

Employment Assistance for Women Veterans Webinar Transcript

Slide 1: Welcome to the Employment Assistance for Women Veterans webinar, brought to you by the U.S. Department of Labor's Veterans' Employment and Training Service, known as DOL VETS, Women Veteran Program.

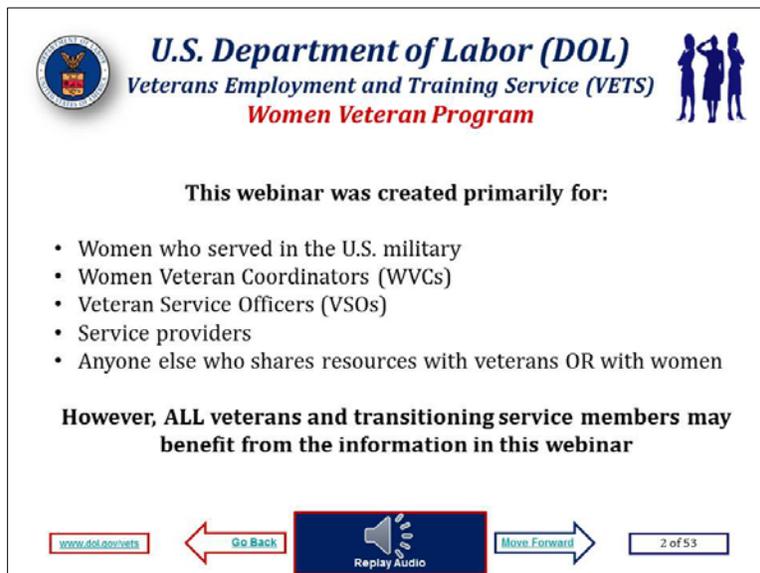


U.S. Department of Labor (DOL)
Veterans Employment and Training Service (VETS)
Women Veteran Program

Employment Assistance for Women Veterans

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Slide 2: The information in this webinar is primarily intended for women who have served in the U.S. Military, Women Veteran Coordinators, Veteran Service Officers, other service providers, and anyone else who shares resources with veterans or with women. However, because the free employment services we've found to be successful for women veterans actually serve veterans of both genders, all veterans and transitioning service members may benefit from the information in this webinar.



U.S. Department of Labor (DOL)
Veterans Employment and Training Service (VETS)
Women Veteran Program

This webinar was created primarily for:

- Women who served in the U.S. military
- Women Veteran Coordinators (WVCs)
- Veteran Service Officers (VSOs)
- Service providers
- Anyone else who shares resources with veterans OR with women

However, ALL veterans and transitioning service members may benefit from the information in this webinar

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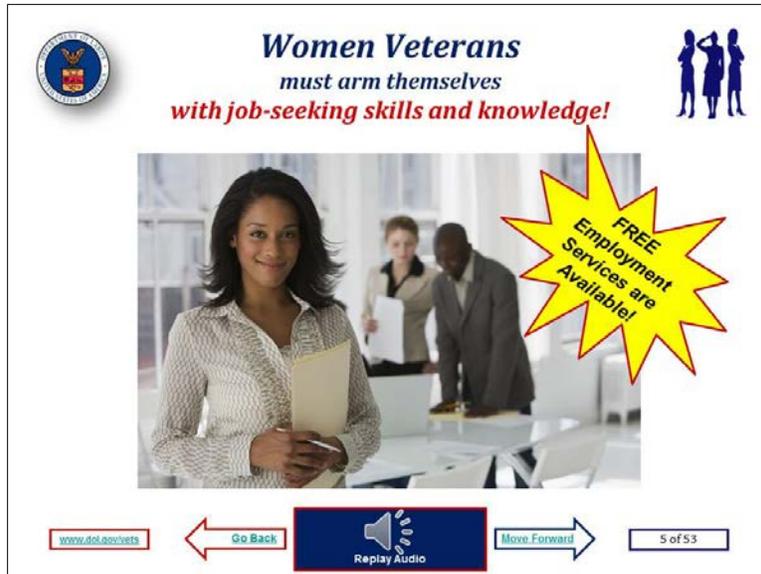
Slide 3: Let's face it. Job-hunting can be difficult for *anyone*, and in addition to challenges commonly experienced by nonveteran job-seekers, transitioning service members and veterans may experience culture shock, difficulty translating skills, unfamiliarity with the civilian job search process, and more.

Slide 3 features a central illustration of a man in a suit sitting at a desk, talking to another man in a suit. The man at the desk is looking at a document. Three yellow starburst callouts point to the scene: 'Culture Shock' (top left), 'Difficulty Translating Skills' (bottom left), and 'Unfamiliarity with Civilian Job Search Process' (right). The slide title is 'Let's Face It...' followed by 'job-hunting is difficult for anyone particularly recently separated veterans!'. The VA logo is in the top left, and a silhouette of three people is in the top right. At the bottom, there is a navigation bar with a 'Go Back' button, a 'Replay Audio' button with a speaker icon, a 'Move Forward' button, and a '3 of 53' indicator. A URL 'www.dodsecret.com' is visible in the bottom left corner.

Slide 4: Unlike their male veteran peers, women veterans may also experience challenges that are common among nonveteran working women. Generally speaking, women are more likely than men to be concentrated in low-wage occupations, to earn the minimum wage, and to experience poverty.

Slide 4 features a central illustration of a woman with red hair sitting at a desk, typing on a computer keyboard. Three yellow starburst callouts point to the scene: 'Poverty' (top left), 'Minimum Wage' (bottom left), and 'Low-Wage Occupations' (right). The slide title is 'Regardless of Veteran Status, women are more likely than men to experience:'. The VA logo is in the top left, and a silhouette of three people is in the top right. At the bottom, there is a navigation bar with a 'Go Back' button, a 'Replay Audio' button with a speaker icon, a 'Move Forward' button, and a '4 of 53' indicator. A URL 'www.dodsecret.com' is visible in the bottom left corner.

Slide 5: The best thing women veterans can do is arm themselves with job-seeking skills and knowledge. Free employment services *are* available to veterans nationwide – services we’ve found to be particularly helpful to women veterans – so in this webinar we’ll explore how DOL VETS supports veterans and transitioning service members with employment services and resources.



Slide 5 features the DOL VETS logo in the top left and a silhouette of three women in the top right. The main text reads: "Women Veterans must arm themselves with job-seeking skills and knowledge!". Below this is a photograph of a woman in a white patterned blouse holding a folder, with other people in the background. A yellow starburst graphic on the right says "FREE Employment Services are Available!". At the bottom, there is a navigation bar with a "www.dol.gov/vets" link, "Go Back" and "More Forward" arrows, a "Replay Audio" button with a speaker icon, and a "5 of 53" indicator.

Slide 6: The mission of DOL VETS can be summed up in 4 “P”s. We prepare our separating service members to transition from the military to the civilian workforce. We provide our veterans with the critical resources, expertise, and training they need to locate and obtain meaningful careers. We protect the employment rights of the women and men who serve this nation. Finally, we promote veterans hiring to employers around the country, and help companies learn the best practices in hiring veterans. *These services are all free!*



Slide 6 features the DOL VETS logo in the top left and a silhouette of three women in the top right. The main text reads: "U.S. Department of Labor (DOL) Veterans Employment and Training Service (VETS) mission". Below this is a section titled "How VETS Works With Veterans - Prepare, Provide, Protect" with three bullet points: "We **prepare** our separating service members to transition from the military to the civilian workforce", "We **provide** our veterans with the critical resources, expertise, and training to assist them in locating and obtaining meaningful careers", and "We **protect** the employment rights of the men and women who serve this Nation". Below this is a section titled "How VETS Works With Employers - Promote" with one bullet point: "We **promote** the hiring of veterans through outreach to and partnership with employers". At the bottom, there is a navigation bar with a "www.dol.gov/vets" link, "Go Back" and "More Forward" arrows, a "Replay Audio" button with a speaker icon, and a "6 of 53" indicator.

