

ACVETEO - ADVISORY COMMITTEE ON VETERANS' EMPLOYMENT,
TRAINING AND EMPLOYER OUTREACH

U.S. DEPARTMENT OF LABOR
May 1, 2019

SUMMARY MINUTES

THE ADVISORY COMMITTEE ON
VETERANS' EMPLOYMENT, TRAINING, AND
EMPLOYER OUTREACH (ACVETEO)

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, N.W.
Room C-5320, Conference Room 6
Washington, D.C. 20210

PARTICIPANTS:

CHAIRMAN ERIC EVERSOLE, ACVETEO
MR. GREGORY GREEN, Assistant DFO
MS. LORI ADAMS, ACVETEO
MR. ERIC BROWN, ACVETEO
MS. LOIS BETHARDS, American Indian Center of Arkansas
MS. NICHOLE COLEMAN, ACVETEO
MR. ARIEL DeJESUS, ACVETEO
MS. PAM FRUGOLI, DOL
MR. RYAN GALLUCCI, VFW
MS. AMY GARCIA, ACVETEO
MR. TIMOTHY GREEN, Office of Strategic Outreach, DOL VETS
MR. JON JUKURI, ACVETEO
MR. TONY LOWE, VFW
MR. MATTHEW MILLER, Deputy Assistant Secretary, DOL VETS
MR. MIKE MILLER, DOL
MR. MIKE SLATER, DOL
MR. MICHAEL STODDARD, ACVETEO
MR. JUSTIN STORCH, ACVETEO
MR. MARK TOAL, DOL VETS
MR. TIM WINTER, DOL VETS
MR. MITCHELL COPPES, Goodwill Industries
MR. RONALD PRACH, Drach Consulting
MR. SAM SHELLENBERGER, Deputy Assistant Secretary for
Operations, DOL
MR. IVAN DENTON, DOL VETS
MR. ROBERT SHEPARD, DOL
MS. MARIA TEMIGUEL, DOL
MR. RANDALL SMITH, DOL
MR. STAN KURTZ, ACVETEO
MR. LOUIS CELLI, ACVETEO

MR. JIM LORRAINE, ACVETEO
MS. KAYLA WILLIAMS, ACVETEO
MR. JAMES SCHMELING, ACVETEO
MR. ROBERT SANDERS, ACVETEO
MR. JEFF HALL, ACVETEO
MS. ADELE GAGLIARDI, ACVETEO
MS. ROSE WARNER, DOL
MR. ROBERT SCHWARTZ, ACVETEO
MR. MICHAEL McDERMOTT, ACVETEO
MR. KEITH NATTRASS, ACVETEO
MS. VANESSA MYERS, DOL
MR. CHRIS BUTTON, DOL

IN THE PUBLIC:

MR. BILL OFFUTT, Victory
MR. MIKE HAZARD
MS. PARIS MACK, Women's Bureau
MR. JOHN VANDERPLAS

WELCOME AND REMARKS

Mr. Gregory Green, Assistant DFO, welcomed the attendees present and thanked them for their presence, introduced ACVETEO Chairman Eric Eversole, and requested ACVETEO members introduce themselves and the agencies they are with. **Chairman Eric Eversole**, ACVETEO, welcomed new members of the newly constituted committee and mentioned members who could not be in attendance or who's presence was delayed due to travel. Chairman Eversole discussed his desire for the meeting's agenda to include a broad look at fulfilling the committee's statutory obligations, particularly in terms of veteran employment.

ADMINISTRATIVE BUSINESS

Mr. Green covered logistical items such as location of food and drink and restrooms. **Chairman Eversole** outlined the meeting agenda, with a broad discussion of the committee's statutory duties, as well as presentations by a few specific veterans groups. Chairman Eversole introduced Mr. Sam Shellenberger. **Mr. Sam Shellenberger**, Deputy Assistant Secretary for Operations- DOL, discussed the legal authority for the ACVETEO committee as an entity and governing its obligations.

Overview of ACVETEO Governing Charter

Mr. Shellenberger explained that Section 4110 of Title 38 determines ACVETEO to be a mandatory advisory committee, as

opposed to a discretionary committee, meaning that it is important for the Department of Labor to receive outside collaboration and advice among and between ACVETEO and other outside veterans' organizations. He discussed the selection process for ACVETEO members as carried out by the Secretary. He pointed out that over 50 people were nominated to serve on the committee, but of those nominations only 12-16 are selected by the Secretary. He stressed that it will be important for each member to have a copy of the charter, as they will have to work both independently and as a team to provide viable, credible recommendations to DOL VETS. He thanked Chairman Eversole and the members for their time and dedication and wished them luck on their tasks.

