



**Annual Report to Congress
Fiscal Year 2015**

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Veterans' Employment and Training Service
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Introduction

This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), 4215(d), and 2021(d). The report describes the programs and compliance activities of the Department of Labor's (DOL) Veterans' Employment and Training Service (VETS).

PROGRAM YEAR AND FISCAL YEAR

Some of the workforce activities described in this report are provided on a Program Year (PY) basis to align with the DOL Employment and Training Administration's (ETA) program reporting, while others operate on a Fiscal Year (FY) basis. Because only one quarter of PY 2015 occurred during FY 2015, the performance measure data reported for 2015 are data for PY 2014, which ended June 30, 2015. Information from the prior PY and FY has been included in this report to facilitate comparisons of results.

VETS' MISSION STATEMENT

To prepare America's veterans, service members and their spouses for meaningful careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities.

Executive Summary

In FY 2015, VETS continued to administer programs to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment, and to connect employers across the country with work-ready veterans. In FY 2014, Congress passed and the President signed the Workforce Innovation and Opportunity Act (WIOA), which generally went into effect on July 1, 2015.¹ WIOA will provide more opportunities for aligning services with the needs of veterans.

The **Jobs for Veterans State Grants (JVSG)** program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. DVOP specialists provide intensive services to veterans with significant barriers to employment, including disabled veterans, and other eligible veterans as determined by the Secretary or through appropriations. Intensive services include a comprehensive and specialized assessment of skill levels and job training needs, the development of an individual employment plan, group and individual career counseling and planning, and short-term skills development (including interview and communication skills). LVER staff promote the hiring of veterans in communities through outreach activities that build relationships with local employers.

The **Homeless Veterans' Reintegration Program (HVRP)** continues to address the most vulnerable veteran population by reintegrating homeless veterans into society and the workforce. As in the past, for a relatively small investment in PY 2014 the HVRP successfully placed thousands of previously homeless veterans on a path to self-sufficiency.

¹ Some WIOA provisions (such as the performance accountability system) went into effect on July 1, 2016. In addition, most of the provisions in title IV, which amends the Rehabilitation Act of 1973, took effect upon enactment on July 22, 2014.

The **Transition Assistance Program (TAP) DOL Employment Workshop** provides critical assistance to transitioning service members and their spouses by giving them the tools necessary for a successful transition from military to civilian life. The VOW to Hire Heroes (VOW) Act (Title II of P.L. 112-56, enacted in November 2011) mandated that nearly all transitioning service members participate in the Employment Workshop.

In addition, VETS receives and investigates claims arising under the **Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)**, 38 U.S.C. 4301-4335. 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 which can result from such service;
- minimizes the disruption to the lives of persons performing services 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 such service; and
- prohibits discrimination against individuals who attempt to enforce their rights under USERRA and prohibits retaliation against those who testify in any proceeding under the Act.

The VETS USERRA Annual Report to Congress includes more detailed information regarding program and enforcement outcomes.

Under the **Veterans' Employment Opportunities Act (VEOA)**, 5 U.S.C. 3330a-3330c, VETS is responsible for investigating claims alleging a Federal agency's failure to apply Veterans' Preference in hiring or during a reduction-in-force, and claims from veterans alleging a lack of access to a Federal agency's covered employment opportunities.

VETS is responsible, under the **Vietnam Era Veterans' Reemployment Assistance Act of 1974 (VEVRAA)**, 38 U.S.C. 4212(d), for collecting annual reports from Federal contractors regarding the number of protected veterans hired during the calendar year, as well as the number of protected veterans in their employ. Under VEVRAA, Federal contractors and subcontractors who after December 1, 2003, entered into contracts with the government valued at \$150,000 or greater must file an annual report with VETS.²

VETS routinely collaborates with other component agencies within DOL, as well as other Federal agencies, to carry out its programmatic and enforcement activities on behalf of the Nation's service members.

² The Federal Acquisition Regulatory Council's (FAR) inflationary adjustment of October 1, 2015, raised the threshold to \$150,000. The increase results from an inflationary adjustment provision that authorizes the FAR Council to review and adjust acquisition-related threshold amounts in statutes that apply to federal procurement. See Section 807 of the Ronald Reagan National Defense Authorization Act, codified at 41 U.S.C. 1908; see also, *Federal Acquisition Regulation; Inflation Adjustment of Acquisition-Related Thresholds*, 80 Federal Register 38293 (2015), adjusting VEVRAA's procurement related threshold.

I. THE WORKFORCE SYSTEM

VETS coordinates with DOL's Employment and Training Administration (ETA) to contribute to the national workforce system – a system that supports economic growth and provides workers and employers with critical resources and supports to maximize employment opportunities.

Each year, more than 14 million Americans, including nearly 1 million veterans, receive employment assistance through the workforce system. This assistance may include job search services, career planning and counseling, or job training.

Primarily, the workforce system offers assistance through the nationwide network of nearly 2,500 one-stop centers (currently branded as American Job Centers, or AJCs), which includes DOL programs as well as other state, local, and Federal partners. Below are the programs administered by DOL:

VETS-Administered Programs

- Jobs for Veterans State Grants (JVSG) Program (discussed further beginning on page 7).

ETA-Administered Programs

- Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Programs;^{3 4}
- Wagner-Peyser Act Employment Service Programs;⁵
- Trade Adjustment Assistance Programs under the Trade Act of 1974;⁶
- National Dislocated Worker Grants (DWGs) (formerly National Emergency Grants);⁷
- Senior Community Service Employment Program;⁸
- Indian and Native American Program;⁹
- Migrant and Seasonal Farm Worker Program (also called the National Farmworker Jobs Program);¹⁰
- Grants under the Reintegration of Ex-Offenders Program,¹¹ and
- Evaluation, research, pilot, and demonstration projects authorized under WIOA § 169¹²; and
- National Registered Apprenticeship System.¹³

³ The Workforce Innovation and Opportunity Act (WIOA) supersedes the Workforce Investment Act of 1998, and, for the most part, went into effect on July 1, 2015.

⁴ WIOA Title I, 29 U.S.C. 3161, *et seq.*

⁵ WIOA Title III Amendments to the Wagner-Peyser Act, 29 U.S.C. 49, *et seq.*

⁶ Trade Act of 1974, 19 U.S.C. 2101-2321 and 2395.

⁷ WIOA, Title I, Sec. 170, 29 U.S.C. 3225.

⁸ Title V of the Older Americans Act of 1965, as amended, 42 U.S.C. 3056, *et seq.*

⁹ WIOA, Title I, Sec. 166, 29 U.S.C. 3221.

¹⁰ WIOA, Title I, Sec. 167, 29 U.S.C. 3222.

¹¹ Authorized by the Second Chance Act of 2007, Sec. 212 (42 U.S.C. 17532).

¹² WIOA, Title I, Sec. 169, 29 U.S.C. 3224

¹³ Authorized by the National Apprenticeship Act of 1937 (29 U.S.C. 50)

These programs are administered by VETS' workforce partner, ETA, and they are discussed in further detail beginning on page 24 of this report.

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, which allows veterans and eligible spouses to receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies both to program participation and to access to the full range of services offered by each DOL-funded program. To obtain Priority of Service, a veteran or eligible spouse must meet the statutory definition of a "covered person,"¹⁴ as well as other statutory requirements that pertain to the program for which services are sought.

The VOW to Hire Heroes Act amended 38 U.S.C. 4215 to require that this report include an evaluation of whether eligible veterans receive Priority of Service and are fully served when accessing Departmental programs. Under 38 U.S.C. 4215(d), this evaluation must include (1) an analysis of Priority of Service implementation at the local level; (2) an analysis of whether the representation of veterans in DOL programs is proportional to the representation of veterans in the labor market; and (3) performance measures developed by the Secretary to determine whether Priority of Service is being fully implemented.

In FY 2015, the Department's Chief Evaluation Office completed the "Workforce Investment Act Adult and Dislocated Worker Programs Gold Standard Evaluation (2008-2017) Veterans' Special Study (VSS)¹⁵." VSS is the most recent research report on veterans, and it is primarily an implementation study based on structured site visits to local One Stop Centers/American Job Centers. The key finding of the study was that Priority of Service was being implemented, confirmed both through onsite visits and a review of data showing that statistically, veterans receive services sooner than nonveterans. In a separate study funded by the Chief Evaluation Office¹⁶, women veterans served by JVSG staff were found to have earned more than similar women veterans and nonveteran women who received regular employment services in the local Job Centers, and the differences were statistically significant.

¹⁴ The term "covered person" under 38 U.S.C. 4215 means any of the following individuals:

- A veteran.
- The spouse of any of the following:
 - i. Any veteran who died of a service-connected disability.
 - ii. Any member of the Armed Forces serving on active duty who, at the time of application for assistance under this section, is listed, pursuant to section 556 of title 37 and regulations issued thereunder, by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than 90 days: missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
 - iii. Any veteran who has a total disability resulting from a service-connected disability.
 - iv. Any veteran who died while a disability so evaluated was in existence.

¹⁵ The final report from the WIA Gold Standard Evaluation will be available in FY 2017.

¹⁶ As reported in the "Veteran and Non-Veteran Job Seekers" Exploratory analysis found here: <https://www.dol.gov/asp/evaluation/completed-studies/VeteranNon-VeteranJobSeekers.pdf>.

II. Performance Management

VETS programs address the Department's Strategic Objective: *Advance employment opportunities for U.S. workers in 21st century demand sectors and occupations using proven training models through increased employer engagement and partnerships.* As is more fully developed below, VETS programs have materially contributed to this objective, yielding favorable results for veterans and service members who are transitioning to the civilian workforce.