Slide 7: So, how do we prepare our separating service members for civilian employment? Well, before transition, optimally 12-3 months prior to separation, we provide the three-day Employment Workshop on military installations, and a virtual version of the entire Employment Workshop is now available online for veterans who would like a refresher or for anyone else who may benefit. The entire three day workshop is focused on the mechanics of getting a job and consists of seven main sections: Transition Planning, Career Exploration and Validation, Job Search Planning, Building an Effective Resume, Federal Hiring and Federal Resumes, Interviewing Skills, and Post-Interviewing Analysis.

DOL Employment Workshop
on military installations
virtual version now available online!

Seven Main Sections:

1. Transition Planning
2. Career Exploration and Validation
3. Job Search Planning
4. Building an Effective Resume
5. Federal Hiring and Federal Resumes
6. Interviewing Skills
7. Post-Interviewing Analysis

Full curriculum and participant guide available online
24/7 for anyone who may benefit
<http://www.dol.gov/vets/programs/tap.htm>

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Slide 8: Participants leave the workshop having drafted tangible products, including an individual transition plan, a skills assessment, job search results, a resume, and a cover letter. During this three-day “employment 101,” participants work through a 250 page participant guide, with practical exercises in all of the main sections I mentioned. They leave with their personal participant guide, so they can continue their practice in job search techniques and refer back to the lessons for that next promotion or other employment transition.

DOL Employment Workshop
builds job-seeking skills and
provides tangible products!

- Tangible products:
 - Individual transition plan
 - Skills assessment
 - Job search results
 - Resume
 - Cover letter
- 250 page participant guide with practical exercises

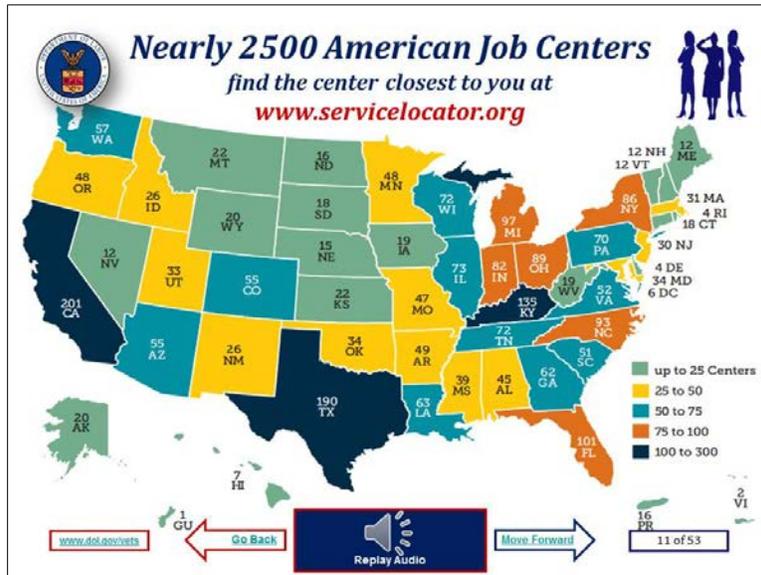
U.S. DOL
Employment
Workshop
Transition from
Military to Civilian
Workforce
Participant Guide
Navy 2011 edition

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Slide 9: The Employment Workshop is a part of the Transition Assistance Program, known as TAP or GPS for Goals – Plans – Success. A virtual version of the entire Employment Workshop is now available online as a webinar, and that personal participant guide can be downloaded in PDF format. While the Employment Workshop is primarily intended for Transitioning Service Members, the majority of the information is very beneficial for any job-seeker or even currently employed people who may be approaching another employment transition. It is particularly beneficial for veterans, of course. So if you haven't already taken the training, or simply need a refresher, be sure to take advantage of the Employment Workshop webinar, and arm yourself with critical career exploration and job-seeking skills.

Slide 10: To take advantage of the virtual version of the DOL Employment Workshop, simply visit the VETS website, dol.gov/vets, and click on “Transitioning Service Members.” You can return to the training at any time, so you may even want to add the link to your favorites.

Slide 11: The second P in the VETS mission is Provide. We provide individual employment assistance at nearly 2,500 American Job Centers nationwide. Each year, more than 16.9 million Americans, including 1.2 million veterans, receive employment assistance at an American Job Center.



Slide 12: Let's take a look inside the American Job Centers. First, anyone can walk into an American Job Center and receive basic career services. Career services include intake and orientation; initial assessment of skills, abilities, aptitudes and service needs; job search and placement assistance; provision of workforce information; job placement follow-up; and more. Also available to any job-seeker are self-service employment resources, such as free computer use and other job search tools. Veterans receive priority of service at all American Job Centers and all other DOL employment and job-training programs.

American Job Centers
provide career services to **ALL** job seekers
but VETERANS receive priority of service

Career Services May Include the Following Based on Individual Needs:

- Determination of eligibility for other services
- Outreach, intake and orientation
- Initial assessment of skills, abilities, aptitudes and service needs
- Job search and placement assistance
- Provision of workforce information
- Job placement follow-up
- Comprehensive and specialized assessments of skills and service needs
- Development of individual employment plans
- Employment counseling and career planning
- Case management
- Prevocational or pre-training short-term skill development services

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Slide 13: Let's discuss how DOL defines "veterans," "eligible spouses," and "priority of service." This information is provided for those who like to have all the details. But the most important thing to remember is that you can simply visit an American Job Center and tell them about your military service and current situation. They will work with you to determine which services are most appropriate for your individual situation.

Let's Define:
*"veteran," "priority of service," and other terms...
 but first!*

Remember – the most important take away from this webinar is to simply
 visit the American Job Center closest to you and tell them about your military service

They will work with you to determine which services are appropriate for your individual situation

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Slide 14: DOL defines "veteran" as a person who served at least one day in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable. It does not matter where the military service occurred. Active service includes full-time service in the National Guard or a Reserve component, but does not include National Guard or Reserve duty performed strictly for training purposes, that which is often referred to as "weekend" or "annual" training. If you are unsure of your veteran status, the best thing to do is to visit an American Job Center and tell the staff about your military service during an initial discussion. They can help you determine if you qualify for priority of service as a veteran.

Definition of "Veteran"
 for the purpose of:
priority of service

Priority of Service – The Jobs for Veterans Act of 2002 requires DOL to provide priority of service to **veterans** and eligible spouses for all employment and training-funded activities

Veteran means a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable, as specified in 38 U.S.C. 101(2). Active service includes full-time duty in the National Guard or a Reserve component, other than full-time duty for training purposes.

