions of Central Texas	Belton	TX	MP
Check-6, Inc.		Tulsa	OK	MP
Chenega Corporation		Anchorage	AK	LG
Cincinnati, Inc.		Harrison	OH	MP
Cintel, Inc.		Huntsville	AL	MG
Circle Computer Resources		Cedar Rapids	IA	MP
Circuit Media, LLC		Denver	CO	MP
Citizens Development Center	U&I	Dallas	TX	SG
City of Alpharetta		Alpharetta	GA	MG
City of Cape Canaveral		Cape Canaveral	FL	MP
City of Cedar Hill		Cedar Hill	TX	MG
City of Harker Heights		Harker Heights	TX	MG
City of Quincy		Quincy	IL	MG
City of St. Charles		St. Charles	IL	MG
City of Treasure Island		Treasure Island	FL	MG
City of Westbrook		Westbrook	ME	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Clarklift of Des Moines, Inc.	Forklifts of Des Moines	Des Moines	IA	SG
Clear Resolutions Consulting, LLC		Baltimore	MD	MG
Client First Technologies, Inc.		Fairfax	VA	MP
CloudWyze, Inc.		Wilmington	NC	SP
CMS Corporation		Maumee	OH	MP
Coalfire Systems, Inc.		Greenwood Village	CO	LG
Cognitive Medical Systems, Inc.		San Diego	CA	SG
Cognosante, LLC		Falls Church	VA	LG
Colorado Springs Sheet Metal JATC		Colorado Springs	CO	MP
Colossal Contracting, LLC		Annapolis	MD	MP
Command Holdings, a Pequot Company		Ledyard	CT	MG
Community Security Services, LLC	CSSI	Mobile	AL	MG
Compendium Federal Technology, LLC		Lexington Park	MD	SP
COMSETRA, LLC		Jay	OK	SG
COMSO, Inc.		Columbia	MD	MG
Conceras, LLC		Fairfax	VA	SP
Concord Crossroads, LLC		Dumfries	VA	SG
Concordant, LLC		Laramie	WY	SP
Concorde Jet Center		Brunswick	ME	SG
Conditioned Air Company of Naples, LLC		Naples	FL	MG
Conflict Kinetics		Sterling	VA	SG
Connectria, LLC		St. Louis	MO	MG
Consolidated Nuclear Security, LLC	Y-12 National Security Complex	Oak Ridge	TN	LG
Constellation Software Engineering, LLC	CSEnginerring, LLC	Annapolis	MD	MG
Constellation West		Bellevue	NE	MG
Construction Services Group, Inc.		Charleston	SC	SP
Contracting Resources Group, Inc.		Baltimore	MD	MP
Convergint Technologies, LLC	Convergint	Schaumburg	IL	LG
Converse Construction, Inc.		Redding	CA	SP
Converse Electric		Grove City	OH	MG
Core Government Services (CGS)		Purcellville	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Core4c3, LLC		Reston	VA	MG
Corporate America Supports You (CASY)	VetJobs	Fort Myers	FL	MP
Corps Solutions, LLC		Stafford	VA	MG
Cortina Solutions, LLC		Huntsville	AL	SG
CoSolutions, Inc.		Sterling	VA	MG
Covered 6, LLC		Moorpark	CA	MG
CP Marine, LLC	CPMG, LLC	Juneau	AK	SP
CPMC, LLC		Tysons Corner	VA	SG
CPS Professional Services, LLC	CATHEXIS	Falls Church	VA	MG
Crane Inspection & Certification Bureau		Houston	TX	SP
Criterion Systems, LLC a Cherokee Federal Company		Vienna	VA	MP
CriticalCxE, Inc.		Annapolis	MD	SP
Cromulence, LLC		Melbourne	FL	SG
Crossworks Technologies, Inc.		Orlando	FL	SG
Cruz Associates, Inc.		Yorktown	VA	MP
CSA, LLC		Virginia Beach	VA	LG
CTI Resource Management Services, Inc.		Jacksonville	FL	MG
CymSTAR Services, LLC		Broken Arrow	OK	MG
CymSTAR, LLC		Broken Arrow	OK	MG
DAGER Technology, LLC		Fairfax	VA	SG
Dassault Aircraft Services Reno		Reno	NV	SG
Data Center Solutions, Inc.	DCS Data Centers	Annapolis	MD	SP
Dauntless Wine Company		Forest Grove	OR	SG
Davis Agency, LLC		Federal Way	WA	SP
DCO Operations, LLC		Lawrenceville	NJ	MP
DD DANNAR, LLC	DANNAR	Muncie	IN	SG
Decision Technologies, Inc.		Arlington	VA	MG
Decisive Point Consulting Group, LLC		Waco	TX	MG
Deer Brook Consulting		North Yarmouth	ME	SG
DefendEdge OC, LLC	DefendEdge	Glen Ellyn	IL	SP
Defense Contracting, Inc.	DCI Solutions	Aberdeen Proving Ground	MD	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Delmarva Veteran Builders, LLC		Salisbury	MD	SG
Deltacon Global, Inc.		Sugarland	TX	SP
Demco Enterprises, Inc.	Demco Automation	Quakertown	PA	SG
Devotion Hospice		Conroe	TX	MG
Digital Global Connectors, LLC		McLean	VA	SG
Dillon Transportation		Ashland City	TN	MG
Diplomat Construction & Demolition, Inc.	Diplomat Demolition	West Chester	PA	MG
DirectViz Solutions, LLC		Vienna	VA	MG
Dixon Management Group, LLC	SERVPRO of Belle Meade	Nashville	TN	SG
DK & R Corp		Henderson	NV	SP
DLB Associates		Neptune City	NJ	MP
Dorreaan, LLC		Reston	VA	MG
Dotts Group, LLC		Downingtown	PA	SG
Draken International, LLC		Lakeland	FL	MP
Drexel Hamilton, LLC		New York	NY	SG
DroneShield, LLC		Warrenton	VA	SG
DSoft Technology Company	DSoft Technology, Engineering & Analysis, Inc.	Colorado Springs	CO	SG
DVL Group, Inc.		Bristol	PA	MG
DWBH, LLC	DWBHCORP	Arlington	VA	SG
Eagle Systems, Inc.		California	MD	MG
Early Services, Inc.		Decatur	AL	SG
Earnest Construction Company		San Antonio	TX	SG
Eastern Carolina Vocational Center, Inc. (ECVC)		Greenville	NC	MG
Easterseals Redwood Military & Veteran Services		Cincinnati	OH	SG
Echo Five Group		Arlington	VA	SP
EGS, Inc.	Empowered Global Solutions	Englewood	CO	MG