COMMON MEASURES USED TO EVALUATE PERFORMANCE

In PY 2014, VETS continued to rely upon a set of "Common Measures," which allows for a comparison of outcomes across programs, to assess the performance of the AJC system in providing employment and training services to veterans. VETS uses three Common Measures to evaluate the efficacy of its grant programs' services to veterans, and to compare them to similar programs administered by ETA, which serves the entire American workforce:

- **Entered Employment Rate**, which is the percentage of participants served who are employed in the first quarter after exit from the program. *This measure answers the question, "How many unemployed people went to work after receiving services?"*
- **Employment Retention Rate**, which is the percentage of program participants who entered employment and who are still employed in the second and third quarters following their exit from the program. *This measure answers the question, "How many of those employed after receiving services remained at work for at least six months after receiving services?"*
- **Average Earnings for six months**, which is calculated based on the average of wages paid to program participants who entered employment and who are still employed in the second and third quarters following the quarter in which they exited the program. *This measure answers the question, "What are the average six month earnings of individuals who are employed for at least six months after receiving services?"*

DOL measures outcomes for all participants in programs of the workforce system. For its part, VETS measures outcomes for Common Measures in its formula grants and competitive grants programs, all of which are discussed in more detail in the following pages of this report. Note that beginning July 1, 2016 (PY 2016), the WIOA performance accountability system will go into effect.

Jobs for Veterans State Grants

Through the Jobs for Veterans State Grants (JVSG) program, VETS offers employment and training services at American Job Centers nationwide. This program assists veterans with significant barriers to employment and other eligible individuals,^{17 18} to facilitate their transition to civilian employment.

VETS provides funds to states to support two types of staff positions: Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff, both of which are described in detail below. VETS requires each state to provide both a five-year plan and an annual update to the plan to ensure that necessary staff are employed to carry out the provisions of the program. This plan includes strategies for reaching populations of eligible veterans throughout each state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions to improve services and outcomes. Under WIOA, State Workforce Development Boards are encouraged to develop a combined plan for all education and workforce programs, which may include the JVSG program.

DISABLED VETERANS' OUTREACH PROGRAM

The primary duty of DVOP specialists is to provide intensive services to eligible program participants. Intensive services are designed to mitigate an individual's barriers to employment through comprehensive and specialized assessments of skill levels and needs, the development of an individual employment plan, group and individual career counseling and planning, and 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 the Department of Veterans Affairs (VA).

LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE

LVER staff conduct job development activities to facilitate veterans' transition into civilian employment. This includes outreach to, and engagement of, business and community leaders, to identify job prospects for veterans and promote veteran hiring. LVER staff coordinate with DVOP specialists and other AJC staff to seamlessly transition veteran clients into appropriate employment in the local community.

Development and Training for DVOP Specialists and LVER Staff

Newly-appointed DVOP specialists and LVER staff must receive job-related training within 18 months of their appointment. This training is provided by the National Veterans' Training Institute through a competitively-awarded contract with VETS. In FY 2015, 100 percent of staff completed core training, including 669 staff completing the Intensive Services course, 545 staff

¹⁷ In addition to veterans with significant barriers to employment, the Secretary has identified all veterans ages 18-24 as eligible for services from a DVOP specialist.

¹⁸ In the Consolidated Appropriations Act, 2015, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services and members of the Armed forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and their spouses or other family caregivers. This expansion of eligibility was also included in the Consolidated Appropriations Act, 2016.

completing the Facilitating Veterans Employment course, and 362 staff completing the Employer Outreach course.

DVOP AND LVER STAFFING LEVELS

VETS awards JVSG grant funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. The formula is based on the following factors:

1. 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
2. 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 Jobs for Veterans Act and policy guidance regarding staffing levels, 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 1 provides FY 2015 funding and staffing levels for DVOP specialists and LVER staff.¹⁹

Table 1. DVOP Specialists and LVER Staff Funding²⁰

DVOP Specialists	FY 2014	FY 2015	Change
DVOP Funding	\$110,043,000	\$115,967,000	\$5,924,000
Projected DVOP Staffing	1,475.5	1,484.5	9
Actual DVOP Positions Supported	1,177	1,315	138
Average Cost per Position	\$93,494	\$88,130	-\$5,364
LVER Staff	FY 2014	FY 2015	Change
LVER Funding	\$59,877,000	\$56,689,000	-\$3,188,000
Projected LVER Staffing	733.5	642.5	-91
Actual LVER Positions Supported	651	541	-110
Average Cost per Position	\$91,977	\$104,429	\$12,452

As Table 1 shows, the number of DVOP specialists has continued to increase, while LVER staff numbers have decreased. This is consistent with the Agency’s goal of providing higher rates of intensive services to JVSG participants, which is the primary responsibility of DVOP specialists. Note that the increase in JVSG funding permitted hiring of additional DVOP positions at entry level salaries which, coupled with turnover due to retiring staff, reduced the average cost per position.

¹⁹ As reported in the Veterans’ Employment and Training Operations and Program Activity Report (VOPAR) System, FY 2015 (ending September 30, 2015) Staffing, Spending and Funding Balance Worksheet. (Run Date March 30, 2016).

²⁰ The results in this table reflect updated actuals and do not always tie to the Congressional Budget Justification (CBJ), which included best estimates at the time it was drafted.

JVSG Services for Participants

In PY 2014, 185,590 participants²¹ were referred to JVSG grantees that provided services to the specific categories of veterans shown in Table 2. Please note, however, that the categories in Table 2 include overlapping data because a veteran may be counted under more than one category (e.g., a veteran could be categorized as both female and as a recently separated veteran). Veterans are identified under these categories during the initial intake process at AJCs. The number of participants sharply decreased from PY 2013 to PY 2014 as a result of: 1) guidance released by DOL that allows only those veterans with one or more significant barriers to employment²², or other populations defined by the Secretary, to be referred to a DVOP specialist for services; and 2) improving economic conditions nationwide. For example, the overall number of Americans enrolled in workforce programs decreased from over 17 million in the prior year to just over 14 million in PY 2014.

Table 2. JVSG Participant Statistics

Population or Sub-Population	PY 2013	PY 2014	Change
Veterans and other eligible spouses served	332,165	185,590	-146,575
Disabled veterans	73,146 (22%)	56,716 (31%)	-16,430
Campaign badge veterans ²³	140,227 (42%)	83,404 (45%)	-56,823
Recently separated veterans	66,660 (20%)	37,482 (20%)	-29,178
Female veterans	42,890 (13%)	25,090 (14%)	-17,800
Transitioning service members ²⁴	8,322 (3%)	5,001 (3%)	-3,321
Homeless veterans	20,018 (6%)	17,596 (9%)	-2,422

²¹ This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists, as reported in the Labor Exchange Reporting System, VETS-200A: Participant Services and Outcomes of DVOP, and by the ETA form 9133 for the States of Utah, Texas and Pennsylvania. (Run Date October 23, 2015).

²² As stated in Veterans' Program Letter (VPL) 03-14 found here: <https://www.dol.gov/vets/VMS/VPLs/VPL-03-14.pdf>.

²³ A veteran who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized.

²⁴ This number reflects Transitioning Service Members who received employment services from JVSG staff, not those participating in the Transition Assistance Program's DOL Employment Workshop. Those workshops are now facilitated by contract staff.

Table 3. Comparison of Employment Outcomes of Exiters Served by DVOP Specialists, PY 2013 - PY 2014²⁵

Employment Outcome	Veterans/ Eligible Spouses		Change ²⁶	Disabled Veterans		Change
	PY 2013	PY 2014		PY 2013	PY 2014	
Number of Veterans Who Entered Employment Following Staff-Assisted Services	98,134	87,914	-10,220	19,126	19,303	177
Entered Employment Rate	55%	58%	3ppts	51%	53%	2ppts
Employment Retention Rate	80%	82%	2ppts	79%	80%	1ppt

As shown in Table 3, the entered employment rate for veterans and veterans with disabilities continues to improve. The number of veterans exiting the JVSG program continues to decline as a result of guidance released by the Department specifying that only those veterans with significant barriers to employment, or populations defined by the Secretary, may be referred to DVOP specialists. All other veterans are served by the Wagner-Peyser Employment Services or other AJC partner programs, where they receive Priority of Service. Additionally, as the economy continues to improve, the workforce system is providing services to fewer participants nationwide.

Table 4 provides the performance history for each of VETS' Common Measures for all veteran participants and veterans with disabilities.²⁷

²⁵ As reported in the Labor Exchange Reporting System, VETS-200A and forms 9132 for the states of Texas, Utah, and Pennsylvania (Run Date October 23, 2015).

²⁶ Where applicable in this report, percentage point changes will be indicated as "ppts."

²⁷ As reported in the Labor Exchange Reporting System, ETA-9002D and forms 9132 for the states of Texas, Utah, and Pennsylvania (Run Date October 26, 2015).

Table 4. Common Measure Results, PYs 2013 - 2014, Combined Outcomes of Wagner-Peyser Employment Service and Jobs for Veterans State Grants

Measure	PY 2013 Result	PY 2014 Result	Change
Percentage of veterans employed in the first quarter after exit	53%	58%	5ppts
Percentage of veterans employed in the first quarter after exit still employed in the second and third quarters after exit	81%	83%	2ppts
Average six-month earnings of veterans in the second and third quarters after exit	\$17,243	\$17,428	\$185
Percentage of <i>disabled</i> veterans employed in the first quarter after exit	49%	52%	3ppts
Percentage of <i>disabled</i> veterans employed in the first quarter after exit still employed in the second and third quarters after exit	80%	81%	1ppt
Average six-month earnings of <i>disabled</i> veterans in the second and third quarters after exit	\$18,422	\$18,363	-\$59

PY 2014 PERFORMANCE

As shown in Table 4, average six-month earnings, employment entry, and retention rates for veterans and disabled veterans improved from the previous year with the exception of average six-month earnings for disabled veterans, which declined slightly.

WEIGHTED OUTCOMES

JVSG program measures also take into account the difficulty of serving veterans with particular barriers to employment by reporting a “weighted” outcome. The weighted outcome measure was implemented following a recommendation from the Government Accountability Office (GAO) that DOL “implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of serving veterans with particular barriers to employment.”²⁸

Under this system, a veteran who receives intensive services through the JVSG program receives a value, or weight, of 1.25, while all other participants receive a weight of 1.0.

The results of the weighted entered employment rate measure indicate that veterans receiving intensive services fared better at entering employment than those who did not receive intensive services. Note that the numbers of participants below are those that have exited the program, as opposed to those who may still be receiving services.