Source: Electronic Code of Federal Regulations, Title 20, Chapter IX, Part 1010 — APPLICATION OF PRIORITY OF SERVICE FOR COVERED PERSONS, current as of August 3, 2015
http://www.ecfr.gov/cgi-bin/retrieveECFR?pp=1&SID=aa2a9f1ea63906a09f2385c881b57504&ty=HTML&h=L&mc=true&n=p20.4.1010&r=PART#se20.4.1010_1300

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Slide 15: Eligible spouses also receive priority of service at the American Job Centers and all other DOL employment and job-training programs. An “eligible spouse” is the spouse of any one of the following: a veteran who died of a service-connected disability; a member of the Armed Forces serving on active duty who, at the time of application for the priority is missing in action, captured in the line of duty by a hostile force, or forcibly detained or interned in the line of duty by a foreign government or power; any veteran who has a total disability rating resulting from a service-connected disability as evaluated by the Department of Veterans Affairs; or any veteran who died while such a service-connected disability was in existence.



Definition of “Eligible Spouse” for the purpose of: *priority of service*



Priority of Service – The Jobs for Veterans Act of 2002 requires DOL to provide priority of service to veterans and *eligible spouses* for all employment and training-funded activities

Eligible spouse as defined in section 2(a) of the JVA (38 U.S.C. 4215(a)) means the spouse of any of the following:

- (1) Any veteran who died of a service-connected disability
- (2) Any member of the Armed Forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been so listed for a total of more than 90 days:
 - (i) Missing in action
 - (ii) Captured in line of duty by a hostile force
 - (iii) Forcibly detained or interned in line of duty by a foreign government or power
- (3) Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs
- (4) Any veteran who died while a disability, as indicated in bullet (3), was in existence

Source: Electronic Code of Federal Regulations, Title 20, Chapter IX, Part 1010 — APPLICATION OF PRIORITY OF SERVICE FOR COVERED PERSONS, current as of August 3, 2015 http://www.ecfr.gov/cgi-bin/retrieveECFR?gp=1&SID=aa2a9f1e63906a09f7385c881b57504&ty=HTML&h=L&mc=true&n=pt20.4.1010&r=PART#se20.4.1010_1300

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Slide 16: So, now that you know who qualifies for priority of service, you may be wondering, “what is priority of service?” Priority of service means that veterans and eligible spouses are entitled to precedence over non-covered persons for services. This means that a veteran or an eligible spouse either receives access to a service earlier in time than a non-covered person, or, if the resource is limited, the veteran or eligible spouse receives access to the service instead of the non-covered person. Veterans and eligible spouses are given priority over non-covered persons for the receipt of employment, training, and placement, so it’s important to speak up about your military service and veteran status during your first visit.



Definition of “Priority of Service”

for the purpose of:
all DOL Employment and Training Services



Priority of Service – The Jobs for Veterans Act of 2002 requires DOL to provide priority of service to veterans and eligible spouses for all employment and training-funded activities

Priority of Service means the right to take precedence over non-covered persons in obtaining services. Depending on the type of service or resource being provided, taking precedence may mean:

- (1) The covered person receives access to the service or resource earlier in time than the non-covered person
- (2) If the service or resource is limited, the covered person receives access to the service or resource instead of or before the non-covered person

Source: Electronic Code of Federal Regulations, Title 20, Chapter IX, Part 1010 — APPLICATION OF PRIORITY OF SERVICE FOR COVERED PERSONS, current as of August 3, 2015 http://www.ecfr.gov/cgi-bin/retrieveECFR?pp=1&SID=aa2a9f1ea63906a09f2385c881b57504&ty=HTML&h=L&mc=true&n=pt20.4.1010&r=PART#se20.4.1010_1300

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Slide 17: Examples of possible training services include occupational skills training, skill upgrading and retraining, on-the-job training, workplace training, entrepreneurial training, job readiness training, and adult education and literacy.



Examples of Training Services

at the
American Job Centers



- Workplace training combined with related instruction
- Occupational skills training ▪ Entrepreneurial training
- Skill upgrading and retraining ▪ Job readiness training
- On-the-job training ▪ Adult education and literacy

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Slide 18: Post-9/11 Era Veterans – those who served in the military after September 11th, 2001 – are eligible to receive Gold Card services, including case management, development of an individual employment plan, and 6 months of follow-up services. More information about the Gold Card Initiative is available on our website at dol.gov/vets.

THE UNITED STATES DEPARTMENT OF LABOR
GOLD CARD
 SERVICES FOR POST 9/11 ERA VETERANS

The One Stop Career Centers are ready to provide you intensive services for up to a six month period through an exciting array of career and supportive services to include:

- Case management
- Skills assessment and interest surveys
- Career guidance
- Job search assistance

★ ★ ★

HOW TO ACCESS GOLD CARD SERVICES?

- Information about Gold Card Services can be found at www.dol.gov/vets/goldcard.html.
- Locate your nearest One Stop Career Center by going to America's Service Locator www.servicelocator.org or by calling Toll-Free 1-877-US2-JOBS (1-877-872-5627) TTY: 1-877-889-5627.
- Once a One-Stop Career Center has been located, go there and present this Card.
- Information about other services and benefits can be found at www.ebenefits.va.gov and www.rtd.gov.

Eligible Veterans will receive priority of service in all Department of Labor funded employment and training programs

Note: "One Stop Career Centers" are now called "American Job Centers"

November 2011

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Slide 19: Disabled Veteran Outreach Program specialists, known as DVOPs, provide intensive employment services to veterans who are most likely to experience employment barriers. DVOPs serve eligible veterans who have a significant barrier to employment and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment.

 **Intensive Employment Services**
 for veterans most likely to experience
employment barriers 

**Disabled Veteran Outreach Program
 specialists (known as DVOPs)
 provide intensive employment services to:**

- Eligible veterans who have a significant barrier to employment
- Persons who meet other eligibility criteria, as defined by the Secretary of Labor as those most likely to benefit from intensive services in order to obtain and maintain employment

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Slide 20: Intensive services may include comprehensive and specialized assessments of skill levels and service needs; development of an individual employment plan to identify the employment goals and appropriate combination of services; employment counseling and career planning; case management; and short-term prevocational services that may include development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct.

Intensive Employment Services
for veterans most likely to experience
employment barriers

Disabled Veteran Outreach Program intensive services may include:

- Comprehensive and specialized assessments
 - Skill levels and service needs
- Development of an individual employment plan
 - Employment goals and appropriate combination of services
- Employment counseling and career planning
- Case management
- Short-term prevocational services
 - Development of learning skills
 - Communication skills
 - Interviewing skills
 - Punctuality, Personal maintenance skills, and Professional conduct

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Slide 21: Now we'll define the terms "eligible veterans," "significant barrier to employment," and persons who meet other eligibility criteria for DVOP services. But again, remember that these definitions are provided for those that want them. The most important thing for veterans to know is that they can obtain free employment services at the American Job Centers, and should discuss their current situation and their military service with the staff during the initial visit so that the staff can help to determine the most appropriate services on an individual basis.

Let's Define:
"eligible veterans," "barrier," and "other eligibility criteria"...
but first!

Again, please remember –
the most important take away from this webinar is to simply
visit the American Job Center closest to you and tell them about your military service

They will work with you to determine which services are appropriate for your individual situation

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Slide 22: For the purpose of receiving DVOP services, the term “eligible veteran” means a person who either served on active duty for a period of more than 180 days and was discharged or released with an other than a dishonorable discharge, or was discharged or released from active duty because of a service-connected disability. Eligible veterans in any one of the following six categories are considered to have Significant Barriers to Employment for the purpose of receiving DVOP services.