Electric Power Systems International, Inc.		Maryland Heights	MO	LG
Electrical Test Instruments, LLC	ETI Precision	Federick	MD	SP
Eljen Corporation		Windsor	CT	SP
ELYON International, Inc.		Vancouver	WA	MG
EM Key Solutions, Inc.		St. Petersburg	FL	SP

Employer Name	DBA	City	State/ Terr.	Award Type
EMD Electronics		Austin	TX	MP
EMD, LLC		Woodbridge	VA	SG
Employment Source, Inc.	ServiceSource, Inc.	Fayetteville	NC	MG
Energy Systems Group, LLC		Newburgh	IN	MG
Enhanced Veterans Solutions, Inc.		Fairfax	VA	MG
ENSCO Rail, Inc.		Springfield	VA	MG
ENSCO, Inc.		Springfield	VA	LG
Entegrity Consulting Group		Dayton	OH	SP
Entergy Corporation		New Orleans	LA	LG
Environet, Inc.		Honolulu	HI	SG
Environmental Chemical Corporation		Burlingame	CA	MP
EolianVR, Inc.		Largo	FL	SG
Epigen Technology Corp.		McLean	VA	SG
EPS Corporation		Tinton Falls	NJ	MP
EquipmentShare.com	EquipmentShare	Columbia	MO	LG
Erie Industrial Products		Oberlin	OH	SG
Eskridge Enterprises, LLC	Eskridge & Associates	Round Rock	TX	SP
Ever-Green Energy, Inc.		Saint Paul	MN	MG
Evergreen Fire Alarms, LLC	Evergreen Fire and Security	Tacoma	WA	MG
Eversource Energy		Hartford	CT	LG
Exact Staff, Inc.		Calabasas	CA	MG
Excalibur Legal Staffing, LLC	The Excalibur Group	Washington	DC	SG
Excentium, Inc.		Reston	VA	SP
Exceptional Employee for Exceptional Results, Inc.	E3R, Inc.	El Cajon	CA	MP
Executvie Airborne Solutions, Inc.		Bellevue	NE	SP
EXPANSIA Group, LLC	EXPANSIA	Nashua	NH	MP
Expeditionary Technology Services, Inc.		Atlanta	GA	SP
Explosive Countermeasures International, Inc.	ECI	Delaplane	VA	SG
F3EA, Inc.		Savannah	GA	MG
Facilities Development Corporation (FDC)		Reston	VA	SG
FASTPORT, Inc.		Valparaiso	IN	SG
Federal Practice Group		Washington	DC	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Federal Strategies, LLC		Fredericksburg	VA	SP
Feith Systems and Software, Inc.	Feith Systems	Fort Washington	PA	MP
Fireside Partners, Inc.		Dover	DE	SG
First Nation Group, LLC		Niceville	FL	MP
Five Star Global Security, LLC		Fayetteville	NC	SG
Flagship Management, LLC		Bristol	PA	MG
Florida Institute for Human and Machine Cognition		Pensacola	FL	MG
Florida is for Veterans, Inc.	Veterans Florida	Tallahassee	FL	SG
Flux Resources, LLC		Tigard	OR	MG
Foley, Inc.		Piscataway	NJ	LG
Fontaine Consulting, LLC		East Moline	IL	SP
Forge Institute		Little Rock	AR	SP
Forte Health and Wellness, Inc.		Denver	CO	SP
FourFront Design, Inc.		Rapid City	SD	SG
Frontier Market Solutions	Ravenox	Mount Vernon	WA	SG
Fusion Cell, LLC		Windham	NH	SP
Gannon & Scott Phoenix, Inc.	Gannon & Scott	Phoenix	AZ	SG
Gary R Banks Industrial Group		West Berlin	NJ	SG
Gauss Management Research and Engineering, Inc. (GMRE)		South Ogden	UT	MG
GC Logistics		Ridgeland	MS	SP
GCubed Enterprises, Inc.	GCubed, Inc.	Stafford	VA	SP
GDM of Oregon		Bingen	WA	SG
GeekFindrz, LLC	Momentum	Huntsville	AL	SG
General Dynamics Misson Systems		Fairfax	VA	LG
General Dynamics NASSCO – Norfolk		Norfolk	VA	MP
General Electric Company	GE Aerospace	Evandale	OH	LG
General Infomatrix, Inc.	GI	McLean	VA	MG
GenTech Associates, Inc.		Indianapolis	IN	MG
Global Business Solutions, LLC	GBSI	Pensacola	FL	SG
Global Security Services IA		Davenport	IA	MP
Global Skills Exchange Corporation	GSX, Global Skills X- Change	Alexandria	VA	SG
Global Technology & Management Resources, Inc.	GTMR, Inc.	Hollywood	MD	MG

Employer Name	DBA	City	State/ Terr.	Award Type
GLOTECH, Inc.		Rockville	MD	MP
Go Energistics		Dallas	RI	SG
Goldbelt Apex		Herndon	VA	MG
Goldbelt C6, LLC		Chesapeake	VA	MP
Goldbelt Falcon, LLC		Chesapeake	VA	MP
Goldbelt Frontier, LLC		Alexandria	VA	MG
Goldbelt Glacier Health Services, LLC		Herndon	VA	MG
Goldbelt Hawk, LLC		Newport News	VA	MP
Goldbelt, Inc.		Juneau	AK	MP
Goldbelt Integrated Logistics Services		Chesapeake	VA	SG
Goldbelt Nighthawk, LLC		Newport News	VA	SP
Goldbelt Operations Support Services		Herndon	VA	SP
Goldbelt Professional Services		Chesapeake	VA	MP
Goldbelt Security, LLC		Juneau	AK	SP
Golden Key Group		Reston	VA	MG
Gotham Government Services		Haymarket	VA	SG
Government Tactical Solutions		Vienna	VA	MP
Green Expert Technology, Inc.		Haddonfield	NJ	MG
GSI Service Group, Inc.		Honolulu	HI	MG
Guardian Angels Medical Service Dogs, Inc.		Williston	FL	SG
H2 Performance Consulting Corp.		Gulf Breeze	FL	MP
H2L Solutions, Inc.		Huntsville	AL	MP
Hancock Resource Center		Waveland	MS	SG
Harvard Integrations		Tea	SD	MG
Hawkeye Tracking, Inc.		Lexington Park	MD	SG
HazAir, Inc.		Henderson	NV	SG
Haze Gray Vineyards, LLC		Dobson	NC	SP
HD Dog Training, LLC		Bensalem	PA	SG
Heptagon Information Technology, LLC		Montgomery	AL	SP
Herc Rentals		Bonita Springs	FL	LG
Hernandez Consulting & Construction, LLC		New Orleans	LA	MP
HHO Carbon Clean Systems, LLC		Paducah	KY	SG

Employer Name	DBA	City	State/ Terr.	Award Type