ADDITIONAL ADMINISTRATIVE BUSINESS

Chairman Eversole took additional questions or comments from members, starting with comments from **Mr. Green**, who reiterated Sam's overview of the purpose and mission of ACVETEO, and then described the planning and schedule for the remainder of the year's meetings, to include at least one full meeting per quarter, as well as subcommittee meetings face to face and via teleconference, with the goal of submitting a required report to the Secretary of Labor by September 31.

Chairman Eversole next discussed the series of briefings

attendants would receive today, starting with an Ethics Briefing.

ETHICS BRIEFING

Ms. Vanessa Myers, along with **Ms. Sarah Miller**, ethics attorneys in the Office of the Solicitor, briefed committee members on what constitutes legally actionable financial and personal conflicts of interest, in regard to official DOL and ACVETEO duties. She stressed the importance of dealing with ethical dilemmas preventatively, for which the committee members should heed the open-door policy of the ethics department as they go forward in their new roles. Main discussion of ethics matters for committee members was centered on fiduciary concerns and financial conflicts of interest, scenarios that would weigh each committee member's personal vested financial interests versus those of the Government. Nonfinancial conflicts of interest would pertain to each committee members' interests in regard to their personal, political, or organizational relationships versus those of the Government, as well as members' outside, or non-official activities, gifts, or bribes.

Ms. Myers stressed that it is better to come to the Ethics Department to discuss all questions or potential factors relating to a perceived conflict of interest sooner than later, because there are ways for members to work to prevent legal

consequences for these issues. The close of her presentation was followed by a brief question and answer session.

DISCUSSION OF PAST COMMITTEE REPORTS AND RECOMMENDATIONS

Chairman Eversole moved discussion to an overview of the committee's past reports and recommendations, chronologically going back each year. Each member was provided copies to review, and Chairman Eversole mapped out what the reports included and what topics previous recommendations had centered on. He pointed out how usually three broader issue topics are focused on each year, with subcommittees for each represented by a chairperson, and then those topics are focused in on by each subcommittee. Previous larger issue topics have included barriers to employment (or unemployment); transition assistance and training support; and direct services. Chairman Eversole highlighted the fact that for the past seven years, the committee has not taken a deep focus of USERRA, student veterans issues, and other underserved veterans populations.

VETERANS EMPLOYMENT AND TRAINING SERVICE OVERVIEW

Mr. Vanderplas provided the committee with an overview of VETS—how it's funded, how it's organized, and where the staff currently are. Two major priorities for VETS are its programs for veterans and military spouses, primarily to include TAP and the HIRE VETS Medallion Program.

MILITARY SPOUSE UNEMPLOYMENT BRIEFING

After a brief break, **Mr. Vanderplas** moved on to brief the committee on issues and initiatives which the President, Secretary, and VETS are working on related to military spouse unemployment. Specifically, VETS has launched a military spouse web portal at veterans.gov/milspouses. This portal was launched to attempt to streamline the occupational reaccreditation and licensing process state-to-state for military spouses who move with their active duty service member spouses. **Mr. Green** discussed the partnership between DOL and DoD to work on military spouse hiring. This was followed by a question and answer session.

HIRE VETS MEDALLION PROGRAM BRIEFING

Mr. Randall Smith, of DOL VETS, provided a brief overview to the committee of the HIRE VETS Medallion program, and the way the award system works in terms of rewarding businesses who have high veteran employment retention numbers. Mr. Smith went through the basic criteria of the program, what the program seeks to achieve, and how the program has been put to use since its inception. Questions were taken by various committee members who were primarily interested in the direction the program is going, and how to realize a statistic improvement in the coming years.

BRIEF DISCUSSION OF ADMINISTRATIVE MATTERS

Mr. Green and Chairman Eversole revisited the role of subcommittees within the larger ACVETEO committee organization, and the timeline of subcommittee reports and briefings, the logistics of meeting notes, and role of subcommittee chairs, as the second half of the year progresses on a faster timeline. After fielding brief questions and commentary from committee members, the committee broke for lunch.

GRANT PROGRAMS BRIEFING

Ms. Maria Temiguel, Director of Grants and Training- DOL VETS, gave a brief overview to the committee on two grant programs, which handle research and outreach to homeless or incarcerated veterans, veterans with families, and unemployed veterans. Ms. Temiguel described the funds appropriation for grants and training programs, and authority for these programs under USERRA.