²⁸ Government Accountability Office Report 07-594: Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact, May 2007.

Table 5. Weighted Measure Outcomes of Participants Who Exited the Program

Weighted Veterans Measure	PY 2013	PY 2014
Number of Veterans Who Received Services	246,819	151,523
Number of Veterans Who Entered Employment	135,868	87,918
Number of Veterans Who Received Intensive Services	137,855	106,910
Number of Veterans Who Entered Employment after Receiving Intensive Services	80,472	48,266 ²⁹
Unweighted Entered Employment Rate	55%	58%
Weighted Entered Employment Rate	63%	66%

IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS' ENTERED EMPLOYMENT RATE

The Jobs for Veterans Act (JVA) amended 38 U.S.C. 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulations, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to evaluate states' performance in helping veterans meet their employment needs. The final rule (78 Fed. Reg. 15283) was published on March 11, 2013, with an effective date of May 10, 2013.

On March 18, 2015, VETS issued Veterans Program Letter 03-15 (Applying UNTEER to Veteran Entered Employment Rates to Determine Compliance and Identify Need for Remedial Actions). Since the National Entered Employment Rate for Veterans and Eligible Spouses for the program year that ended June 30, 2015, was 57.6 percent, the UNTEER was calculated at 51.8 percent, or 90 percent of 57.6 percent. As a result, eight states did not meet or exceed the UNTEER. Federal staff will work with these states to determine whether the outcome reflects deficiencies in a state's performance or is attributable to other factors beyond the state's control. In cases where a performance deficiency is identified, the final rule sets forth a requirement for the state to submit a corrective action plan for review and approval by DOL. It also outlines protocols that VETS field staff will follow to provide technical assistance to the state agency to help it better meet the employment needs of veterans.

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. In particular, the statute reserves one percent of a state's total JVSG Program Year grant allocation to be used for the following:

- Encouraging the improvement and modernization of employment, training, and placement services for veterans; and

²⁹ The significant decrease in the number of veterans who entered employment after receiving intensive services from PY 2013 to PY 2014 was a result of the VETS and ETA joint guidance released April 2014, which ensured that only veterans with significant barriers to employment or other select populations were referred to the JVSG program to receive services. Prior to this change, many states were referring all veterans in AJCs to the JVSG program. This policy was designed to focus resources by limiting the number of participants receiving JVSG services, and has positively resulted in significant changes to the services provided to participants and their eventual employment outcomes.

- 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.

Typically, states use these incentive funds to provide cash awards to individual recipients. However, a state may provide nonfinancial incentives in lieu of, or in combination with, cash awards, as outlined in its VETS-approved state Veterans' Services Plan.³⁰ Further, states have the option to decline the allocation of incentive award funds. In FY 2015, 19 state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, or union agreements or for other unspecified reasons. These funds are used to consider special initiatives proposed by states, including temporary increases to DVOP and LVER staffing.

In FY 2015, the accumulated, total set-aside by VETS for the incentive funds was \$1,721,000. Of this available amount, \$1,138,000 was utilized by 35 state agencies (including agencies in the District of Columbia and the Virgin Islands) for staff and office incentive awards.

Homeless Veterans' Reintegration Program

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, provides employment and training services to help homeless veterans transition into meaningful employment and to develop effective methods to address the complex problems resulting in homelessness. This is the only nationwide, Federally-funded program focusing exclusively on employment of veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement (FOA). Eligible entities in PY 2014 included state and local workforce investment boards; state and local public agencies; and private nonprofit, for-profit, and commercial entities. Grantees provide an array of services to veterans experiencing homelessness through a holistic case management approach, which includes critical linkages to a variety of support services available in local communities. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other entities, such as Grant and Per Diem grantees, Housing and Urban Development and Veterans' Affairs Supportive Housing program, and Supportive Services for Veteran Families grantees.

Each HVRP participant receives customized employment and training services to address his or her 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 critical resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services.

³⁰ State Veterans' Services Plans are developed by states to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

In FY 2015, for the PY 2014 award cycle, Congress appropriated \$38.1 million to DOL for HVRP. Funds were awarded to 156 grantees. Specifically, 37 newly-competed grants were awarded, and 119 grantees were approved to receive first- or second-option-year funding. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, as follows:

- Eighteen grants, totaling over \$3.5 million, were awarded as part of the HVRP Homeless Female Veterans and Veterans With Families (HFVWWF) program, including an HFVWWF option-year grant awarded in southern California for \$120,000 to serve Native Americans on tribal lands; and
- Two grants, totaling over \$400,000, were awarded to entities in Idaho and New Mexico to serve homeless Native American veterans.

Table 6 provides performance information from the HVRP program for the previous two program years. From PY 2013 to PY 2014, approximately 900 more participants were enrolled in the program and the average cost per placement decreased. For the subset of HFVWWF, enrollment remained steady while cost per placement decreased significantly³¹.

Table 6. HVRP Participant Statistics, PY 2013 and PY 2014³²

	Participants Enrolled			Average Cost per Participant			Average Cost Per Placement			Average Hourly Wage at Placement		
	PY 2013	PY 2014	Change	PY 2013	PY 2014	Change	PY 2013	PY 2014	Change	PY 2013	PY 2014	Change
Homeless Veterans' Reintegration Program	16,133	17,039	906	\$1,903	\$2,362	\$459	\$3,003	\$2,820	-\$183	\$11.51	\$11.84	\$0.33
HVRP Subset: Homeless Female Veterans and Veterans with Families	1,213	1,211	-2	\$2,585	\$2,427	-\$158	\$4,869	\$3,792	-\$1,077	\$12.32	\$13.84	\$1.52
HVRP Subset: Incarcerated Veterans' Transition Program	275	N/A	N/A	\$2,709	N/A	N/A	\$4,656	N/A	N/A	\$10.81	N/A	N/A

HOMELESS VETERANS' STAND DOWN GRANTS

In PY 2014, VETS utilized a portion of HVRP funds to support “Stand Down” events.³³ These events, held in local communities, provide a variety of social services to homeless

³¹ The Incarcerated Veterans' Transition Program was not authorized in PY 2014, so no data are available for that time period. However, this program was reauthorized for PY 2015.

³² The results in this table reflect updated actuals and do not always tie to the Congressional Budget Justification (CBJ), which included best estimates at the time it was drafted.

³³ The maximum amount awarded to HVRP eligible entities to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event.

veterans. Stand Down events serve as gateways into structured housing and reintegration programs. In particular, Stand Down organizers partner with local business and social service providers to offer the following critical services:

- shower facilities/haircuts;
- meals;
- legal advice;
- medical examinations and dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans' benefits;
- information on training and employment opportunities;
- information on support services, including child care; and
- emotional support and camaraderie among other veterans.

VETS awarded \$696,794 for 86 Stand Down events in 35 states, and 1 in the District of Columbia, which provided direct services to homeless veterans.

Veterans' Workforce Investment Program

The Veterans' Workforce Investment Program (VWIP), authorized under Section 168 of the Workforce Investment Act of 1998, provides enhanced support, through contracts or grants, to prepare eligible veterans for meaningful employment. Veterans eligible for VWIP services include the following:

- Veterans with service-connected disabilities;
- Veterans who have significant barriers to employment;
- Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized; and
- Recently separated veterans (which VWIP defines as veterans who were discharged four years or less before entering participation).

VWIP participants receive the specific training required to reenter the labor force. In addition, several VWIP grantees have designed programs specifically targeted to help minority, female, economically disadvantaged, homeless, and/or disabled veterans.

VWIP funding for future grants has been eliminated. VWIP funds were awarded to eligible organizations through a competitive grant process. Selected grantees included state and local workforce investment boards, state agencies, local public agencies, and private nonprofit organizations, such as faith-based and community organizations.

VWIP grants totaling just over \$4.5 million from prior awards provided training for 1,718 veterans in PY 2014. A total of 1,225 veterans were placed in jobs, yielding a 71.3 percent

placement rate.³⁴ The average wage at placement was \$17.51. The current VWIP grants will be closed out by September 30, 2017.

The Transition Assistance Program – DOL Employment Workshop

The Transition Assistance Program (TAP) for separating and retiring service members and their spouses, provided under 10 U.S.C. 1144, is a cooperative effort among VETS, the Department of Defense (DoD), the Department of Education (ED), the Department of Homeland Security (DHS), VA, and the Small Business Administration. VETS administers the DOL Employment Workshop as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members in entering the civilian workforce. DOL provides Employment Workshops based on the demands of the Armed Services.

The DOL Employment Workshop is standardized so that all attending service members and their spouses receive the same high level of instruction. The course consists of three days of classroom instruction that is tightly focused on the mechanics of attaining and retaining employment, including:

- military skills translation;
- researching labor market information;
- resume writing;
- interviewing skills; and
- salary negotiation.

In FY 2015, the interagency partners collected and analyzed survey results regarding participants' satisfaction with the TAP curriculum and delivery methods. Participant survey results noted that 91 percent reported that they would use what they learned in their own transition planning and 89 percent reported that the DOL Employment Workshop enhanced their confidence in transition planning. The data suggest that the Department's revised Employment Workshop is meeting the high expectations of its audience.

Nonetheless, in FY 2015, VETS continued work to improve the DOL Employment Workshop for exiting service members. The curriculum was updated to include employment protections enforced by the Equal Employment Opportunity Commission, including the Americans with Disabilities Act. In addition, VETS added content on the Veterans' Employment Center portal and expanded the information covering AJCs and Registered Apprenticeships. In the final two quarters of the fiscal year, VETS conducted a complete review and revision of the DOL Employment Workshop curriculum. This incorporated extensive input from TAP stakeholders, including military transition services personnel, transitioning service members, private sector employers, and Veterans Service Organizations. The revised curriculum will be implemented in FY 2016.

³⁴ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, VWIP Program Status Report.

DOMESTIC WORKSHOP PERFORMANCE

As can be seen in Table 7, DOL Employment Workshop activity decreased between FY 2014 and FY 2015,³⁵ based on DoD demand.