High Order Solutions, LLC		Frisco	TX	SG
HigherEchelon, Inc.		Huntsville	AL	MP
Highland Engineering, Inc.		Howell	MI	SG
HII		Newport News	VA	LG
Hilliard Division of Police		Hilliard	OH	MG
HM Cragg		Edina	MN	MG
Hope For The Warriors		Springfield	VA	MG
Hudgins Contracting Corp		Hampton	VA	SG
HudsonAnalytix, Inc.		Cherry Hill	NJ	SG
Huot Construction & Services		South St. Paul	MN	SG
HurtVet Subcontracting, LLC		Park City	UT	SP
Hydro Vac Services	GroundBreakers, LLC	Indianapolis	IN	SG
HZ Construction, Inc.		Orlando	FL	SG
Iberia Advisory, LLC		Washington	DC	SP
Iconicx Critical Solutions, LLC		Amsterdam	NY	MP
IdeaHelix, Inc.		Fremont	CA	SG
Imperial Auto and Truck Service	LYLOKI, LLC	Henderson	NV	SG
Independence Hydrogen		Ashburn	VA	SP
Indigo IT, LLC		Herndon	VA	MP
Industrial Packaging Supplies, Inc.	IPS Packaging & Automation	Fountain Inn	SC	MP
Infinity Systems Engineering		Colorado Springs	CO	MP
Infinity Technology Services, LLC	ITS, LLC	Colorado Springs	CO	MP
Information Management Group, Inc.	IMG	Fairfax	VA	MG
Insignia Technology Services	9th Way Insignia	Ashburn	VA	MP
Inspired Solutions, Inc.		Manassas	VA	SG
Integration Innovation, Inc.	i3	Huntsville	AL	LG
Integrity Consulting Engineering and Security Solutions (ICCESS)		Purcellville	VA	SG
IntelliDyne, LLC		Falls Church	VA	MG
intelliSolutions, Inc.		San Diego	CA	SP
IntePros Federal		Washington	DC	MG
Interactive Government Holdings, Inc.		Springfield	VA	MP
InterImage, Inc.		Arlington	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
International Controls Systems, Inc.		Littleton	CO	SG
International Training Fund		Annapolis	MD	LP
Intrepid		Huntsville	AL	MG
Intrepid Solutions and Services, LLC		Herndon	VA	MG
Invenergy		Chicago	IL	LG
Inventus, LLC		Greer	SC	SG
iostudio, LLC		Nashville	TN	MP
Ipsolon Research, Inc.		Frederick	MD	SG
IPT Associates	IPTA	Burlington	MA	MP
IronMountain Solutions, Inc.		Huntsville	AL	MP
Ironworkers Local Union #399 JATC		Hammonton	NJ	SG
IT Concepts, Inc.		Vienna	VA	MG
IT Veterans, LLC		Herndon	VA	SP
Itero Group, LLC		New Cumberland	PA	MG
Jackson Ryan Construction Services, Inc.		Suffield	CT	SG
Janissary, LLC		Houston	TX	MP
JANUS Research Group, LLC		Evans	GA	LG
Jay & Jay Mfg., LLC		Croswell	MI	SP
JB Management, Inc.		Alexandria	VA	MP
JBM Energy Solutions, LLC		Lawrenceville	NJ	SG
JCTM, LLC		Charlotte	NC	MP
JGMS Government Solutions, LLC		Grand Junction	CO	MP
Jingoli Nuclear Services, LLC		Lawrenceville	NJ	SG
Jingoli Power, LLC		Lawrenceville	NJ	MP
JIT Staffing, LLC	Just In Time Staffing	Round Rock	TX	SP
John H. Northrop & Associates, Inc.	JHNA	Clifton	VA	MG
Jovian Concepts, Inc.		Hanover	MD	MG
JR Kays Trucking, Inc.		Clarendon	PA	SP
JTEC Consulting, LLC		Decatur	GA	SG
JVC Enterprises, LLC		Byron Center	MI	SG
JVS SoCal		Los Angeles	CA	MG
KaDSci, LLC		Fairfax	VA	SP
Kaiva Services, LLC		Tulsa	OK	SG
Kalman & Company, Inc.		Virginia Beach	VA	MG
KASTELLUM Group, LLC		Odessa	FL	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Kegman, Inc.		Melbourne	FL	SG
Kent, Campa and Kate, Inc. (KCK)		Arlington	VA	SP
Kentco Corporation	ProteQ	Herndon	VA	SG
Keystone Fire & Security		North Wales	PA	MG
Kilda Group, LLC		Severna Park	MD	SG
Kingfisher Systems, Inc.		Falls Church	VA	MG
Kingsky Flight Academy		Lakeland	FL	SG
KIRSH Helmets, Inc.		Schenectady	NY	SG
Kizano Corp		Woodbridge	VA	SP
Knight Federal Solutions, Inc.		Orlando	FL	MP
Knowesis, Inc.		Fairfax	VA	MP
Kolme Group, LLC		Phoenix	AZ	SP
Korn Ferry Professional Search (US)		Los Angeles	CA	LG
KSA Integration, LLC		Stafford	VA	SP
Kwest Group, LLC		Perrysburg	OH	MP
LaunchTech, LLC		Huntsville	AL	SG
Lazarus Alliance, Inc.		Scottsdale	AZ	SP
Legato, LLC		Columbia	MD	SP
Leidos		Reston	VA	LG
Leonardo DRS, Inc.		Arlington	VA	LG
Liberty Business Associates, LLC		Ladson	SC	MG
Life Cycle Engineering		Charleston	SC	MP
LinQuest Corporation		Herndon	VA	LG
Lockheed Martin		Bethesda	MD	LP
LockLeed International		Blaine	MN	SP
Lodestar Consulting, Inc.		Charlotte	NC	MP
Long Capture & Contract Management, LLC		Colorado Springs	CO	SP
Los Alamos National Laboratory		Los Alamos	NM	LG
Louisiana Energy Services, LLC	URENCO USA	Eunice	NM	MG
LRS Federal, LLC		Severna Park	MD	SP
LTC Solutions		Stafford	VA	SG
LUKOS, LLC		Tampa	FL	MP
Lynch Consultants, LLC		Arlington	VA	MP
M Dean Owen, CPA, PSC		Paducah	KY	SG
Maggie's Outreach Community Economic Development Center		Raeford	NC	SG
Mainsail Group, LLC		Bedford	MA	MG

Employer Name	DBA	City	State/ Terr.	Award Type
ManTech International Corp	ManTech	Herndon	VA	LG
Marand US Holdings, LLC		Fort Worth	TX	SG
Mark My Words, LLC	Walker Bookstore	Tempe	AZ	SP
Mark Ronning, LLC	Northwest Veterans Law	Salem	OR	SP
Markon, LLC	Markon Solutions, An Answer Advisory Company	Falls Church	VA	MP