Definition of “Eligible Veterans”
for the purpose of:
DVOP services

DVOPs serve **eligible veterans** who have a significant barrier to employment and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veteran means a person who served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge, or was discharged or released from active duty because of a service-connected disability

Source: Electronic Code of Federal Regulations, Title 20, Chapter IX, Part 1001 — SERVICES FOR VETERANS, current as of August 4, 2015 <http://www.ecfr.gov/cgi-bin/retrieveECFR?ap=1&SID=1a2e26463f31f2b9492433876761b058b=HTML&h=L&mc=true&n=pt20.4.1001&r=PART>

There are 6 Categories of Significant Barriers to Employment

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Slide 23: Disabled veterans are considered to have a Significant Barrier to Employment. The term “disabled veteran” means a veteran who is entitled to compensation – or who but for the receipt of military retired pay would be entitled to compensation – under laws administered by the Secretary of the Department of Veterans Affairs, or a person who was discharged or released from active duty because of a service-connected disability.

Definition of “Significant Barrier to Employment”
for the purpose of:
DVOP services

DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- **Disabled veterans, as defined by 38 U.S.C. 4211(1) and (3); which include:**
 - Those who are entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of The Department of Veterans Affairs
 - Those who were discharged or released from active duty because of a service-connected disability
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11202](#) (a and b))
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [WIOA](#) Section 3 (38), who are currently incarcerated or who have been released from incarceration
- Low-income individuals (as defined by [WIOA](#) Section 3 (36))
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, *Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans' Outreach Program (DVOP)*. <http://www.dol.gov/vets/VMS/VPLs/VPL-03-14-Change-1.pdf>

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Slide 24: Homeless veterans are considered to have a Significant Barrier to Employment. Homeless veterans, for the purpose of receiving DVOP services, include those who lack a fixed, regular, and adequate nighttime residence; those whose primary nighttime residence is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings; those who are living in a supervised publicly or privately operated shelter designated for temporary living arrangements; and those who are residing in a shelter or place not meant for human habitation and who are exiting a n institution where they temporarily resided.



Definition of "Significant Barrier to Employment" for the purpose of: **DVOP services**



DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (2)
- **Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act (42 U.S.C. 11302(a and b)), which include those who/whom:**
 - Lack a fixed, regular, and adequate nighttime residence
 - Primary nighttime residence is not designed for a regular sleeping accommodation for human beings
 - Are living in a supervised shelter designated for temporary living arrangements
 - Are residing in a shelter or place not meant for human habitation and are exiting the institution
 - Will imminently lose their housing, have no subsequent residence identified, and lack the resources or support networks needed to obtain other permanent housing
 - Is fleeing, or is attempting to flee, domestic violence, dating violence, sexual assault, stalking, or other dangerous or life-threatening conditions in the individual's or family's current housing situation, and who has no other residence and lacks the resources or support networks to obtain other permanent housing
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [50 U.S.C. Section 3 \(36\)](#), who are currently incarcerated or who have been released from incarceration
- Low-income individuals (as defined by [50 U.S.C. Section 3 \(36\)](#))
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, Exponation and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans' Outreach Program (DVOP). <http://www.dol.gov/vets/V245/VP44/VP-03-14-Change-1.pdf>

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Slide 25: Also included in the definition of homeless veterans for the purpose of receiving DVOP services are those who will imminently lose their housing, have no subsequent residence identified, and lack the resources or support networks needed to obtain other permanent housing. Any veteran who is fleeing, or is attempting to flee, domestic violence, dating violence, sexual assault, stalking, or other dangerous or life-threatening conditions in the individual's or family's current housing situation, including where the health and safety of children are jeopardized, and who has no other residence and lacks the resources or support networks to obtain other permanent housing is also considered to be a homeless veteran for the purpose of receiving DVOP services.

Definition of "Significant Barrier to Employment" for the purpose of DVOP services

DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- **Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act (42 U.S.C. 11302(a and b)), which include those who/whom:**
 - Lack a fixed, regular, and adequate nighttime residence
 - Primary nighttime residence is not designed for a regular sleeping accommodation for human beings
 - Are living in a supervised shelter designated for temporary living arrangements
 - Are residing in a shelter or place not meant for human habitation and are exiting the institution
 - Will imminently lose their housing, have no subsequent residence identified, and lack the resources or support networks needed to obtain other permanent housing
 - Is fleeing, or is attempting to flee, domestic violence, dating violence, sexual assault, stalking, or other dangerous or life-threatening conditions in the individual's or family's current housing situation, and who has no other residence and lacks the resources or support networks to obtain other permanent housing
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [WIOA](#) Section 3 (38), who are currently incarcerated or who have been released from incarceration
- Low-income individuals (as defined by [WIOA](#) Section 3 (36))
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans' Outreach Program (DVOP). <https://www.dol.gov/vets/VMS/VPLs/VPL-03-14-Change-1.pdf>

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Slide 26: Recently-separated veterans who have been unemployed for 27 or more weeks in the previous 12 months are considered to have a Significant Barrier to Employment. The term “recently-separated” includes the three-year period beginning on the date of discharge or release from active duty.

Definition of "Significant Barrier to Employment" for the purpose of DVOP services

DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11302\(a and b\)](#))
- **Recently-separated service members, meaning any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty, as defined in [38 U.S.C. 4211\(6\)](#), who has been unemployed for 27 or more weeks in the previous 12 months**
- Offenders, as defined by [WIOA](#) Section 3 (38), who are currently incarcerated or who have been released from incarceration
- Low-income individuals (as defined by [WIOA](#) Section 3 (36))
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans' Outreach Program (DVOP). <https://www.dol.gov/vets/VMS/VPLs/VPL-03-14-Change-1.pdf>

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Slide 27: Offenders are considered to have Significant Barriers to Employment. The term “offender” means a person who is or has been subject to any stage of the criminal justice process and for whom services may be beneficial; or, who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

**Definition of “Significant Barrier to Employment”
for the purpose of:
DVOP services**

DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11302\(a and b\)](#))
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- **Offenders, as defined by [WIOA Section 3 \(38\)](#), who are currently incarcerated or who have been released from incarceration, including:**
 - A person who is or has been subject to any stage of the criminal justice process and for whom services may be beneficial
 - Who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction
- Low-income individuals (as defined by [WIOA Section 3 \(36\)](#))
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans’ Outreach Program (DVOP). <http://www.dol.gov/vets/TMS/YPI-a/YPI-03-14-Change-1.pdf>

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Slide 28: Low-income individuals are considered to have Significant Barriers to Employment. The term “low-income individual” includes an individual who receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the Supplemental Nutrition Assistance Program, the Temporary Assistance for Needy Families program, the Supplemental Security Income program, or state or local income-based public assistance.

**Definition of “Significant Barrier to Employment”
for the purpose of:
DVOP services**

DVOPs serve eligible veterans who have a **significant barrier to employment** and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with Significant Barriers to Employment include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11302\(a and b\)](#))
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [WIOA Section 3 \(38\)](#), who are currently incarcerated or who have been released from incarceration
- **Low-income individuals, as defined by [WIOA Section 3 \(36\)](#) including:**
 - An individual who receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through:
 - The Supplemental Nutrition Assistance Program (SNAP)
 - The Temporary Assistance for Needy Families program (TANF)
 - The Supplemental Security Income program (SSI)
 - State or local income-based public assistance
 - A homeless individual, as defined in Section 41403(6) of the Violence Against Women Act of 1994 H. R. 803—12 (42 U.S.C. 14043e—2(6))
 - An individual who is in a family with total family income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level
 - An individual with a disability whose own income meets the above income requirement but who is a member of a family whose income does not meet this requirement
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans’ Outreach Program (DVOP). <http://www.dol.gov/vets/TMS/YPI-a/YPI-03-14-Change-1.pdf>

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Slide 29: The term “low-income individual” also includes an individual who is in a family with total family income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level; or an individual with a disability whose own income meets the above income requirement but who is a member of a family whose income does not meet this requirement. The lower living standard income level is adjusted for regional, metropolitan, urban, rural, and family size differences, and is designated by the state governor based on guidelines determined annually by the Secretary of Labor based on the most recent lower living family budget.