Table 7. Domestic DOL Employment Workshops and Participants, FY 2014 - 2015

Category	FY 2014	FY 2015	Change
Workshops	5,982	5,806	-176
Participants	189,752	167,369	-22,383

OVERSEAS DOL EMPLOYMENT WORKSHOP PERFORMANCE

VETS currently delivers DOL Employment Workshops at sites in Bahrain, Belgium/ Netherlands/Luxembourg (Benelux), Germany, Greece, Guam, Italy, Japan, Korea, Portugal, Spain, Turkey, and the United Kingdom.

Table 8 shows the number of participants in the DOL Employment Workshop overseas decreased between FY 2014 and FY 2015, based on DoD demand.

Table 8. Overseas TAP Workshops and Participants, FY 2014 - 2015

Category	FY 2014	FY 2015	Change
Workshops	715	644	-71
Participants	17,292	13,424	-3868

Following the significant increases in participation in FY 2013 and FY 2014 due to the enactment of the VOW to Hire Heroes Act of 2012 (which made TAP participation mandatory for most separating and retiring active duty service members), the drawdown of military operations abroad, and reductions-in-force across the service branches, there was a decrease of 22,383 domestic participants and 3,868 overseas participants. Based on projections from the military services, VETS expects participation rates to meet or exceed the FY 2015 level for the foreseeable future.

In January 2015, VETS completed a two-year pilot program to provide the TAP DOL Employment Workshop to veterans and their spouses at locations other than military installations stipulated in the Dignified Burial and Other Veterans' Benefits Improvement Act of 2013 (P.L. 112-260). In total, VETS conducted 21 pilot workshops in three states: Georgia, Washington, and West Virginia. VETS submitted its second annual report on the pilot to Congress in FY 2015.

In FY 2014, in conjunction with the Army's Warrior Transition Command, the Army's Installation Management Command, and the Army's Soldier For Life – TAP Office, VETS successfully piloted a modified version of the DOL Employment Workshop for the Wounded Warrior population at Fort Bragg, North Carolina. In FY 2015, VETS began regularly scheduled Wounded Warrior DOL Employment Workshops at Fort Bragg, North Carolina; Fort Belvoir,

³⁵ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, TAP National Roll-up Report (Run Date November 4, 2015).

Virginia; and Joint Base San Antonio, Texas. VETS expects to expand delivery of the modified workshops to additional Army installations in FY 2016, upon request.

Compliance and Investigations

VETS is responsible for administering three Federal compliance programs that provide employment protections for veterans, which are described below.

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994

The Uniformed Services Employment and Reemployment Rights Act (USERRA) aims to encourage non-career service in the uniformed services by eliminating or minimizing disadvantages to civilian careers and employment, which can result from such service; minimize the disruption to the lives of persons performing service in the uniformed services, 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 such service; and prohibit discrimination against persons because of their service in the uniformed services.

In FY 2015, the GAO released its report³⁶ on the performance of a USERRA investigation demonstration project between DOL and the Office of Special Counsel, which ended in August 2014. GAO determined that DOL's cases were closed more timely, were less costly, and resulted in higher levels of customer satisfaction.

VETS also provides an online USERRA Advisor (<http://www.dol.gov/elaws/userra.htm>), which assists veterans in understanding employee eligibility and job entitlements, employer obligations, benefits, and remedies under USERRA. This Advisor also assists employees in determining whether they appear to have valid complaints and provides the ability to electronically file USERRA complaints.

There are three levels of Federal assistance available to individuals who believe their USERRA rights may have been violated:

1. Informal Mediation - The claimant may request that DoD's Employer Support of the Guard and Reserve Ombudsman services help resolve the issue through informal mediation;
2. Formal Complaint for Formal Investigation and Resolution - If the issue cannot be resolved through informal mediation, or if the claimant wishes to bypass informal mediation, he or she may file a complaint with VETS for formal investigation and resolution; and
3. Referral to Department of Justice (DOJ) or U.S. Office of Special Counsel (OSC) - If VETS is unable to resolve the complaint, the claimant may request that the case be referred to either DOJ (for employees of private, state, and local government employers) or OSC (for Federal government employees) for further review and possible representation by DOJ in Federal district court or by OSC before the Merit Systems Protection Board (MSPB). Claimants may

³⁶ "Department of Labor Has Higher Performance Than the Office of Special Counsel on More Demonstration Project Measures." Government Accountability Office, November 2014. <http://www.gao.gov/products/GAO-15-77>.

also withdraw their complaint at any time to pursue enforcement at their own expense, either pro se or with the assistance of counsel.

In FY 2015, VETS opened 1,123 USERRA cases. Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT

Under 5 U.S.C. 3304(f), as added by the Veterans' Employment Opportunities Act (VEOA), preference-eligible spouses and those persons with "derived" preference (e.g., spouses of disabled veterans), as well as veterans who have been separated from the Armed Forces under honorable conditions after three years or more of active military service, are allowed to apply for certain Federal merit promotion opportunities for which an agency accepts applications from individuals outside its own workforce. Under 5 U.S.C. 3330a-3330c, VEOA also provides that preference-eligible spouses who allege their rights are violated under any statute or regulation relating to Veterans' Preference may file a claim with VETS.

VETS plays an important role in VEOA administration. In particular, VETS field staff investigate complaints received from preference- and other eligible spouses who allege that their rights have been violated by a Federal agency during either the hiring process or a reduction-in-force.

Upon reaching a determination, VETS notifies the agency of the determination and advises actions to be taken to comply with the VEOA. If the agency complies, the case is closed as either settled or granted, based on agreement between the parties. The resolution depends on the violation that occurred and may include payment of back wages and benefits.

If the agency fails to comply, VETS closes the case and advises the claimant of VETS' inability to resolve the issue. In those circumstances, the claimant is notified of his or her right to appeal the case to the Merit Systems Protection Board (MSPB) against the agency determined to have violated his or her VEOA rights. Finally, if the MSPB issues a decision adverse to the claimant, the claimant may further appeal to the Court of Appeals for the Federal Circuit.

If VETS determines that a VEOA violation has taken place, or there is evidence of a violation, a copy of the complete case file, including the complaint and supporting documentation, is forwarded to the OSC, after the case is closed, as a potential prohibited personnel practice (PPP) case for review under a Memorandum of Understanding between OSC and VETS. OSC's role is to ascertain whether a PPP has taken place pursuant to 5 U.S.C. 2302(b)(11), which provides that a Federal employee who has authority over personnel decisions may not:

- (A) knowingly take, recommend, or approve any personnel action if the taking of such action would violate a veterans' preference requirement; or
- (B) knowingly fail to take, recommend, or approve any personnel action if the failure to take such action would violate a veterans' preference requirement.

OSC's review of the VEOA complaint does not affect VETS' investigation. OSC's review for PPPs is a separate matter, and OSC's review occurs after VETS' investigation and attempt to settle a case. Further, OSC's review has no impact on the claimant's right to appeal to the MSPB or to the Federal Circuit Court. Instead, OSC reviews cases to determine if PPPs took place that warrant disciplinary action against the agency or its responsible personnel.

VETS maintains a Veterans' Preference Advisor that provides information and advice in an electronic format to employers and employees regarding Veterans' Preference issues. In particular, the Advisor helps veterans determine the types of preferences and benefits to which they are entitled, explains the process for filing a complaint, and provides an electronic claim form. The Advisor can be found on the Department's "elaws" website at <http://www.dol.gov/elaws/vetspref.htm>. VETS also provides its investigators with a "Veterans' Preference Operations Manual," which, among other things, provides uniform guidance for processing complaints brought by preference-eligible veterans who allege a denial of their rights under the provisions of the VEOA.

Tables 9 and 10 display the total number of Veterans' Preference cases investigated during FY 2015 and case outcomes. Of the 606 complaints received in FY 2015, and the 34 cases carried over from FY 2014, VETS closed 590 cases. On average, cases were resolved in 23 days.

Of the 590 Veterans' Preference cases closed in FY 2015, 32 (5.4 percent) were found to have merit. Investigations were completed in 491 (83.2 percent) of the 590 cases. The remaining 99 cases were closed administratively, withdrawn by the claimant, or the claimant elected to proceed to the MSPB before the investigation concluded within the time frame allowed by statute.³⁷

³⁷ In these cases, the claimant may request that VETS cease investigative action after 60 days and appeal to MSPB directly on the 61st day after VETS' receipt of the claim.

Table 9. FY 2015 Veterans' Preference Cases³⁸

Category or Subcategory	Number or Percentage of Cases
Total Cases	640
Cases Carried Forward from FY 2014	34
Cases Opened During FY 2015	606
FY 2015 Opened Cases - Issue Hiring	589
FY 2015 Opened Cases - Issue Reduction in Force	17
Total Cases Closed During FY 2015	590
Percent of FY 2015 Cases Closed within 60 days	97.5%
Percent of FY 2015 Cases Closed within 90 days	98.3%
Average Number of Days Case Was Open	23

Table 10. FY 2015 Veterans' Preference Case Outcomes

Category or Subcategory	Number of Cases
Total Cases Closed	590
Cases Closed Due to "Merit Finding"	32
<i>Hiring</i>	32
<i>Reduction in Force</i>	0
Cases Closed Due to "No Merit Finding"	371
<i>Hiring</i>	359
<i>Reduction in Force</i>	12
Cases Closed Due to "Not Eligible"	57
Cases Closed Due to "Untimely Filed"	31
Cases Closed Due to "Merit Determination Not Made"	99
<i>Administratively Closed</i>	31
<i>Claim Withdrawn</i>	50
<i>Merit Undetermined</i>	7
<i>Duplicate</i>	11
Total Cases Converted to USERRA Claims	0
Total Cases Still Pending	50

³⁸ As reported in the Veterans' Preference Information Management System (Run Date October 30, 2015).

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974

VETS-4212 Report

The reporting requirement of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. 4212(d), 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 who were newly hired during the reporting period. These reporting requirements are satisfied as follows.