USERRA BRIEFING

Mr. Robert Shepard, Chief Senior Investigator for VETS, described the purpose, inception, and authority for USERRA (Uniformed Services Employment/Re-employment Rights Act), and specifically where DOL VETS and the ACVETEO committee fall under that authority to advise and refer to the Secretary and Congress on veterans' assistance programs. He touched on a new

initiative which TAP is looking forward to implement- employment assistance inside of the classroom, at the college level. To better prepare veterans who are earning their degrees in terms of career tracking and job placement at graduation. Questions were taken from committee members regarding information sharing between DOL VETS TAP program and other agencies and departments, such as DoD and the VA. And discussion ensued about TAP effectiveness data between the educational level, within colleges or universities, and the on-the-job level.

TRANSITION ASSISTANCE PROGRAMS (TAP) BRIEFING

Mr. Tim Winter, Director of Transition Assistance Programs for DOL, provided an overview briefing of TAP under the VETS umbrella. Its mission, its staffing, and recent initiatives.

THIS YEAR'S REPORT AREAS OF INTEREST

Chairman Eversole led committee discussion on what the members think would be the 2019 report topics. He reminded the committee that, under statute, all recommendations are to be related to DOL VETS initiatives and programs.

Ms. Kayla Williams, ACVETEO committee member, launched the discussion with a list of the topics that were highlighted as areas of concern throughout the course of the meeting. She noted:

- 1) Military Spouses- how to incentivize military spouses to use TAP services; measuring and tracking success for DVOPs and LVERs; and other issues, such as SOFA.
- 2) Veterans employment- specifically, employment retention and underemployment issues, specifically how to improve the TAP and Capstone programs.

Discussion and questions amongst the Chairman and committee members ensued regarding some details of these two topics.

Mr. Timothy Green, Office of Strategic Outreach- VETS, noted the importance of the committee looking into delivery services at the community level. Reaching the public directly through state and local organizations. He went into some background on ODEP and how looking at things from this perspective could be beneficial.

Ms. Lori Adams, ACVETEO committee member, brought up the desire to focus on underrepresented veterans populations, specifically Native Americans and women and other groups.

Mr. Gregory Green, summed up the members' subcommittee areas of interest toward the end of discussion, as:

- 1) Service delivery- how DOL services are delivered to the community
- 2) Underserved populations/DNI
- 3) Innovative veteran training programs

Chairman Eversole mentioned a fourth possible continuing discussion topic on USERRA. He next led the committee in

voicing who specifically would be interested in each subcommittee.

Mr. Jim Lorraine, ACVETEO, volunteered for Service Delivery. **Ms. Williams, Ms. Adams, and Ms. Pamela Johnson**, ACVETEO, volunteered for Underserved Populations/DNI. **Mr. Keith Nattrass**, representing **Mr. Jeff Hall**, ACVETEO, volunteered Mr. Hall for Underserved Populations/DNI, as well. **Chairman Eversole** and **Mr. Louis Celli, and Mr. James Schmeling**, ACVETEO, volunteered for Innovative Training Programs. Logistics about the June 11th meeting were touched upon by **Mr. Gregory Green**. **Chairman Eversole** mentioned the overall agenda and focus of subcommittees would be topics of discussion at the June 11th meeting. He then opened up the floor for public comments.

PUBLIC FORUM

Mr. Ronald Drach, Drach Consulting, discussed ODEP's CWT program, and his involvement in the program. As a disabled veteran with hearing loss, he has helped to spearhead, through the Annual Wounded Warrior Committee for the DC Metro Business Leadership Network, an initiative urging Congress to de regulate Clear to Connect, a captioning service for the hearing impaired; and also to get dialogue going about wounded veterans in the workforce. He urged committee members to reach out and collaborate with him, if need be.

Mr. Bill Offutt, Victory, then made a plea to the committee to strongly focus on how disabled veterans, particularly older vets such as Vietnam-era, are being served (or, currently, underserved) in American Job Centers. **Ms. Adams** and **Chairman Eversole** explained how that is currently trying to be addressed through this committee and others, but how the process is an uphill battle, and did acknowledge that some specifics could be addressed through the year on this topic.

CLOSING REMARKS AND ADJOURNMENT

Chairman Eversole thanked the public for showing up, DOL VETS, and the Committee for all their hard work. He expressed his anticipation for a successful and productive June 11th meeting, with most of the committee present for that.