MartinFederal Consulting, LLC		Huntsville	AL	MP
Matrix Business Concepts, LLC		Concord	NH	MG
Maveris, LLC		Martinsburg	WV	MP
Mb Solutions, Inc.		Huntsville	AL	MP
Memphis-Shelby County Schools		Memphis	TN	LG
Mesa Natural Gas Solutions		Loveland	CO	MP
Messer North America, Inc.		Bridgewater	NJ	LG
Metis Technology Solutions, Inc.		Albuquerque	NM	MP
Mfinite Consulting, LLC		Severn	MD	SG
Michaels Stores, Inc.		Irving	TX	LG
Micron Technology		Boise	ID	LP
MidAmerican Energy Company		Des Moines	IA	LG
Mikropor America, Inc.		Michigan City	IN	SP
Miles Technology Solutions, LLC	Miles Enterprise Solutions	Charlotte	NC	SG
Military Officers Association of America	MOAA	Alexandria	VA	MP
Millenium Corporation		Arlington	VA	MG
Mischler Financial Group		Corona del Mar	CA	MP
Mission1st Group, Inc.		Arlington	VA	MP
MIT Lincoln Laboratory		Lexington	MA	LG
Mitchell Technical College		Mitchell	SD	MG
Monte Sano Research Corporation		Huntsville	AL	MG
Monterey Consultants, Inc.		Dayton	OH	MP
MorningStar MyCo, LLC		Reno	NV	SG
Mountain View Electric Company, LLC		Willis	VA	SG
Mountaineer Community Health Center, Inc.		Paw Paw	WV	SG

Employer Name	DBA	City	State/ Terr.	Award Type
M'Possible Mortgage Group, LLC	The M'Possible Mortgage	Phoenix	AZ	SG
MRP Training Solutions, Inc.		San Diego	CA	SG
MTIV, LLC	MTIV, Inc.	Carleton	MI	SG
MULE Engineering, Inc.	MULE Engineering & Construction, Inc.	Winter Garden	FL	SP
Murray Automotive Group, Inc.	Murray Chrysler Dodge Jeep Ram	Starke	FL	MG
Murray Ford Mercury, Inc.	Murray Ford Superstore	Starke	FL	MG
National Grid Solutions, LLC		Cypress	CA	SG
National Native American Construction, Inc.	NNAC, Inc.	Coeur d'Alene	ID	SG
Nation's Finest		Santa Rosa	CA	MP
Nationwide IT Services, Inc.		Fairfax	VA	MP
Nationwide Pharmaceutical, LLC		San Antonio	TX	SG
Native Instinct, LLC		Boynton Beach	FL	SP
Naval Systems, Inc		Lexington Park	MD	MG
Navigator Development Group, Inc.		Enterprise	AL	MP
Navigator International, LLC		Huntsville	AL	MG
nDepth Security, LLC		Columbia	MD	SG
Nemean Solutions, LLC		Sierra Vista	AZ	MP
NetCentrics		Herndon	VA	MG
Netizen Corporation		Allentown	PA	SG
NeuroScience Associates, Inc.		Knoxville	TN	SG
NewBridge Partners, Inc.		Herndon	VA	SP
NewStyle Communities		Belmont	NC	SG
NexTech Solutions, LLC		Tampa	FL	MG
NextEra Energy		Juno Beach	FL	LP
NextGen Federal Systems, LLC		Morgantown	WV	MG
NextOp, Inc.		Houston	TX	SP
NineLine Veteran Services		Fife	WA	SG
Nisga'a CIOPS		Chantilly	VA	SP
Nisga'a MOSTT		Chantilly	VA	SP
Nisga'a Tek, LLC		Chantilly	VA	MP
NorCal Staffing Group, Inc.	TangoAlpha3	Austin	TX	SG
North America Mattress Corp		Clackamas	OR	SG

Employer Name	DBA	City	State/ Terr.	Award Type
North American Consulting Services, Inc.	NACS, Inc.	Point Pleasant	WV	SG
North American Rescue		Greer	SC	MP
North American Substation Services, LLC		Altamonte Springs	FL	MG
Northrop Grumman Corporation	Northrop Grumman Systems Corporation	Falls Church	VA	LG
Northstrat		Sterling	VA	MG
NStar Global Services		Garner	NC	MP
NTCS, LLC		Alexandria	VA	SG
NTT Global Data Centers Americas, Inc.		Sacramento	CA	LG
Nucor Steel Auburn, Inc.		Auburn	NY	MG
Nuss Truck and Equipment	Nuss Truck Group, Inc.	Roseville	MN	MP
Oaklea Security Services, LLC	Oaklea Simpson Security	Alexandria	VA	MP
Oasis Systems, LLC		Burlington	MA	LG
Opera, LLC		Herndon	VA	SG
Offset Strategic Services, LLC		Huntsville	AL	SP
Okaloosa-Walton Jobs and Education Partnership, Inc.	CareerSource Okaloosa-Walton	Shalimar	FL	SG
Oklahoma Chiller Corporation		Tulsa	OK	SG
Olympus Solutions, Inc.		Daytona Beach	FL	SG
On Time Prime, LLC		Daytona Beach	FL	MG
Onadottedline, LLC		Salem	OR	SG
Ondra-Huyett Associates, Inc.		Allentown	PA	SP
One Corps, Inc.		Carolina	PR	SG
Open Security, Inc.		San Antonio	TX	SP
Open Systems Technologies Corporation		Gainesville	VA	MP
Operation Healing Forces		Tampa	FL	SG
Optimum Low Voltage, LLC	Optimum Fire & Security	Wilmington	NC	SG
Opto-Knowledge Systems, Inc.	OKSI	Torrance	CA	SG
Orion ICS, LLC	Orion Talen	Cary	NC	MP
OWT Global	OWT Global, LLC	Tampa	FL	MG
Oxley Enterprises, Inc.		Fredericksburg	VA	MG
P-11 Security, Inc.		Torrance	CA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
PACCAR WINCH, Inc.		Broken Arrow	OK	MP
Pacific Aerospace Consulting, Inc,		San Diego	CA	SG
Pacific Gas & Electric Company (PG&E)		Oakland	CA	LG
Paragon Cyber Solutions, LLC		Tampa	FL	SP
Paris Union School District No. 95		Paris	IL	MP
PatchPlus Consulting, Inc,		Medford	NJ	MG
PathFinder Digital, LLC		Sanford	FL	SG
Patriotic Holdings, LLC		New Braunfels	TX	SG
Patronus Systems, Inc.		Melbourne	FL	MP
Pennsylvania Petroleum Association, Inc.		Middletown	PA	SG
PeopleService, Inc.		Omaha	NE	MG
PeopleTec, Inc.		Huntsville	AL	MP
Peraton, Inc.		Reston	VA	LG
Percival, Inc.	Percival Engineering	Columbia	MD	SP