The reporting obligation applies to those entities with a Federal government contract of \$150,000 or more entered into or modified after December 1, 2003.³⁹ Pursuant to 38 U.S.C. 4212(a) and (d), as amended by the Jobs for Veterans Act, contractors submitting these reports provide data on protected veterans in their employ that fall under one or more of the following categories:

- Disabled veterans;
- Veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge has been authorized;
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated veterans (within three years of discharge or release from active duty).

In FY 2014, VETS promulgated new regulations that rescinded the obsolete VETS-100 report and reconfigured the VETS-100A report to be more in line with other Federal contractor reporting requirements. The new report, renamed the VETS-4212, reduces reportable items by nearly 50 percent, compared to the VETS-100 and -100A, and is expected to save Federal contractors \$18.2 million in costs and over one million burden hours over the next 10 years. Among other changes, the new VETS-4212 form asks only for aggregated protected veteran data, rather than reporting by each individual category of protected veteran. In FY 2015, VETS redesigned and fielded a brand-new electronic filing system for its VETS-4212 report. Feedback from contractors and other stakeholders has been highly favorable, particularly as contractors are now better able to assess their effectiveness in hiring veterans and in complying with VEVRAA. Over 16,700 contractors filed more than 250,000 individual reports for the 2015 filing season. DOL's Office of Federal Contract Compliance Programs (OFCCP) verifies compliance with VETS-4212 filing obligations during its compliance evaluations, and reports to VETS those contractors who have not complied with their annual filing obligations under 38 U.S.C. 4212. See 41 CFR 60-300.60(c). VETS will continue to improve its system based on user feedback for the 2016 filing year.

The VETS-4212 reports must be filed each year by September 30. Table 11 provides a summary of the reports filed during FY 2015.

³⁹ As explained previously, while 38 U.S.C. 4212 refers to a \$100,000 contract threshold, effective October 1, 2015, the contract threshold increased to \$150,000 per an inflationary adjustment statute implemented by the Federal Acquisition Regulation Council. See Federal Acquisition Regulation; Inflation Adjustment of Acquisition-Related Thresholds, 80 *Federal Register* 38293, 38298 (July 2, 2015).

Table 11. Annual Federal Contractor Reporting as of September 2015⁴⁰

Category	2014 VETS-100A	2015 VETS-4212	Change
Total Federal Contractors Filing	14,540	16,754	2,214
Total Submitted Reports	277,081	250,344	-26,737
Single Establishment	6,937	8,308	1,371
Multiple Establishment – Headquarters	6,327	7,126	799
Multiple Establishment – Hiring Location	256,770	229,409	-27,361
Multiple Establishment – State Consolidated	7,047	5,501	-1,546
Disabled Veterans Employed	118,527	N/A	N/A
Active Duty Wartime or Campaign Badge Veterans Employed	601,885	N/A	N/A
Armed Forces Service Medal Veterans Employed	192,626	N/A	N/A
Recently Separated Veterans Employed	66,643	N/A	N/A
All Protected Veterans Employed	N/A	850,372	N/A
Total All Employees	22,118,023	21,053,413	-1,064,610
Disabled Veterans Newly Hired	30,599	N/A	N/A
Active Duty Wartime or Campaign Badge Veterans Newly Hired	105,356	N/A	N/A
Armed Forces Service Medal Veterans Newly Hired	51,684	N/A	N/A
Recently Separated Veterans Newly Hired	35,193	N/A	N/A
All Protected Veterans Newly Hired	N/A	194,926	N/A
Total All New Hires	4,780,610	4,789,454	8,844

⁴⁰ Federal contractors are required to submit reports for all of their hiring locations; hence the number of total reports exceeds the number of total contractors that file. In addition, Federal contractors with hiring locations employing fewer than 50 persons can file a “multiple establishment consolidated report”; hence the number of total multiple establishment consolidated in the total multiple establishment hiring location reports.

Enforcement of VEVRAA

DOL's Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcing the nondiscrimination and affirmative action requirements of VEVRAA. OFCCP's implementing regulations are at 41 CFR 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 employ and advance in employment protected veterans. In September 2013, OFCCP updated its VEVRAA regulations; these regulations became effective in March 2014. The purpose of this update was to strengthen the affirmative action provisions of the regulations, aiding contractors in their efforts to recruit and hire protected veterans and improve job opportunities for protected veterans. For example, the regulations require that contractors establish annual hiring benchmarks for protected veterans by either adopting the national average or establishing their own benchmarks. Violations of VEVRAA are identified through individual complaint investigations and scheduled compliance evaluations of covered Federal contractors and subcontractors. In FY 2015, OFCCP processed 54 complaints filed under VEVRAA, accounting for 8.2 percent of the 655 total complaints processed by OFCCP during the year. In addition, OFCCP conducted 2,603 compliance evaluations, of which 282, or 10.8 percent, resulted in conciliation agreements remedying violations of VEVRAA's affirmative action obligations.

Interagency Collaboration

THE WOMEN'S BUREAU

The Women's Bureau and VETS collaborate on a variety of projects related to women veterans. The agencies work together to empower women veterans to successfully compete for jobs in the civilian labor force, and to educate employers on the value of adding women veterans to their workforce.

THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

The Office of Federal Contract Compliance Programs (OFCCP) collaborates with VETS to support outreach to employers that are federal contractors seeking to recruit and hire veterans.

THE EMPLOYMENT AND TRAINING ADMINISTRATION

As mentioned in Section I (The Workforce System), VETS collaborates with DOL's Employment and Training Administration (ETA) which administers the public workforce system and key workforce programs, including the following.

WIOA (formerly WIA) 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 to find and obtain meaningful employment, and to help employers find the skilled workers they need to compete and succeed in the 21st-century economy. In FY 2014, Congress passed and the President signed WIOA into law, which reauthorized the Adult, Youth, and Dislocated Worker programs previously authorized under the Workforce Investment Act (WIA) of 1998. Most of the provisions in WIOA went into effect on July 1, 2015, though some of its provisions have other effective dates. The performance accountability went into effect July 1, 2016.

Trade Adjustment Assistance

Trade Adjustment Assistance (TAA) or the Trade Act Program helps trade-affected workers who have lost or may lose their jobs as a result of foreign trade. Individuals in worker groups certified by the Secretary of Labor as being trade-affected may be eligible for services, training, income support, and other allowances to assist them in obtaining new jobs and the skills, credentials, resources, and support they may need to become reemployed. In FY 2015, over 3,500 veterans received assistance through TAA.

National Dislocated Worker Grants Program (formerly known as National Emergency Grants)

Dislocated Worker Grants (DWGs) 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 military service members, and meet the increased demand for WIOA employment and training services. The purpose of DWGs is to reemploy laid-off workers and enhance their employability and earnings. Effective July 2015, the WIOA makes DWG resources available to areas experiencing higher than average demand for employment and training activities for dislocated service members and spouses.

Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) enhances employment opportunities for unemployed older Americans. The program promotes the employment of seniors as a valuable resource for entities seeking trained, qualified, and reliable employees in a 21st-century economy. SCSEP is committed to providing high-quality job training and employment assistance to maximize employment opportunities for program participants.

Indian and Native American Program

This program provides unemployed and under-skilled Native American, Alaskan Native, and Native Hawaiian adults 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. WIOA reauthorized the Indian and Native American Program beginning in July 2015.

National Farmworker Jobs Program

This program provides migrant and seasonal farmworkers (MSFWs) and their families with employment, career services, training services, housing assistance services, youth services, and other related assistance services. These services help eligible MSFWs retain and stabilize their current agriculture jobs, as well as acquire new skills to start careers that provide higher wages and stable, year-round employment. WIOA reauthorized the National Farmworker Jobs Program and those provisions took effect in July 2015.

Registered Apprenticeship

The Registered Apprenticeship system is a unique, flexible training system that combines job-related technical instruction with structured on-the-job learning experiences. The Registered Apprenticeship system provides the opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce. In PY 2014, the percentage of veterans participating in Registered Apprenticeships continued to increase (to 8.1 percent) and exceeded the veteran participation rate in the labor force (7.2 percent).

Veterans Homelessness Prevention Demonstration

The purpose of the Veterans Homelessness Prevention Demonstration (VHPD) was to explore ways for the Federal government to offer early-intervention homelessness prevention, primarily to veterans returning from wars in Iraq and Afghanistan. This program was jointly administered by VA, VETS, and the Department of Housing and Urban Development. This collaboration provided expertise and resources in the three critical areas of housing, benefits, and training/employment. The selected sites for this demonstration were Camp Pendleton (San Diego, California), Fort Hood (Killen, Texas), Fort Drum (Watertown, New York), Joint Base Lewis-McChord (Tacoma, Washington), and MacDill Air Force Base (Tampa, Florida).

Without specific targeted funding, VETS contributed the following: (1) assisted grantees to help veterans access education and job training programs; and (2) assisted veterans with a variety of employment-related programs; HVRP, JVSG, DVOP, and LVER assistance; services at AJCs; and assistance under USERRA.

According to the VHPD Evaluation Final Report⁴¹ issued in December 2015:

Efforts to end homelessness among veterans are working, at the federal level and in communities around the country. Homelessness among veterans is decreasing; however, even if homeless service providers across the country helped every currently homeless veteran find housing, homelessness for this group would not end. New episodes of homelessness would occur. The recurrent nature of the problem and new entrants into homelessness are why preventing homelessness is critical to ending homelessness among veterans.

Veterans' Participation Rates for PY 2014

In calendar year 2015, veterans made up 6.9 percent of the civilian labor force, ages 18 and over.⁴² As displayed in Table 12, data for PY 2014 indicate that ETA's adult employment and training programs served over 1.1 million veterans among over 16 million participants, which results in a participation rate for veterans of 6.9 percent, a decrease of 0.6 percent from PY 2013. Some of this drop may be accounted for by both the improving economy and the relative success veterans are having in navigating the labor market compared to nonveterans. The veteran unemployment rate in calendar year 2015 was 4.6 percent for veterans compared to 5.2 percent for nonveterans.⁴³

Among ETA programs, the highest veterans' participation rates were recorded by the Senior Community Service Employment program (12.3 percent) and the National Emergency Grant program (10.5 percent). Registered Apprenticeship and the TAA program also exceeded the veteran participation rate in the civilian labor force. These, as well as the WIA Adult (7.2 percent) and WIA Dislocated Worker (7.2 percent) programs, had participation rates at or above

⁴¹ Veterans Homelessness Prevention Demonstration Evaluation Final Report, Page 8, U.S. Department of Housing and Urban Development, December 2015, available at <http://www.huduser.gov/portal/sites/default/files/pdf/veterans-homelessness-prevention-report.pdf>.