**Definition of “Significant Barrier to Employment”
for the purpose of:
DVOP services**

DVOPs serve eligible veterans who have a *significant barrier to employment* and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with *Significant Barriers to Employment* include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11302\(a and b\)](#))
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [WIOA](#) Section 3 (38), who are currently incarcerated or who have been released from incarceration
- Low-income individuals, as defined by [WIOA](#) Section 3 (36) including:**
 - An individual who receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through:
 - The Supplemental Nutrition Assistance Program (SNAP)
 - The Temporary Assistance for Needy Families program (TANF)
 - The Supplemental Security Income program (SSI)
 - State or local income-based public assistance
 - A homeless individual, as defined in Section 41403(6) of the Violence Against Women Act of 1994 H. R. 803—12 ([42 U.S.C. 14043e-2\(6\)](#))
 - An individual who is in a family with total family income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level
 - An individual with a disability whose own income meets the above income requirement but who is a member of a family whose income does not meet this requirement
- Those lacking a high school diploma or equivalent certificate

Source: Veterans Program Letter 03-14, Change 1, *Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans’ Outreach Program (DVOP)*. <http://www.dol.gov/vets/VMS/YPLa/YPLa-03-14-Change-1.pdf>

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Slide 30: The last Significant Barrier to Employment is a lack of a high school diploma or equivalent certificate.

**Definition of “Significant Barrier to Employment”
for the purpose of:
DVOP services**

DVOPs serve eligible veterans who have a *significant barrier to employment* and persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment

Eligible veterans with *Significant Barriers to Employment* include:

- Disabled veterans, as defined by [38 U.S.C. 4211\(1\)](#) and (3)
- Homeless veterans, as defined in Section 103(a and b) of the Stewart B. McKinney Homeless Assistance Act ([42 U.S.C. 11302\(a and b\)](#))
- Recently-separated service members, who have been unemployed for 27 or more weeks in the previous 12 months
- Offenders, as defined by [WIOA](#) Section 3 (38), who are currently incarcerated or who have been released from incarceration
- Low-income individuals (as defined by [WIOA](#) Section 3 (36))
- Those lacking a high school diploma or equivalent certificate**

Source: Veterans Program Letter 03-14, Change 1, *Expansion and Clarification of Definition of Significant Barriers to Employment for Determining Eligibility for the Disabled Veterans’ Outreach Program (DVOP)*. <http://www.dol.gov/vets/VMS/YPLa/YPLa-03-14-Change-1.pdf>

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Slide 31: There are six additional categories of people who may receive DVOP services. The following categories have been designated by the Secretary of Labor for the purpose of extending DVOP services to those who do not meet the “Significant Barrier to Employment” criteria, but who are otherwise the most in need of intensive services in order to obtain and maintain employment.



Definition of “Other Eligibility Criteria” for the purpose of: **DVOP services**



DVOPs serve eligible veterans who have a significant barrier to employment and *persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment*

Persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment include:

- Active duty service members being involuntarily separated through a service reduction-in-force
- Transitioning service members whose commander has documented on [DD-2958](#) that they have NOT met Career Readiness Standards
- Eligible veterans aged 18-24
- Transitioning service members aged 18-24, regardless of whether they meet Career Readiness Standards
- Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units
- Family caregivers of such wounded, ill, or injured members
 - The term “family caregiver” is defined in [38 U.S.C. 1720G\(d\)](#) and means a parent, spouse, child, step-family member, or a person who lives with, but is not a member of the family of the veteran who provides personal care services to the veteran

Sources: Veterans’ Program Letter 04-14, Designation of Additional Population of Veterans Eligible for Services from the Disabled Veterans’ Outreach Program Specialist – Veterans Ages 18 to 24. <http://www.dol.gov/vets/VMS/VP4/VP4-04-14.pdf>; Veterans’ Program Letter 08-14, Designation for Additional Populations Eligible for Services from Disabled Veterans’ Outreach Program (DVOP) Specialist: Transitioning Service Members in need of Intensive Services; and Wounded, Ill or Injured Service Members Receiving Treatment at Military Treatment Facilities or Warrior Transition Units (MTFs – WTUs); and the Spouses and Family Caregivers of such Wounded, Ill or Injured Service members. <http://www.dol.gov/vets/VMS/VP4/VP4-08-14.pdf>

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Slide 32: Active duty service members being involuntarily separated through a service reduction-in-force and transitioning service members whose commander has documented on DD Form 2958 that they have NOT met Career Readiness Standards may receive intensive services from a DVOP.



Definition of “Other Eligibility Criteria” for the purpose of: **DVOP services**



DVOPs serve eligible veterans who have a significant barrier to employment and *persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment*

Persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment include:

- Active duty service members being involuntarily separated through a service reduction-in-force
- Transitioning service members whose commander has documented on [DD-2958 \(Service Member Career Readiness Standards Individual Transition Plan Checklist\)](#) that they have NOT met Career Readiness Standards
- Eligible veterans aged 18-24
- Transitioning service members aged 18-24, regardless of whether they meet Career Readiness Standards
- Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units
- Family caregivers of such wounded, ill, or injured members
 - The term “family caregiver” is defined in [38 U.S.C. 1720G\(d\)](#) and means a parent, spouse, child, step-family member, or a person who lives with, but is not a member of the family of the veteran who provides personal care services to the veteran

Sources: Veterans’ Program Letter 04-14, Designation of Additional Population of Veterans Eligible for Services from the Disabled Veterans’ Outreach Program Specialist – Veterans Ages 18 to 24. <http://www.dol.gov/vets/VMS/VP4/VP4-04-14.pdf>; Veterans’ Program Letter 08-14, Designation for Additional Populations Eligible for Services from Disabled Veterans’ Outreach Program (DVOP) Specialist: Transitioning Service Members in need of Intensive Services; and Wounded, Ill or Injured Service Members Receiving Treatment at Military Treatment Facilities or Warrior Transition Units (MTFs – WTUs); and the Spouses and Family Caregivers of such Wounded, Ill or Injured Service members. <http://www.dol.gov/vets/VMS/VP4/VP4-08-14.pdf>

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Slide 33: Eligible veterans aged 18-24 and transitioning service members aged 18-24 – regardless of whether or not they meet Career Readiness Standards – may receive intensive services from a DVOP.