Peregrine Energy Solutions, LLC		Boulder	CO	SP
Peregrine Technical Solutions		Yorktown	VA	SP
Persistent Systems, LLC		New York	NY	MP
Phase II Staffing and Contracting, LLC		Quantico	VA	SP
phia, LLC		Fairfax	VA	SP
Philbrook Construction Services Group, Inc.		Yarmouth	MA	SG
Phillips 66		Houston	TX	LG
Phoenix Global Support, LLC		Fayetteville	NC	SP
PingWind, Inc.		Annandale	VA	MG
Pinkham Cyr, Inc.		Moorestville	NC	SG
PL Consulting, Inc.		Great Falls	VA	SG
Planet Technologies, Inc.		Germantown	MD	MG
Planned Systems International, Inc. (PSI)		Columbia	MD	LG
Platform Aerospace		Hollywood	MD	MG
Platinum Business Services, LLC		Clarksville	MD	MG
Portable Solar, LLC	Sol-Ark	Plano	TX	MG
Portsmouth Community Health Center, Inc.	Hampton Roads Community Health Center	Portsmouth	VA	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Postal Solutions Inc.	A1 Notary Solutions; A-1 Packaging Solutions	Torrance	CA	SG
Posterity Group, LLC		Rockville	MD	SG
Powell Strategies, LLC		Annapolis	MD	SG
PPT Solutions, Inc.		Huntsville	AL	SG
Practical Intelligence, LLC		Gambrills	MD	SG
Precise Systems, Inc.		Lexington Park	MD	LG
Precision Concrete Cutting		Escondido	CA	SG
Prefere Melamines, LLC		Springfield	MA	SG
Prince George's County Police Department		Upper Marlboro	MD	LG
Principle Services, LLC		Graham	TX	SG
Priority 1 Air Rescue Operations Arizona, LP		Mesa	AZ	SG
Professional Contract Services, Inc. (PCSI)		Austin	TX	LP
Professional Solutions Delivered, LLC		King George	VA	MP
Programatics, LLC		Alexandria	VA	SP
Project Management Professional Services Corporation	The PMO Squad	Gilbert	AZ	SP
Promising People, LLC		Orlando	FL	SG
ProSync Technology Group		Ellicott City	MD	SG
PSI		Knoxville	TN	MG
Puget Sound Energy		Bellevue	WA	LG
Quadrint, Inc.		Falls Church	VA	MG
Qualis Corporation		Huntsville	AL	MP
Quecon, Inc.		Front Royal	VA	SG
Quick Services, LLC	QSL	Fayetteville	NC	MP
Quiet Professionals, LLC		Tampa	FL	MP
R2C, Inc.		Huntsville	AL	MG
R3		Coronado	CA	MP
Rafael Systems Global Sustainment, LLC	RSGS	Bethesda	MD	SG
RAM Aviation, Space & Defense		St. George	UT	MG
Rapid Cycle Solutions		Nokesville	VA	SG
Rapid Dry, Inc.		Scottsville	NY	SG
Raytheon Technologies		Arlington	VA	LP

Employer Name	DBA	City	State/ Terr.	Award Type
RB Consulting, Inc.	RBCI	Frederick	MD	MP
RC4VETS, LLC		San Antonio	TX	SG
Ready Support Services, LLC		Plano	TX	SP
REDI Transports		Green Bay	WI	SP
RedSky, LLC		Aldie	VA	SP
ReefPoint Group, LLC		Annapolis	MD	MP
Reinaert, LLC		Pinellas Park	FL	SG
Reliability & Performance Technologies, LLC	R&P Technologies	Dublin	PA	MG
RELYANT Global, LLC		Maryville	TN	MG
Rembert Area Community Coalition		Rembert	SC	SG
Renaissance Global Services, LLC		Holmdel	NJ	SP
Renewable Energy Systems, LLC		Avilla	IN	SP
Research and Development Solutions, Inc.	RDSI	North Kingston	RI	MG
Responsible Medical Solutions Corp.	Temecula 24 Hour Urgent Care; Temecula Family Medicine, Carlsbad Urgent Care San Marcos	Temecula	CA	MP
RESULTS Technology, Inc.		Overland Park	KS	SG
ResumeYourWay	MBH National, Inc.	Springfield	VA	SP
Revolution National Pest Council		Carson	CA	SP
Rhino Health FW, LLC		Fort Worth	TX	SG
Ricardo Defense		Troy	MI	MG
Richard Group, LLC		Chicago	IL	SG
Ridgeline International		Tysons	VA	MG
RightDirection Technology Solutions, LLC	RDTS	Baltimore	MD	SP
Rigid Security Group	Rigid Tactical	Virginia Beach	VA	MP
risk3sixty, LLC		Roswell	GA	SP
Rite-Solutions, Inc.		Middletown	RI	MP
Roberts & Ryan Investments, Inc.	Roberts & Ryan	New York	NY	SG
Rockford Systems, LLC		Rockford	IL	MG
rockITdata, LLC		Philadelphia	PA	MP
Rocky Mountain Hydrostatics, LLC		Brighton	CO	SP
RTI Consulting, LLC		Marshall	VA	SG
Rubicon Technical Services, LLC		Kennesaw	GA	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Ruchman and Associates, Inc.		Nottingham	MD	MG
Rushford State Bank		Rushford	MN	SG
S.B., Inc.	Sherman Bros. Heavy Trucking	Harrisburg	OR	MP
Sabre Systems, Inc.		Warminster	PA	MG
Safespill		Houston	TX	SP
Saliense Consulting		Tysons	VA	MG
Samsung Austin Semiconductor		Austin	TX	LG
Samuel Lennon	L2 Defense, Inc.	Middle River	MD	MG
Sancorp Consulting, LLC		Falls Church	VA	MG
Sandia National Laboratories		Albuquerque	NM	LG
Scale Facilitation Partners	Sanitex Global	New York	NY	MG
Science Applications International Corporation		Reston	VA	LG
Scientel Solutions, LLC		Aurora	IL	MP
SDV Command Source, Inc.		Winston-Salem	NC	SP
SDV Construction, Inc.		Albuquerque	NM	MG
Sealing Technologies, Inc.		Columbia	MD	MG
SecureStrux, LLC		Lancaster	PA	SG
Security 1 Solutions, LLC		Gaithersburg	MD	MG
Segment HR, LLC		The Woodlands	TX	SG
Semper Fi Doorman, Inc.		Chicago	IL	SG
Semper Valens Solutions		Canyon Lake	TX	MG
Senior Solutions for the Jersey Shore, LLC		Point Pleasant	NJ	SG