⁴² Based on BLS Current Population Survey (Not Seasonally Adjusted): 10,757,000 veterans in civilian labor force, ages 18 and over, and 144,385,000 nonveterans, ages 18 and over (10,757,000/144,385,000), equals a 7.5 percent rate of representation for veterans in 2015.

⁴³ 2015 statistics on veterans and nonveterans are available at <http://www.bls.gov/cps/cpsaat48.pdf>.

the veteran participation rate in the labor force. The rates of participation in WIA Dislocated Worker and TAA are encouraging because those programs offer a wider range of services, such as in-depth assessments, classroom training, and employer-specific on-the-job training. As a result, through these programs, veterans are better prepared to enter the civilian workforce. The high rate of veterans entering into Registered Apprenticeship programs is encouraging because these programs provide a pathway into well-paying careers.

The Wagner-Peyser Employment Service veteran participation rate was 6.7 percent (slightly below the labor force rate). It is important to note that the Employment Service is a “universal access” program; there are no eligibility requirements, so anyone may receive services. Additionally, it is possible that veteran participation may be higher as veteran status relies on individuals self-identifying as veterans.

Table 12. PY 2014 Participation in DOL/ETA Programs

PY 2014 DOL/ETA ADULT PROGRAMS	Number of Veterans Participating or Exiting⁴⁴	Number of Individual Participants/Exiters⁴⁵	Veterans’ Participation Rate in DOL Programs
Wagner-Peyser Employment Service	969,968	14,489,556	6.7%
WIA Adults	68,023	970,816	7.0%
WIA Dislocated Workers	35,551	500,311	7.1%
WIA Youth	56	100,628	-
National Emergency Grants	1,409	17,194	8.2%
Registered Apprenticeship	36,886 ⁴⁶	451,423 ⁴⁷	8.0%
Senior Community Services Employment Program – Ages 55+ (Veterans and Eligible Spouses)	8,850	67,356	13.0%
Trade Act Program	3,783	50,472	7.5%
Indian and Native American Program	129	6,947	1.9%
National Farmworker Jobs Program	98	11,837	0.83%
Total⁴⁸	1,124,753	16,666,540	6.7%

Sources: Program data were derived from ETA reporting systems, which track participation levels and services offered to participants. These various systems include: WIASRD (which excludes self-service exiters); Labor Exchange Reporting System; SCSEP Performance and Results Quarterly; Trade Act Performance Report; and BearTracks. These programs operate on a Program Year basis, with the exception of the Trade Act program, which

⁴⁴ The WIOA Adult and Dislocated Workers Programs, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters.

⁴⁵ The term “exiters” means individuals who participated and then exited the program.

⁴⁶ Veterans in Registered Apprenticeship as of December 31, 2015.

⁴⁷ Total Registered Apprentices in the United States as of December 31, 2015.

⁴⁸ Some programs and states co-enroll participants to ensure integrated service delivery to job-seekers. Accordingly, the “total” in this table represents the sum of participants in all of the programs. Due to the high levels of co-enrollment, the total numbers served in Wagner-Peyser is a recommended indication of the total individuals served in the workforce system.

operates on a Fiscal Year basis. Individuals were counted only once per Program Year per program. The data for PY 2014 programs are for the period of July 1, 2014 - June 30, 2015.

VOCATIONAL REHABILITATION AND EMPLOYMENT

In FY 2015, VETS continued to strengthen its partnership with the VA, in particular, by connecting DVOP specialists with disabled veterans who participate in the Vocational Rehabilitation and Employment (VR&E) program. This program’s primary function is to help veterans who have service-connected disabilities and an employment handicap/ barrier become employed, maintain employment, or achieve independence in daily living. The goal of VETS’ partnership with VR&E is successful job placement and transition to employment for disabled veterans, without duplication, fragmentation, or delay in the services provided. The next step in our joint improvement effort entails revising or developing new local Memoranda of Understanding among state agencies, VA offices, and VETS using the National Memorandum of Agreement as a model. The offices are also collaborating to increase the number of veterans receiving labor market information and employment services by enhancing the referral process from VR&E to VETS, so all veterans entitled to services are referred with some very limited exceptions.

VR&E Participants and Outcomes

During FY 2015, DOL provided services to 7,958 veterans referred by VA for employment services.⁴⁹ Of those referred, 3,622 (45.5 percent) were referred for assistance with Labor Market Information, which is information that includes employment opportunities within a geographical area and the skill sets required to enter those fields, prior to being enrolled in a training program by VA. The remaining 4,336 (54.5 percent) were job-ready veterans seeking employment. In FY 2015, 383 (4.8 percent) of the job-ready veterans’ participation was either interrupted for extended illness or ended when participants reenrolled in school for additional training. An additional 2,375 (29.8 percent) job-ready veterans were listed as having exited from the program, either because they entered employment or they discontinued their participation for other reasons. Of those veterans who exited, 1,561 (65.7 percent) entered suitable employment. The average hourly wage of the veterans who entered employment was \$18.90.

Table 13. FY 2015 VR&E Outcomes (Number of Participants and Wages)⁵⁰

Category	FY 2014⁵¹	FY 2015
Veterans Referred from VR&E	6,326	7,958
Referred for Labor Market Information Assistance	1,842	3,622
Referred as Job-Ready Veterans	4,484	4,336
<i>Still Participating</i>	<i>1,775</i>	<i>1,578</i>
<i>Participation Interrupted or in School</i>	<i>418</i>	<i>383</i>
<i>Discontinued Participation</i>	<i>669</i>	<i>814</i>

⁴⁹ This data only reflects Veterans referred to DOL for employment services and does not represent all VR&E participants.

⁵⁰ As reported in the Veterans’ Employment and Training Service Operations and Program Activity Report (VOPAR) System, National VR&E Quarter Data Report.

⁵¹ FY 2014 results have been reconciled to accurately reflect participant numbers and outcomes. Results reported in the FY 2014 Annual Report to Congress were preliminary.

<i>Entered Suitable Employment</i>	<i>1,622</i>	<i>1,561</i>
<i>Average Entry Hourly Wage</i>	<i>\$17.39</i>	<i>\$18.90</i>

VETERANS RETRAINING ASSISTANCE PROGRAM

Section 211 of the VOW Act established the Veterans Retraining Assistance Program (VRAP) in VA, which provided up to 12 months of full-time training assistance in high-demand occupations for up to 99,000 eligible unemployed veterans, ages 35-60. DOL has assisted VA with the administration of VRAP, by, among other things: conducting outreach to veterans; developing technical guidance for the workforce system; identifying high-demand occupations; and collecting self-attested eligibility data based on age, employment status, and previous participation in other job training programs. In addition, the Department supported veterans before, during, and after their participation in VRAP by providing employment services (such as resume development, job referrals, and case management) through the national network of approximately 2,500 AJCs, as well as through an extensive suite of online tools.

VRAP ended on March 31, 2014, and VA provided payments to participants still in training through June 30, 2014. The program received 143,139 applications, approved 126,607 applications, and provided training to 76,494 veterans. DOL also collaborated with VA in the preparation of its VRAP Report to Congress, which included VRAP participant service and outcome information available through the quarter before the report’s due date. This report was provided to Congress in October 2014, and the final employment data was available on June 30, 2015. The final numbers indicated that 10,876 participants were employed after participating in VRAP training. DOL continues to track employment outcomes for those VRAP participants who received employment services from the Wagner-Peyser Employment Service, the Jobs for Veterans State Grants Programs, and the Workforce Investment Act Adult and Dislocated Worker programs.

Online and Electronic Tools

- **Online Advisors** (<http://www.dol.gov/elaws/>) – In FY 2015, VETS continued to support established elaws Advisors on the Department’s elaws website. These Advisors mimic the interaction a person might have with an employment law expert and provide assistance with filing complaints under each of these laws. Two of these Advisors were mentioned earlier in this report:
 - USERRA Advisor (<http://www.dol.gov/elaws/userra.htm>)
 - Veterans’ Preference Advisor (<http://www.dol.gov/elaws/vetspref.htm>)

VETS maintains two additional elaws Advisors:

- **Veterans’ Employment and Career Transition Advisor** (<http://www.dol.gov/elaws/realifelines.htm>) – This Advisor 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.
- **e-VETS Resource Advisor** (<http://www.dol.gov/elaws/evets.htm>) – This Advisor assists veterans, transitioning service members, and all those who support them to quickly and easily navigate information and resources on a range of topics, including benefits and compensation; education and training; employment; family and caregiver support; health;

homeless 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.

- **One-Stop Centers (currently branded as American Job Centers)** (www.careeronestop.org) – In addition to these VETS’ electronic tools, the one-stop centers provide critical support to help veterans succeed in today’s competitive workforce. In PY 2014, nearly 1.15 million⁵² of the over 16 million AJC customers were veterans. Building on this success, DOL continues to make concerted efforts to increase veterans’ awareness of, access to, and use of the one-stop service delivery system, including the Department’s extensive suite of online electronic tools.