Definition of “Other Eligibility Criteria” for the purpose of: **DVOP services**



DVOPs serve eligible veterans who have a significant barrier to employment and *persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment*

Persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment include:

- Active duty service members being involuntarily separated through a service reduction-in-force
- Transitioning service members whose commander has documented on [DD-2958](#) that they have NOT met Career Readiness Standards
- **Eligible veterans aged 18-24**
- **Transitioning service members aged 18-24, regardless of whether they meet Career Readiness Standards**
- Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units
- The spouses or other family caregivers of such wounded, ill, or injured members
 - The term “family caregiver” is defined in [38 U.S.C. 1720G\(d\)](#) and means a parent, spouse, child, step-family member, or a person who lives with, but is not a member of the family of the veteran who provides personal care services to the veteran

Sources: Veterans’ Program Letter 04-14, Designation of Additional Population of Veterans Eligible for Services from the Disabled Veterans’ Outreach Program Specialist – Veterans Ages 18 to 24. <http://www.dol.gov/vets/VMS/VPSA/VPL-04-14.pdf>; Veterans’ Program Letter 00-14, Designation for Additional Populations Eligible for Services from Disabled Veterans’ Outreach Program (DVOP) Specialist: Transitioning Service Members in need of Intensive Services and Wounded, Ill, or Injured Service Members Receiving Treatment at Military Treatment Facilities or Warrior Transition Units (MTRs - WTUs) and the Spouses and Family Caregivers of such Wounded, Ill or Injured Service members. <http://www.dol.gov/vets/VMS/VPSA/VPL-00-14.pdf>

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Slide 34: Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units and family caregivers of such wounded, ill, or injured members may receive intensive services from a DVOP. The term “family caregiver” means a spouse, parent, child, step-family member, or a person who lives with, but is not a member of the family, who provides personal care services to the wounded, ill, or injured member.



Definition of “Other Eligibility Criteria” for the purpose of: **DVOP services**



DVOPs serve eligible veterans who have a significant barrier to employment and *persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment*

Persons who meet other eligibility criteria, as defined by the Secretary of Labor as being most in need of intensive services in order to obtain and maintain employment include:

- Active duty service members being involuntarily separated through a service reduction-in-force
- Transitioning service members whose commander has documented on [DD-2958](#) that they have NOT met Career Readiness Standards
- Eligible veterans aged 18-24
- Transitioning service members aged 18-24, regardless of whether they meet Career Readiness Standards
- **Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units**
- **Family caregivers of such wounded, ill, or injured members**
 - The term “family caregiver” is defined in [38 U.S.C. 1720G\(d\)](#) and means a parent, spouse, child, step-family member, or a person who lives with, but is not a member of the family of the veteran who provides personal care services to the veteran

Sources: Veterans’ Program Letter 04-14, Designation of Additional Population of Veterans Eligible for Services from the Disabled Veterans’ Outreach Program Specialist – Veterans Ages 18 to 24. <http://www.dol.gov/vets/VMS/VPSA/VPL-04-14.pdf>; Veterans’ Program Letter 00-14, Designation for Additional Populations Eligible for Services from Disabled Veterans’ Outreach Program (DVOP) Specialist: Transitioning Service Members in need of Intensive Services and Wounded, Ill, or Injured Service Members Receiving Treatment at Military Treatment Facilities or Warrior Transition Units (MTRs - WTUs) and the Spouses and Family Caregivers of such Wounded, Ill or Injured Service members. <http://www.dol.gov/vets/VMS/VPSA/VPL-00-14.pdf>

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Slide 35: In addition to employment services, American Job Centers have partnerships with complementary federal, state, and local services, so referrals to complementary services provide additional support to job seekers. Examples of partners include the Department of Veterans Affairs, Unemployment Insurance, Vocational Rehabilitation, Adult Education and Literacy, Postsecondary Vocational Education, Temporary Assistance for Needy Families, the Supplemental Nutrition Assistance Program, and many more. It all begins with the initial intake where each person's needs are individually evaluated, and veterans receive priority of service, so be sure to tell them you are a veteran!

American Job Centers
have partnerships with complementary federal, state, and local services

Examples of partners include:

- Department of Veterans Affairs
- Unemployment Insurance
- Vocational Rehabilitation
- Adult Education and Literacy
- Postsecondary Vocational Education
- Temporary Assistance for Needy Families
- Supplemental Nutrition Assistance Program

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Slide 36: You can find the American Job Center closest to you by visiting servicelocator.org and typing in your zip code. This website is also linked from our site, dol.gov/vets. Now, the American Job Centers do have different names at the local level, but if you are using servicelocator.org, you can be assured that the centers displayed after you type in your zip code or your city and state are what we at the national office in Washington, DC call American Job Centers.

careeronestop
 your source for career exploration, training & jobs
 Sponsored by the U.S. Department of Labor. A proud partner of the [American Job Center](#) network.

www.servicelocator.org

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Explore Careers Find Training Job Search Find Local Help Toolkit Resources For

Local Help Home > Service Locator America's Service Locator 1646 Comprehensive American Job Centers 813 State American Job Centers Providers > Login

American Job Centers
 Get help looking for work. Enter a location to find a center near you.

Zip: _____ or _____
 City: _____
 State:
 Find Centers within:

Advanced Search

America's Service Locator
 Find workforce services in your neighborhood or across the country

helpline
 What are American Job Centers?
 Employment and training hotline:
 1-877-872-6527
 1-877-872-6527
 TTY: 1-877-888-5627
 CareerOneStop help info@CareerOneStop.org

Unemployment Benefits
 Find out where and how to file for unemployment benefits in your state

Employment Training
 Learn about federally-funded training programs for laid-off workers, veterans, older workers, and more.

Workforce System Contacts and Strategic Partners
 Connect with Workforce Investment Boards, libraries, community colleges and local employers

State Services
 Need to locate a state service near you? Create a map to in-person services or find them online with these tools

More Government and Private Sector Resources
 Find national resources on employment, housing, community service and more.

Keyword Search
 Search for employment and related services by keyword and location

Did you know? One-Stop Career Centers are now called American Job Centers.

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Slide 37: For example, when I enter my zip code and limit my search to a 25 mile radius, I find six American Job Centers, each with a local name. I can click on any one of them to learn more about that center, including contact information for the Veterans' Representative.

careeronestop
your source for career exploration, training & jobs
Sponsored by the U.S. Department of Labor. A proud partner of the [American Job Center](#) network.

Search CareerOneStop

Explore Careers Find Training Job Search Find Local Help Toolkit Resources For

Local Help Home > Service Locator > American Job Center > Results Providers > Login
America's Service Locator

Search Criteria: Zip code - 20901 | Proximity - 25 miles

Click on one of the American Job Centers in the list below to view detailed information or get a map with driving directions.

Name	Location	Service Type	Distance
MontgomeryWorks One-Stop Workforce Center	11002 Veirs Hill Road Vilhadon, MD 20902 phn: 301-946-1800	Comprehensive One-Stop Career Centers	3 miles Map Directions
Last Updated: 6/2/2015			
Prince George's One-Stop Career Center	1801 McCormick Drive Largo, MD 20774 phn: 301-918-8423	Comprehensive One-Stop Career Centers	13.3 miles Map Directions
Last Updated: 5/29/2015			
Columbia Workforce Center	7161 Columbia Gateway Drive Columbia, MD 21046 phn: 410-290-2600	Comprehensive One-Stop Career Centers	18 miles Map Directions
Last Updated: 3/24/2015			
Columbia Workforce Center	7161 Columbia Gateway Drive Columbia, MD 21046 phn: 410-290-2600	Affiliate One Stops	18 miles Map Directions
Last Updated: 3/6/2015			
Montgomery Works	12000 Middlebrook Road Germantown, MD 20874 phn: 246-777-2650	Affiliate One Stops	21.1 miles Map Directions
Last Updated: 3/12/2015			
Anne Arundel Community College and One-Stop Career Center	7000 Arundel Mills Circle Hanover, MD 21076 phn: 410-777-1833	Affiliate One Stops	22 miles Map Directions
Last Updated: 3/8/2015			

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Slide 38: VETS also funds four competitive grant programs to assist our veterans.