Senspex, Inc.		Rio Rancho	NM	MG
Sentinels of Freedom Scholarship Foundation		San Ramon	CA	SG
ServiceSource, Inc.		Oakton	VA	LG
Sevan Multi-Site Solutions, Inc.		Downers Grove	IL	MP
Sharp Decisions, Inc.		New York	NY	MG
Shearer & Associates, Inc.		Huntsville	AL	SP
Sheep Dog Impact Assistance		Rogers	AR	SG
Shen Te Enterprises, Inc.		Tulsa	OK	SG
Sherpa 6, Inc.		Littleton	CO	MG
Shine Systems, LLC	Shine Enterprises, LLC	Charlottesville	VA	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Short Powerline Service, LLC		Glenrock	WY	SG
ShotStop Ballistics, LLC		Stow	OH	SG
ShurMed Emergency Medical Service, LLC		San Antonio	TX	MP
Sierra Management and Technologies, Inc.		California	MD	MG
Sierra Nevada Corporation		Sparks	NV	LG
Sigma Defense Systems, Inc.		Perry	GA	MG
Silotech Group, Inc.		San Antonio	TX	MP
Silver Mountain Construction, LLC	North Wind Group	Palmer	AK	MG
SIMCO Electronics		Santa Clara	CA	MG
Simulation Technologies, Inc.	SimTech	Huntsville	AL	MP
Six Maritime, Inc.		San Diego	CA	MG
SixGen, Inc.		Annapolis	MD	MP
SkillStorm Commercial Services, LLC		Jacksonville	FL	LG
Sky Climber Wind Solutions, LLC	Sky Climber Renewables	Delaware	OH	MP
Skybridge Tactical, LLC		Tampa	FL	MG
SNVC, LC		Herndon	VA	SP
Sodexo Government East		Jacksonville	NC	MP
SOftact Solutions, LLC		Fayetteville	NC	MG
Solution One Industries, Inc.		Kileen	TX	MG
Solutions for Information Design, LLC	SOLID	Fairfax Station	VA	SP
Sonalysts, Inc.		Waterford	CT	MP
SOSi SOS International		Reston	VA	LG
SourceAmerica		Vienna	VA	MG
South Central Workforce Development Board		Bowling Green	KY	SP
South River Federal Solutions, LLC		Mayo	MD	SP
Southern Company		Atlanta	GA	LP
SowFit Buffalo	PBNJ Enterprise	Buffalo	NY	SG
Space Coast Intelligent Solutions, Inc.		Melbourne	FL	SG
Spark Energy Services, Inc.	Hohm Energy USA	Newark, New Castle	DE	SG
Spathe Systems		Tampa	FL	MP
Spees, LLC	Spees Design Build	Kent	WA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Spin Systems, Inc.	SpinSys	Falls Church	VA	MP
Spirit Avionics, LTD	Spirit Aeronautics	Gahanna	OH	SG
St. Clair & Co.		Ypsilanti	MI	SP
St. James A.M.E Zion Church – Zion House		Salisbury	MD	SG
Steel Point Solutions, LLC		Calverton	MD	SG
SteerBridge Strategies, LLC		Vienna	VA	SP
Stellar Solutions, Inc.		Palo Alto	CA	MG
Still Serving Veterans		Huntsville	AL	SP
Stop the Addiction Fatality Epidemic (SAFE) Project US	SAFE Project	Arlington	VA	SP
StraCon Services Group, LLC		Benbrook	TX	MP
Strata-G, LLC		Knoxville	TN	MP
Strategic Alliance Business Group		Fairfax	VA	MP
Strategic Medical Equipment Solutions, LLC		Monument	CO	SG
Strategic Staffing Solutions		Detroit	MI	MP
Sumaria Systems, LLC		Peabody	MA	MG
Summit 7 Systems, LLC		Huntsville	AL	MG
Summit Aviation		Middletown	DE	MP
Summit Exercises and Training		Saint Petersburg	FL	SG
Summit Technical Solutions, LLC		Colorado Springs	CO	MP
Support The Enlisted Project, Inc.	STEP	San Diego	CA	SG
Supreme Insulated Panel Systems		Mobile	AL	SG
Surveying and Mapping, LLC		Austin	TX	LG
Survival Systems USA, Inc.		Groton	CT	SG
Synack, Inc.		Redwood City	CA	MG
Syndetix		Las Cruces	NM	SG
Synergy ECP		Columbia	MD	MG
Syntelligent Analytic Solutions, LLC		Falls Church	VA	MP
Systemex America, Inc.		Lincolnshire	IL	LG
System Studies & Simulation	S3	Huntsville	AL	MP
Systematic, Inc.		Centreville	VA	SG
Systems Planning and Analysis, Inc.		Alexandria	VA	LG
Systems Products and Solutions, Inc. (SPS)		Huntsville	AL	MG

Employer Name	DBA	City	State/ Terr.	Award Type
T and T Consulting Services, Inc.		Falls Church	VA	MP
Tactical Air Support, Inc.		Reno	NV	MG
Tactical Construction, Inc.		Victor	NY	SG
Tactical Engineering & Analysis, Inc.		San Diego	CA	MG
Tactical Rehabilitation, Inc.		Vero Beach	FL	SP
Talentscale, Inc.		Las Vegas	NV	MG
Tangent Technologies, LLC		McLean	VA	SG
Target Media Mid Atlantic, Inc.	Target Systems	Mechanicsburg	PA	MG
Tassy Trucks, LLC	Tassy Transportation	Charlotte	NC	SG
Team Carney, Inc.		Alexandria	VA	MP
Team Cymru, Inc.		Lake Mary	FL	MG
Tech For Troops		Richmond	VA	SG
Tech62, Inc.		Fairfax	VA	SG
Technical Assent, LLC		Arlington	VA	MG
Technology Learning Group, Inc.	TLG Learning	Bellevue	WA	SG
Technology Security Associates, Inc.	TSA	California	MD	MG
TekSynap		Reston	VA	LG
Tele-Consultants, Inc.		Alpharetta	GA	SG
Tetra Fields, LLC	Tetra Fields	Rockville	MD	SG
Textron Systems Corporation		Hunt Valley	MD	LG
The Boeing Company		Arlington	VA	LP
The Coalition to Salute America's Heroes Foundation	Coalition to Salute America's Heroes	Leesburg	VA	SG
The District Communications Group	DCG	Plantation	FL	MG
The Electronic On Ramp, Inc.		Rockville	MD	SP
The Greentree Group		Beavercreek	OH	MG
THE INFORMATICS APPLICATIONS GROUP, Inc.	TIAG	Reston	VA	MP
The Intellect Group, LLC		San Antonio	TX	MG