These tools help businesses, job seekers, students, and workforce professionals find employment and provide additional resources through the Career One Stop suite of websites (<http://www.careeronestop.org>) and the Occupational Information Network (O*NET) website (<http://www.onetonline.org>), which support the following:

- **My Next Move for Veterans** (<http://www.MyNextMove.org/vets>) – This is a resource that helps veterans transition from military service to the civilian workplace. Through a simple and quick search engine, veterans enter their prior military experience (branch of service and military occupation code or title) and link to the information they need to explore civilian careers and related training and credentials. In addition, My Next Move for Veterans contains a link to a career interest inventory, the O*NET Interest Profiler.
- **Veterans ReEmployment Portal** (<http://www.CareerOneStop.org/Vets>) – This resource is designed to provide veterans with employment, training, career planning, and mental health counseling after their military service. The site links veterans to local resources and provides a military-to-civilian job search based on military job title or military occupational code.
- **America’s Service Locator** (<http://www.servicelocator.org>) – This tool directs citizens to available workforce services, AJC locations, and information at the Federal, state, and local levels, including their closest local one-stop career center.
- **O*NET OnLine** (<http://online.onetcenter.org>) – This site provides access to career information, including detailed occupational requirements and characteristics. It can be accessed readily by selecting a tab, “Military Crosswalk,” and entering either a Military Occupational Classification code or title that will link the user to related civilian occupations and available O*NET employment data on knowledge, skills, abilities, and work activities.
- **Registered Apprenticeship for Veterans** (<http://www.doleta.gov/oa/veterans.cfm>) – This unique website provides information and links for veterans seeking opportunities in Registered Apprenticeship. It also provides information about how employers can hire veterans in apprenticeship and provides them with step-by-step information on getting certified to provide GI Bill benefits in a Registered Apprenticeship.

⁵² Includes all participants in the Labor Exchange; because of high levels of co-enrollment it is not appropriate to sum the programs’ enrollments.

- **Federal Resources Playbook for Registered Apprenticeship** (<https://www.doleta.gov/oa/federalresources/playbook.pdf>) – This quick guide provides information for companies, employers, labor, apprenticeship sponsors, educators, workforce professionals, intermediaries and community-based organizations on using the following Federal funds and resources to support registered apprenticeship, including the GI Bill for veterans.
- **Veterans' Priority Resource Page** (<https://veteranspriority.workforcegps.org>) – The Department maintains a Veterans' Priority Information Collection Resource Page online for workforce development staff. The page includes program guidance and updates, announcements, information about partner agency programs serving veterans, and technical assistance tools for programs serving veterans.

Legislative Proposals

Below are DOL's legislative recommendations concerning both its responsibilities under USERRA and its responsibilities in regard to veterans' employment and training. The section concerning USERRA parallels the recommendations made in the Department's USERRA Annual Report to Congress for FY 2014, which was released in July 2015. The reporting provision of USERRA, 38 U.S.C. 4332(a), requires that the Secretary of Labor, after consultation with the Attorney General and the Special Counsel, prepare and transmit an annual report to Congress that includes, among other requirements, "recommendations for administrative or legislative action" that are necessary for the effective implementation of USERRA.

USERRA COMPLIANCE AND ENFORCEMENT-RELATED PROPOSALS

DOL urges Congress to strengthen the United States' ability to enforce USERRA. Amendments to USERRA could address several critical issues, some of which were addressed in a 2014 Department of Justice (DOJ) legislative package.

First, DOL recommends that USERRA be amended to allow the Attorney General, acting on behalf of the United States, to serve as a plaintiff in USERRA suits, rather than only in suits filed against State government employers.

Second, DOL recommends that USERRA be amended to grant the Attorney General independent authority to investigate and file suit to challenge employment policies and practices that establish a pattern or practice of violating USERRA. This amendment would strengthen significantly DOJ's ability to enforce USERRA by allowing DOJ to address systemic violations (such as a policy prohibiting extended absences, including absences for military service) that could adversely affect the employment rights of multiple service members.

Third, to support the proposed pattern-or-practice authority, DOL recommends that USERRA be amended to provide the Attorney General with civil investigative demand authority to compel the production of existing documents and unsworn answers to written questions from the custodians of such documents. DOL has subpoena power in its investigations under USERRA. The Attorney General, however, has no pre-suit investigatory authority. Because the proposal for pattern-or-practice authority includes the authority to initiate an investigation, Congress should provide the Attorney General with the appropriate investigative tools.

DOL also recommends other changes that would allow service members to more ably exercise their USERRA rights. DOJ and DOL support changes that would allow USERRA claimants to sue their own State in Federal or State courts.

To guarantee the availability of procedural rights included in the statute, DOL recommends that Congress clarify that section 4302(b) of USERRA protects both substantive and procedural rights and benefits from reduction, limitation, or elimination. DOL further recommends that Congress clarify that the definitions of "benefit," "benefit of employment," and "rights and benefits" in section 4303(2) include procedural protections provided by the statute. In particular, to guarantee the procedural right of adjudication of USERRA rights, DOL recommends explicitly providing that agreements to arbitrate are unenforceable unless all parties consent to arbitration after a complaint on the specific claim has been filed in court or with the Merit Systems Protection Board and all parties knowingly and voluntarily consent to have that particular claim subjected to arbitration.

PROGRAM ELIGIBILITY PROPOSALS

Since 2014, appropriations language has expanded participant eligibility for JVSG services to include transitioning members of the Armed Forces who are determined to be at-risk; members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units; and the spouses and other family caregivers of such wounded, ill, or injured members. DOL recommends that this expanded eligibility be formally incorporated into the authorizing statute for the JVSG program. The appropriations language also requires that for transitioning service members to be eligible for JVSG services, they must have participated in the Transition Assistance Program and have been identified as in need of intensive services. DOL recommends against the inclusion of this restriction, as some service members who would benefit from these services may not have been so identified in TAP or may need the service prior to TAP participation. Instead, DOL recommends that the Assistant Secretary for VETS, in consultation with DoD, be granted authority to determine which transitioning service members are at risk and require intensive services through the JVSG program.

Additionally, DOL recommends extending program eligibility and priority of service to spouses of service members killed in the line of duty. Certain spouses of veterans are already eligible, but the spouses of service members killed while on active duty are, by definition, not the spouses of veterans.

Lastly, DOL recommends a technical amendment to the definition of “homeless veteran” at 38 U.S.C. 2002(1) so as to include persons fleeing domestic violence under 42 U.S.C. 11302(b). This additional category of homelessness was added to the McKinney Vento Homeless Assistance Act by amendment in 2009.

VETS’ FEDERAL FIELD STAFF

DOL recommends amending 38 U.S.C. 4103 to eliminate the requirement for clerical federal staff to be located in each state. The proposed change would require the appointment of only one Director for Veterans’ Employment and Training (DVET) per state but would permit the assignment of Federal clerical and other support personnel as necessary. Further, DOL recommends eliminating the residency requirement for the DVET position. Currently, Regional Offices must either select a candidate that resides in the state or seek a waiver from the VETS Assistant Secretary.

CHANGE IN ANNUAL REPORT DUE DATE

DOL recommends changing the date of the Annual Report to Congress from February 1 to July 1. The annual fiscal year data is not available until approximately 60 days after the end of the fiscal year (November 30). The report can only be produced once relevant annual and program year data is collected and analyzed for several workload tables and appendices. In the previous two fiscal years, the Annual Reports to Congress were published in May and July. Therefore, this change would better reflect the time needed to publish the report.

APPENDIX

Program Year (PY) 2014 Wagner-Peyser and Jobs for Veterans State Grants Final Reports

Attachment 1	Veterans Who Were Participants by State
Attachment 2	Veterans Who Received Staff-Assisted Services by State
Attachment 3	Veterans Who Entered Employment by State
Attachment 4	Veterans Who Retained Employment for 60 Days by State
Attachment 5	Veterans Who Received Intensive Services by State
Attachment 6	Veterans Who Were Referred to Employment by State
Attachment 7	Veterans Who Were Referred to Federal Training by State
Attachment 8	Veterans Who Were Placed in Federal Training by State
Attachment 9	Veterans Who Were Referred to Federal Jobs by State
Attachment 10	Veterans Who Entered into Federal Jobs by State
Attachment 11	Adults and Veterans Entered Employment Rates by State
Attachment 12	Veterans Who Received Certificates

Report with all attachments available online at VETS' website at <http://www.dol.gov/vets/media/>.

Attachment 1

VETERAN PARTICIPANTS									
(Data obtained from ETA 9002 B for Period Ending June 30, 2015)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	20188	4486	2824	2497	5910	423	10840	5299	4036
Alaska	10937	3050	1912	1913	4600	475	5839	2684	2407
Arizona	11506	2511	1556	1462	4253	616	4771	3059	3665
Arkansas	13618	2365	1390	1567	3440	426	6971	3499	3125
California	55138	12936	5479	10561	25087	2234	26943	12564	15629
Colorado	30759	6819	4491	4956	5804	1696	14787	7715	8246
Connecticut	4444	465	233	420	1183	33	1515	1229	1695
Delaware	3931	695	395	526	1271	127	1490	1055	1386
District of Columbia	1537	424	250	164	668	30	545	507	485
Florida	67257	15989	6433	10718	29265	3333	30370	18728	18158
Georgia	31522	6239	4793	4978	14778	90	14716	8966	7838
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	3893	829	342	1235	1729	282	2277	808	808
Idaho	14982	3618	1542	1932	5211	664	6906	3694	4375
Illinois	29063	4835	2737	4507	10336	834	13063	7936	8049
Indiana	17364	2781	1250	1716	2357	148	7157	5309	4898
Iowa	13967	2349	1156	1543	4457	731	5932	4009	4018
Kansas	10690	1856	1117	1685	3154	873	5622	2619	2432
Kentucky	19303	4214	1536	4297	2989	258	9781	5044	4476
Louisiana	17139	3422	1408	2438	7341	635	9256	4054	3829
Maine	6814	1303	798	613	2622	457	2442	1869	2503
Maryland	9135	2281	848	1134	4230	445	3599	2859	2677
Massachusetts	9433	1031	571	1171	2930	19	3224	2364	3844
Michigan	16739	14249	1171	2310	4113	241	6669	4949	5121
Minnesota	13428	3757	1789	2410	5730	1326	6280	3191	3245
Mississippi	5318	774	227	836	2144	617	2884	1320	1113
Missouri	22553	3877	2316	16162	8620	157	9847	6650	6055
Montana	9446	2457	1492	415	3969	4282	4632	2454	2359
Nebraska	4944	1381	553	679	1982	193	2230	1398	1316
Nevada	11855	1342	436	1343	1062	28	4037	2722	3467
New Hampshire	2952	505	183	186	808	101	1000	752	1199
New Jersey	10152	1525	441	1083	1953	156	3605	2780	3733
New Mexico	6863	1477	695	962	3146	254	2901	1879	2083
New York	29158	4391	2100	5756	3277	185	13140	7109	8908
North Carolina	39982	8179	2939	6527	15493	1476	19620	10658	9701
North Dakota	5041	1326	569	809	2252	360	2747	1348	946
Ohio	58461	4256	3300	1372	6180	1565	21638	13012	13731
Oklahoma	14822	3185	1862	2067	4419	631	7804	3526	3483
Oregon	22986	4958	2584	2727	9846	645	9431	6043	7500
Pennsylvania	17386	1966	840	1575	5633	57	5816	5466	6221
Puerto Rico	710	153	75	278	333	78	409	152	149
Rhode Island	1593	316	136	273	707	44	628	385	580
South Carolina	24895	4414	2037	4756	11504	962	12590	6561	5744
South Dakota	3669	815	443	296	743	329	1616	1086	964
Tennessee	17834	4429	2101	3209	9036	1488	9240	4703	3890
Texas	105368	14747	9652	22639	62451	2886	54643	24885	26293
Utah	20441	4054	2213	3833	7433	1383	11460	4403	4568
Vermont	2205	354	214	201	595	79	783	580	840
Virgin Islands	330	66	27	61	138	27	175	92	63
Virginia	23429	5540	2542	4122	9693	1633	11560	6445	5424
Washington	14516	3066	2130	2747	2901	172	7008	3433	4068
West Virginia	5853	893	528	740	2022	128	3112	1548	1193
Wisconsin	20707	4633	2812	1978	7029	700	9042	6134	5527
Wyoming	5310	1128	397	596	2195	248	2446	1331	1533
National Total	941,566	188,711	91,865	154,981	341,022	37,260	437,039	242,865	249,596