 **Competitive Grant Programs**
funded by DOL VETS
to assist homeless veterans 

- **Homeless Veterans Reintegration Program (HVRP)**
 - Provides job training, counseling, and placement services to expedite the reintegration of homeless veterans into the labor force
- **Homeless Female Veterans and Veterans with Families Program (HFVWF)**
 - Provides supportive services to eligible homeless female veterans and homeless veterans with families
- **Incarcerated Veterans Transition Program (IVTP)**
 - Provides supportive services to eligible incarcerated veterans who are "at risk" of becoming homeless
- **Stand-Down Grants**
 - Numerous free services like health and dental checkups, benefits counseling, employment services, and housing referrals to homeless veterans all in one place at one time.

<http://www.dol.gov/vets/resources/grants.htm>

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Slide 39: The Homeless Veterans Reintegration Program provides job training, counseling, and placement services to expedite the reintegration of homeless eligible veterans into the labor force. Through the Homeless Female Veterans and Veterans with Families Program, supportive services are provided by grantees who specialize in serving eligible homeless female veterans and homeless eligible veterans with families.

Competitive Grant Programs
funded by DOL VETS
to assist homeless veterans

- **Homeless Veterans Reintegration Program (HVRP)**
 - Provides job training, counseling, and placement services to expedite the reintegration of homeless veterans into the labor force
- **Homeless Female Veterans and Veterans with Families Program (HFVWF)**
 - Provides supportive services to eligible homeless female veterans and homeless veterans with families
- **Incarcerated Veterans Transition Program (IVTP)**
 - Provides supportive services to eligible incarcerated veterans who are “at risk” of becoming homeless
- **Stand-Down Grants**
 - Numerous free services like health and dental checkups, benefits counseling, employment services, and housing referrals to homeless veterans all in one place at one time

<http://www.dol.gov/vets/resources/grants.htm>

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Slide 40: Grantees in the Incarcerated Veterans Transition Program provide supportive services to incarcerated eligible veterans who are “at risk” of becoming homeless. Grantees assist eligible incarcerated or transitioning incarcerated veterans who are “at risk” of homelessness, by providing referral and career counseling services, which may include job training and placement assistance, job readiness and life skills support services, and referrals to housing, health care, and other benefits.

Competitive Grant Programs
funded by DOL VETS
to assist homeless veterans

- **Homeless Veterans Reintegration Program (HVRP)**
 - Provides job training, counseling, and placement services to expedite the reintegration of homeless veterans into the labor force
- **Homeless Female Veterans and Veterans with Families Program (HFVWF)**
 - Provides supportive services to eligible homeless female veterans and homeless veterans with families
- **Incarcerated Veterans Transition Program (IVTP)**
 - Provides supportive services to eligible incarcerated veterans who are “at risk” of becoming homeless by providing referral and career counseling services, which may include:
 - Job training and placement assistance
 - Job readiness and life skills support services
 - Referrals to housing, health care, and other benefits
- **Stand-Down Grants**
 - Numerous free services like health and dental checkups, benefits counseling, employment services, and housing referrals to homeless veterans all in one place at one time

<http://www.dol.gov/vets/resources/grants.htm>

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Slide 41: VETS also offers Stand Down Grants. Stand Down organizers partner with local businesses and service providers, including the Department of Veterans Affairs, to provide an opportunity for homeless veterans to receive numerous free services like health and dental checkups, benefits counseling, employment services, and housing referrals all in one place at one time. You may have seen these advertised in your local community.



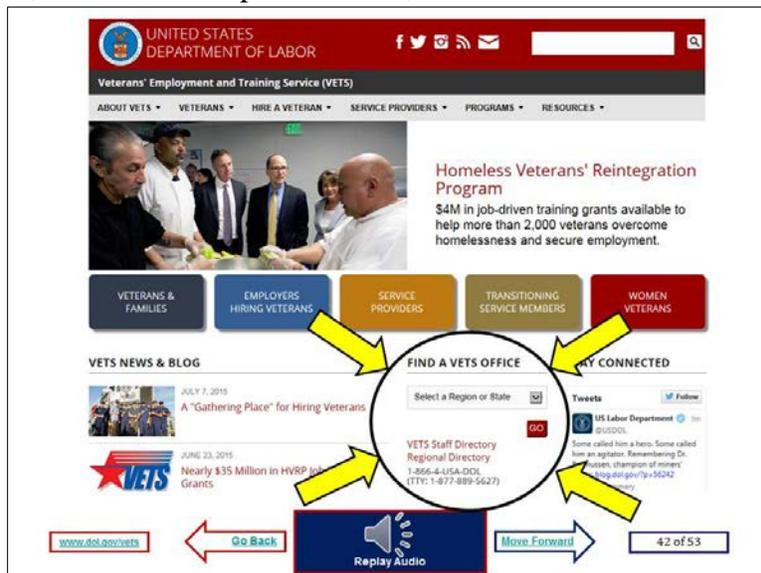
Competitive Grant Programs
funded by DOL VETS
to assist homeless veterans

- Homeless Veterans Reintegration Program (HVRP)
 - Provides job training, counseling, and placement services to expedite the reintegration of homeless veterans into the labor force
- Homeless Female Veterans and Veterans with Families Program (HFVWVF)
 - Provides supportive services to eligible homeless female veterans and homeless veterans with families
- Incarcerated Veterans Transition Program (IVTP)
 - Provides supportive services to eligible incarcerated veterans who are "at risk" of becoming homeless
- Stand-Down Grants**
 - Numerous free services like health and dental checkups, benefits counseling, employment services, and housing referrals to homeless veterans all in one place at one time**

<http://www.dol.gov/vets/resources/grants.htm>

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Slide 42: To learn more about the services offered through these grants in your local area, or to discuss your individual veteran status and eligibility for priority of service or DVOP services, you can contact your state Director for VETS. To find your state director, you can visit the dol.gov/vets website, and use the dropdown menu, "Find a Vets Office."



UNITED STATES DEPARTMENT OF LABOR
Veterans' Employment and Training Service (VETS)

Homeless Veterans' Reintegration Program
\$4M in job-driven training grants available to help more than 2,000 veterans overcome homelessness and secure employment.

VETERANS & FAMILIES | EMPLOYERS HIRING VETERANS | SERVICE PROVIDERS | TRANSITIONING SERVICE MEMBERS | WOMEN VETERANS

VETS NEWS & BLOG

FIND A VETS OFFICE

Select a Region or State [dropdown] [GO]

VETS Staff Directory
Regional Directory
1-866-4-USA-DOL
(TTY: 1-877-889-5627)

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Slide 43: So, now you have an overview of how VETS prepares and provides. Next is protect. VETS protects service members' employment rights through the Uniformed Services Employment and Reemployment Rights Act, known as USERRA, by enforcing U.S. veterans' rights to return to civilian employment once their military tour of duty concludes.

Slide 44: VETS also protects Veterans' Preference in Federal Employment by investigating and attempting to resolve Veterans' Preference complaints, and, through collaboration with DOL's Office of Federal Contract Compliance Programs, VETS provides support to federal contractors who must comply with 503 rules and with the Vietnam Era Veterans' Readjustment Assistance Act, known as VEVRAA.