The Intelligence & Security Academy, LLC		Arlington	VA	MP
The McHenry Management Group	TMMG	Chesapeake	VA	MG
The Metamorphosis Group, Inc.		Vienna	VA	SG
The MITRE Corporation		McLean	VA	LG
The Podmilsak Group, Inc.	PGTEK	Ashburn	VA	MG
The Rockhill Group, Inc.		Molino	FL	MP
The RockWood Group, Inc.		Athens	AL	SG

Employer Name	DBA	City	State/ Terr.	Award Type
The Ross Group Construction Corporation		Tulsa	OK	MG
The Wolverine Group		Washington	DC	SG
Thermo Systems, LLC		East Windsor	NJ	MG
Thomas Solutions, Inc.		Alexandria	VA	SP
Thompson Metal Fab, Inc.		Vancouver	WA	MG
Tidewater Emergency Medical Service Council	Tidewater EMS Council	Chesapeake	VA	SP
Titan Associates Group, Inc.		Athens	TN	SG
TM3 Solutions, Inc.		Alexandria	VA	SP
Tokyo Electron U.S. Holdings, Inc.		Austin	TX	LP
Topsarge Business Solutions, LLC		Temple	TX	SP
Torden, LLC		Tiverton	RI	MP
TorrNet Technology, LLC		Lacey	WA	SG
Trade Training Company	Sonoran Desert Institute	Tempe	AZ	MG
Training Rehabilitation and Development Institute, Inc.		San Antonio	TX	LG
Transmission Distribution Service	TDS Construction	Glenrock	WY	SG
TREALITY SVS, LLC		Xenia	OH	SG
TRECIG, LLC	The Veganish Cafe	Rockwall	TX	SP
Trewon Technologies, LLC		Stafford	VA	SP
TRIAEM, LLC		Sterling	VA	SG
TRIDENT 11, LLC		Tulsa	OK	SG
Trident Technologies and Consulting – Global, LLC	T2C-Global	Wesley Chapel	FL	SG
Trideum Corporation		Huntsville	AL	MP
Trinity Information Technology, LLC		Yardley	PA	SG
TriWest Healthcare Alliance		Phoenix	AZ	LG
Trotter Management Services, LLC		Schwenksville	PA	SG
TruView BSI, LLC		Melville	NY	MG
TruWeather Solutions, Inc.		Syracuse	NY	SP
U.S. Vet General Contracting, LLC		McFarland	WI	SG
United Brotherhood of Carpenters – UBC MVP		Washington	DC	MP
United Brotherhood of Carpenters and Joiners of America Local 254		Edison	NJ	LG
United Rentals, Inc.		Stamford	CT	LG

Employer Name	DBA	City	State/ Terr.	Award Type
United Veterans Construction and Landscape Solutions, Inc.		Fort Worth	TX	SP
Universal Strategy Group, Inc. (USGI)		Franklin	TN	MG
Universal Technical Resource Services, Inc.		Cherry Hill	NJ	MG
University of Health and Performance		Bentonville	AR	SG
Unmanned Systems, Inc.	Albers Aerospace	McKinney	TX	MP
Upstate Warrior Solution, Inc.		Greenville	SC	SP
US Communications and Electric, Inc.		Garfield Heights	OH	MG
USA Environmental, Inc.		Oldsmar	FL	MG
USfalcon, Inc.		Cary	NC	MG
UT Battelle, LLC	Managing Oak Ridge National Laboratory, ORNL	Oak Ridge	TN	LG
Ute Water Conservancy District		Grand Junction	CO	MG
Utility Mapping Services, PC		Clancy	MT	SG
VA Wholesale Mortgage		Virginia Beach	VA	SP
Valor Network, Inc.		Seaside Park	NJ	SG
Vantage Point Consulting, Inc.		Reston	VA	SG
Vaudra, LTD	Vaudra International	Huntersville	NC	SG
Vaultes, LLC		Reston	VA	SG
Vector Force Development		Westminster	CO	LP
VectorCSP		Elizabeth City	NC	MG
Veritech, LLC		Aberdeen	MD	SG
Verium, LLC		Owings	MD	SG
Verizon		Basking Ridge	NJ	LG
Veryable, Inc.		Dallas	TX	MG
VetCV, Inc.		Pensacola	FL	SP
Veteran Benefits Guide		Las Vegas	NV	MG
Veteran Engineering and Technology, LLC		Colorado Springs	CO	SP
Veterans Alliance		Stateline	NV	SG
Veterans Elite Services, LLC		Jacksonville	FL	SP
Veterans Guardian VA Claim Consulting		Pinehurst	NC	MP
Veterans, Inc.		Worcester	MA	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Veterans Leadership Program of Western Pennsylvania, Inc.	Veterans Leadership Program	Pittsburgh	PA	MG
Veterans Management Services, Inc.	VMSI	Sterling	VA	MP
Veterans Medical Distributors, Inc.		Jupiter	FL	SG
Veterans Outreach Center, Inc.		Rochester	NY	SG
Veterans Place of Washington Blvd.		Pittsburgh	PA	SP
ViaPath Technologies	Global Tel*Link	Falls Church	VA	LP
Viasat, Inc.		Carlsbad	CA	LG
Victory Solutions, Inc.		Huntsville	AL	MP
Village of Hanover Park		Hanover Park	IL	MG
Virtual Service Operations	VSO	Manassas	VA	MP
VISTA Technology Services, Inc.		Arlington	VA	MP
VPD Government Solutions	Voigt-Peters Associates, LLC	Arlington	VA	MG
Vulcan, Inc.		Foley	AL	MG
W R Systems, LTD		Fairfax	VA	MG
Walsingham Group, Inc.		Fayetteville	NC	MP
Warfeather		Coweta	OK	SP
Warrior Service Company, LLC		West Palm Beach	FL	SG
Watermark Risk Management International, LLC		Triangle	VA	MG
Watershed Security, LLC		Chesapeake	VA	SP
Watteredge, LLC		Avon Lake	OH	MG
Web Business Solutions, Inc.	WBSI	Fredericksburg	VA	SG
Western Electricity Coordinating Council	WECC	Salt Lake City	UT	MG
Westerwood Global USA Corporation		Malta	NY	MP
Whalls Group, LLC	Sanford Rose Associates	Aliso Viejo	CA	SG
WHITEWATER PROTECTION & TRAINING ACADEMY/HOMELAND SECURITY, LLC	PULLIAM HANDGUN SAFETY SCHOOL	Memphis	TN	SG
William & Mary	The Raymond A. Mason School of Business	Williamsburg	VA	MP
William C. Brown, Inc.		Manassas	VA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Willis Mechanical, Inc.		Norcross	GA	SP
Windstream Holdings		Little Rock	AR	LP
Work for Warriors		Sacramento	CA	SP
Workforce Development Board of the Treasure Coast	CareerSource Research Coast	Port St. Lucie	FL	SG
Worldwide Counter Threat Solutions, LLC		Fredericksburg	VA	SG
Wounded Warrior Project		Jacksonville	FL	LP
WPS Labor, LLC		Rogers	AR	SG
Xcel Energy		Minneapolis	MN	LG
XCEL Engineering		Oak Ridge	TN	SG
Zeido Technologies, LLC		Gainesville	VA	SG
Zero Point, Inc.		Virginia Beach	VA	MP

Appendix VI: Acronym List

Acronym	Term
ACVETEO	Advisory Committee on Veterans Employment, Training, and Employer Outreach
ADRA	Administrative Data Research and Analysis
AFA	Annual Funding Application
AJC	American Job Center
ASVET	Assistant Secretary of Labor for Veterans' Employment and Training
BLS	Bureau of Labor Statistics
C2E	Career and Credential Exploration
CEO	Chief Evaluation Office
C.F.R.	Code of Federal Regulations
CoC	Continuum of Care
CPS	Current Population Survey
CX	Customer Experience
CY	Calendar Year
DBA	Doing Business As
DEIA	Diversity, Equity, Inclusion, and Accessibility
DHS	Department of Homeland Security
DMDC	Defense Manpower Data Center
DOD	Department of Defense
DOL	Department of Labor
DOLEW	DOL Employment Workshop
DVOP	Disabled Veterans' Outreach Program
DWG	Dislocated Worker Grant
ED	Department of Education
EDR	Expenditure Detail Report
EER	Entered Employment Rate
EFCT	Employment Fundamentals of Career Transition
ELAWS	Employment Laws Assistance for Workers and Small Businesses
EN	Employment Navigator
ENPP	Employment Navigator and Partnership Pilot/Program
ERC	Employment Resource Coordinator
ESGR	Employer Support of the Guard and Reserve
ETA	Employment and Training Administration
FACA	Federal Advisory Committee Act
FOA	Funding Opportunity Announcement
FY	Fiscal Year
HCD	Human Centered Design

Acronym	Term
HHS	U.S. Department of Health and Human Services
HIRE	Honoring Investments in Recruiting and Employing
HUD	U.S. Department of Housing and Urban Development
HUD-VASH	U.S. Department of Housing and Urban Development – VA Supportive Housing
HVMP	HIRE Vets Medallion Program
HVRP	Homeless Veterans’ Reintegration Program
ICS	Individualized Career Services
IDES	Integrated Disability Evaluation System
IT	Information Technology
IWRP	Individual Written Rehabilitation Plan
JVA	Jobs for Veterans Act
JVSG	Jobs for Veterans State Grants
LG	Large Gold
LMI	Labor Market Information
LP	Large Platinum
LVER	Local Veterans’ Employment Representative
M&A	Management and Administrative
MG	Medium Gold
MOU	Memorandum of Understanding
MP	Medium Platinum
MVP	Minimum Viable Product
NAW	National Apprenticeship Week
NDAA	National Defense Authorization Act
NDNH	National Directory of New Hires
NVTAC	National Veterans’ Technical Assistance Center
NVTI	National Veterans’ Training Institute
OA	Office of Apprenticeship
OASP	Office of the Assistant Secretary for Policy
OBTT	Off-Base Transition Training
OCIO	Office of the Chief Information Office
ODEP	Office of Disability Employment Policy
OFCCP	Office of Federal Contract Compliance Programs
OMB	U.S. Office of Management and Budget
OPM	Office of Personnel Management
PIRL	Participant Individual Record Layout
PY	Program Year
RVEC	Regional Veterans’ Employment Coordinator

Acronym	Term
SBA	Small Business Administration
SG	Small Gold
SMWVBE	Small, Minority, Women, or Veteran-Owned Business Enterprise
SMWVBO	Small, Minority, Women, and Veteran Business Owners
SP	Small Platinum
SSVF	Supportive Services for Veteran Families Program
TAP	Transition Assistance Program
TAPA	Transition Assistance Participant Assessment
TEAMS	Transition Employment Assistance for Military Spouses
TEEN	TAP Evaluation and Employee Navigation
TEGL	Training and Employment Guidance Letter
TENS	TAP Employment Navigator System
UCX	Unemployment Compensation for Ex-Service Member
UNTEER	Uniform National Threshold Entered Employment Rate
URL	Universal Record Locator
U.S.C.	United States Code
USERRA	Uniformed Services Employment and Reemployment Rights Act
USICH	U.S. Interagency Council on Homelessness
VA	U.S. Department of Veterans Affairs
VCMS	VETS Case Management System
VDEI	Veteran Data Exchange Initiative
VEOA	Veterans' Employment Opportunity Act
VEOP	Veteran Employer Outreach Program
VETS	Veterans' Employment and Training Service
VEVRAA	Vietnam Era Veterans' Readjustment Assistance Act
VP	Veterans' Preference
VPL	Veterans' Program Letter
VR&E	Veteran Readiness and Employment
WHIAANHPI	White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders
WIOA	Workforce Innovation and Opportunity Act
WIPS	Workforce Integrated Performance System
WP	Wagner-Peyser
WWCEW	Wounded Warrior and Caregiver Employment Workshop