Slide 45: Veterans' Preference means that veterans who are disabled, who served on active duty in the Armed Forces during certain specified time periods or in certain military campaigns are entitled to preference over others in hiring for virtually all federal government jobs. A veteran or other preference-eligible person who believes that his or her preference rights have been violated may file a written complaint with DOL VETS within 60 days of the alleged violation. Upon receipt of the initial complaint, VETS conducts an investigation to determine if the claimant's veterans' preference rights have been infringed upon, and if the case has merit, every effort is made to resolve it. More information about veterans' preference and how DOL VETS assists veterans is available on our website, dol.gov/vets.



Protecting Employment Rights
through
investigation and resolution

- Veterans' Preference**
 - Veterans who are disabled, who served on active duty in the Armed Forces during certain specified time periods or in certain military campaigns are entitled to preference over others in hiring for virtually all federal government jobs
 - A veteran who believes that her preference rights have been violated may file a written complaint with DOL VETS within 60 days of the alleged violation
 - Upon receipt of the initial complaint, VETS conducts an investigation to determine if the claimant's veterans' preference rights have been infringed upon, and if the case has merit, every effort is made to resolve it
- More information about veterans' preference and how DOL VETS assists veterans is available on our website, dol.gov/vets
 - <http://www.dol.gov/vets/programs/vetspref/main.htm>

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Slide 46: "503 rules" are the rules found in section 503 of the Rehabilitation Act of 1973, which prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities, and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals.



Protecting Employment Rights
through
investigation and resolution

- Collaboration Between VETS & Office of Federal Contract Compliance Programs (OFCCP) - "503 Rules"**
 - [Section 503 of the Rehabilitation Act of 1973](#)
 - Prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities
 - Requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals

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Slide 47: VEVRAA requires that employers with federal contracts or subcontracts of \$25,000 or more provide equal opportunity and affirmative action for Vietnam era veterans, veterans who have served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, and special disabled veterans. Special disabled veterans include veterans with service-connected disabilities rated at 30 percent or greater by the Department of Veterans Affairs, or 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap; or a person who was discharged or released from active duty because of a service-connected disability.

Protecting Employment Rights
through
investigation and resolution

- **Collaboration Between VETS & Office of Federal Contract Compliance Programs (OFCCP) – VEVRAA**
 - [Vietnam Era Veterans' Readjustment Assistance Act \(VEVRAA\)](#)
 - Employers with federal contracts or subcontracts of \$25,000 or more must provide equal opportunity and affirmative action for:
 - Vietnam era veterans
 - Veterans who have served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized
 - Special disabled veterans – Special disabled veterans include veterans with service-connected disabilities rated at 30 percent or greater by the Department of Veterans Affairs, or 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap; or a person who was discharged or released from active duty because of a service-connected disability

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Slide 48: If you are, or if you know, a veteran who is concerned that she may have experienced a violation of employment rights related to her military service, please contact, or encourage her to contact, the Director of VETS in her state to discuss the situation and to get the facts. Remember, you can find your state director by visiting the dol.gov/vets website, and use the dropdown menu, “Find a Vets Office.”

UNITED STATES DEPARTMENT OF LABOR
Veterans' Employment and Training Service (VETS)

Homeless Veterans' Reintegration Program
\$4M in job-driven training grants available to help more than 2,000 veterans overcome homelessness and secure employment.

VETERANS & FAMILIES EMPLOYERS HIRING VETERANS SERVICE PROVIDERS TRANSITIONING SERVICE MEMBERS WOMEN VETERANS

VETS NEWS & BLOG

FIND A VETS OFFICE

Select a Region or State

VETS Staff Directory
Regional Directory
1-866-4-USA-DOL
(TTY: 1-877-889-5627)

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Slide 49: Our final “P” is promote. Promoting the value of hiring veterans to employers is how we help organizations fill their staffing needs with veteran candidates. Our services to employers are also FREE. Many American Job Centers have Local Veteran Employment Representatives, known as LVERS, who conduct outreach to the employer community, promote the advantages of hiring veterans, and advocate for all veterans served by the American Job Centers. VETS also has a Regional Veterans’ Employment Coordinator at each of our regional offices to help employers leverage federal and state resources to facilitate veteran hiring.

Promoting
the value of hiring veterans to employers -
LVERs and RVEC's

Many American Job Centers have a
Local Veterans’ Employment Representative (LVER) to:

- Promote the advantages of hiring veterans to employers, employer associations, and business groups within the local community
- Advocate for all veterans served by an American Job Center through planning and participating in appropriate activities in the local community

Each VETS regional office now has a
Regional Veterans’ Employment Coordinator (RVEC) to:

- Help employers leverage federal and state resources to facilitate veteran hiring
- Conduct veteran employment outreach to businesses, employer groups and associations, veterans’ organizations, state workforce partners, and government agencies

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Slide 50: Employers can receive free services at the American Job Centers to help them to meet their staffing and workforce needs. Employer services may include workforce information, help writing job descriptions, posting job openings in state job banks, reviewing applicants’ resumes, and organizing job fairs. They can also help employers with skill upgrading and career ladders, provide places to conduct interviews, pre-screen job applicants, assess applicant skills, and refer job-ready candidates directly to employers based on workforce needs.

Services for Employers
at the
American Job Centers

- Workforce information
- Job description writing
- Posting of job openings
- Reviewing applicants’ resumes
- Organizing job fairs
- Places to conduct interviews
- Skill upgrading and career ladders
- Pre-screening of job applicants
- Assessment of applicants’ skills
- Referral of job-ready candidates

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Slide 51: So, now you know how DOL VETS prepares separating service members to transition from the military to the civilian workforce; provides veterans with the critical resources, expertise, and training they need to locate and obtain meaningful careers; protects the employment rights of the women and men who serve this nation; and promotes veteran hiring to employers around the country.

 **U.S. Department of Labor (DOL)**
Veterans Employment and Training Service (VETS)
mission 

How VETS Works With Veterans - Prepare, Provide, Protect

We **prepare** our separating service members to transition from the military to the civilian workforce

We **provide** our veterans with the critical resources, expertise, and training to assist them in locating and obtaining meaningful careers

We **protect** the employment rights of the men and women who serve this Nation

How VETS Works With Employers - Promote

We **promote** the hiring of veterans through outreach to and partnership with employers

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Slide 52: When utilized, these employment resources and services are effective for women veterans. And yet, too many women don't know about them. And, as women are more likely to blend in and less likely to be recognized as veterans than their male peers, societal assumptions may cause a man to receive information about veteran services through word of mouth, while a woman goes on struggling as those around her don't know that she is a veteran and needs the same information. So please, help us spread the word about these valuable employment services to women veterans nationwide!

 **Help Spread the Word**
about free employment services available to
women veterans nationwide! 



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Slides 53: For more information about the employment services covered in this webinar and much more, please visit dol.gov/vets, and to learn more about the employment situation for women veterans, click on “Women Veterans.” Thank you for your interest in free employment services for women veterans, and to all the military service members and veterans watching, thank you for your service!

U.S. Department of Labor (DOL)
Veterans Employment and Training Service (VETS)
Women Veteran Program

American Job Centers
www.servicelocator.org

DOL Veterans Employment
And Training Service (VETS)
www.dol.gov/vets

DOL VETS Women Who Served
www.dol.gov/vets/womenveterans

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