NDA = No Data Available

Attachment 2

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2015)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	7638	1949	1262	996	2431	60	3892	2053	1688
Alaska	2367	630	402	364	899	100	1125	593	647
Arizona	6716	1500	958	821	2486	133	2530	1802	2383
Arkansas	7981	1505	876	1000	2062	185	4097	2011	1865
California	22107	5680	2323	4054	9927	600	10183	5305	6618
Colorado	19774	4420	2906	2696	3741	1085	9070	5183	5516
Connecticut	1730	282	147	239	587	20	681	472	574
Delaware	2307	443	252	349	782	47	841	649	817
District of Columbia	1287	378	221	135	558	18	438	426	423
Florida	53326	12597	4953	8307	22831	2314	23338	14930	15057
Georgia	31029	6153	4730	4898	14547	87	14468	8861	7698
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	2137	501	200	724	933	98	1212	445	480
Idaho	5592	1455	641	767	1981	344	2595	1358	1638
Illinois	8837	1745	1050	1590	3224	159	3874	2468	2492
Indiana	16155	2566	1148	1597	2210	138	6686	4946	4523
Iowa	13940	2347	1155	1541	4450	731	5918	4001	4013
Kansas	4664	936	605	842	1639	403	2450	1115	1095
Kentucky	14862	3279	1289	3205	2352	191	7402	3926	3533
Louisiana	7644	1602	673	948	3220	163	3670	1975	1999
Maine	3769	745	465	344	1496	255	1359	1114	1296
Maryland	6123	1589	557	722	2834	179	2201	1923	1999
Massachusetts	8928	998	552	1156	2779	19	3044	2226	3657
Michigan	16095	13930	1132	2244	3959	233	6402	4740	4953
Minnesota	3027	1242	698	764	1610	427	1645	644	641
Mississippi	4988	726	221	768	2004	574	2724	1241	1022
Missouri	15571	2631	1540	9509	5606	120	6314	4636	4620
Montana	3607	977	586	115	1410	1434	1566	932	1108
Nebraska	3317	1042	410	451	1344	79	1389	974	954
Nevada	9191	1296	420	1056	1017	26	3666	2414	3100
New Hampshire	2057	340	120	112	498	19	686	527	844
New Jersey	5156	941	301	596	887	31	1777	1435	1931
New Mexico	4714	1094	536	685	2187	149	1947	1293	1474
New York	24557	3742	1789	4740	2820	151	10977	5904	7676
North Carolina	27898	5661	2015	4475	10515	656	12935	7468	7493
North Dakota	1811	576	264	284	790	99	902	497	412
Ohio	28553	2855	2269	1095	3606	677	12019	7983	7660
Oklahoma	6410	1483	924	1004	2095	257	3302	1504	1603
Oregon	16634	3637	1947	2105	7090	437	6659	4326	5640
Pennsylvania	11310	1518	645	1253	3824	34	3798	3489	4055
Puerto Rico	674	149	74	259	310	74	386	143	145
Rhode Island	856	202	88	131	366	10	302	229	325
South Carolina	15659	2860	1289	2892	7040	320	7734	4191	3734
South Dakota	2460	616	349	219	458	95	956	794	710
Tennessee	8845	2359	1085	1474	4576	437	4230	2463	2151
Texas	69927	9984	6517	18558	40729	2028	35156	16655	18290
Utah	4667	1065	653	895	1649	736	2653	993	1015
Vermont	1356	237	151	99	336	30	439	370	546
Virgin Islands	176	39	12	33	71	9	88	51	37
Virginia	13972	3318	1492	2284	5817	568	6386	4022	3564
Washington	13917	2944	2045	2642	2794	164	6742	3266	3902
West Virginia	4525	660	386	532	1548	81	2323	1232	970
Wisconsin	4888	1417	926	474	1801	68	1817	1539	1532
Wyoming	2979	587	197	264	1159	54	1143	743	1093
National Total	578,710	123,428	58,446	99,307	207,885	17,406	260,137	154,480	163,211

NDA = No Data Available

VETERANS WHO ENTERED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2015)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	EE					EE	EE	EE	
Alabama	9053	1658	952	1199	2139	5174	2240	1636	345
Alaska	3230	741	436	525	1326	1718	789	721	34
Arizona	5136	1005	573	814	1690	2177	1430	1529	433
Arkansas	7981	1158	629	958	1853	4247	2083	1648	280
California	20817	4099	1538	4233	9777	10567	5019	5231	915
Colorado	12570	2391	1403	1862	2083	6127	3287	3154	335
Connecticut	2576	237	114	253	682	997	714	865	19
Delaware	1914	292	151	254	577	753	559	602	74
District of Columbia	616	125	70	86	323	247	224	145	9
Florida	24937	5092	1809	4944	11337	12159	7186	5592	1127
Georgia	17141	2980	2143	2918	8165	8555	5018	3564	26
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1259	227	77	359	564	655	306	298	56
Idaho	6403	1478	592	916	2349	3053	1592	1758	504
Illinois	17705	2497	1292	2318	5665	8038	5234	4427	426
Indiana	8494	1082	441	930	674	3796	2700	1998	46
Iowa	4565	664	315	621	1471	1983	1327	1254	431
Kansas	5520	948	521	868	1399	2792	1467	1260	588
Kentucky	9332	1627	521	2145	1374	4972	2501	1859	158
Louisiana	6143	1108	381	1066	2588	3386	1469	1288	256
Maine	2665	359	173	203	805	1030	765	870	128
Maryland	4316	895	284	643	2075	1911	1368	1037	260
Massachusetts	4916	352	192	643	1510	1769	1353	1793	11
Michigan	8293	6862	400	1100	1976	3313	2660	2319	105
Minnesota	4065	1026	406	848	1757	1961	924	984	283
Mississippi	2780	326	91	508	1147	1649	642	488	329
Missouri	10104	1399	722	4071	3692	4696	2944	2464	90
Montana	3450	622	318	598	1392	1754	877	819	1771
Nebraska	2198	509	181	395	906	1019	661	517	88
Nevada	5602	577	157	682	488	2550	1548	1497	28
New Hampshire	1651	277	79	133	517	506	439	706	29
New Jersey	4242	539	122	481	730	1631	1261	1344	40
New Mexico	3076	541	205	579	1442	1449	830	797	130
New York	15613	1990	837	3017	2003	7209	4064	4340	104
North Carolina	14270	2156	561	2638	5311	7302	3981	2986	452
North Dakota	1508	350	132	261	649	764	417	327	129
Ohio	11972	1537	1242	686	2544	5293	3769	2909	107
Oklahoma	6720	1419	752	1166	2284	3751	1600	1368	672
Oregon	9974	1930	945	1343	4361	4467	2679	2822	285
Pennsylvania	12,861	1,015	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	202	23	8	74	74	117	44	41	8
Rhode Island	573	99	29	97	237	230	149	194	12
South Carolina	8679	1332	566	1517	3890	4405	2444	1828	389
South Dakota	1233	266	138	169	287	560	360	313	94
Tennessee	6886	1375	570	1381	3943	3597	1931	1357	738
Texas	54129	6721	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	6629	712	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	1013	143	93	118	285	367	294	352	60
Virgin Islands	34	2	1	8	17	23	8	3	1
Virginia	10238	2311	930	2035	4572	5099	2978	2161	736
Washington	8336	1501	960	1672	1428	4297	2078	1959	173
West Virginia	2687	359	192	363	907	1498	716	473	35
Wisconsin	9041	1758	973	1155	3126	4220	2621	2200	218
Wyoming	1770	295	75	231	721	811	466	493	90
National Total	407,118	70,987	26,292	56,084	111,112	160,644	92,016	80,590	13,657

NDA = No Data Available

VETERANS WHO RETAINED EMPLOYMENT									
<small>(Data obtained from ETA 9002 D for Period Ending June 30, 2015)</small>									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
						ER	ER	ER	
Alabama	9023	1607	880	1211	1877	5248	2306	1463	260
Alaska	5307	1438	897	1103	2385	2889	1428	989	328
Arizona	4821	956	532	751	1324	2055	1446	1320	256
Arkansas	8048	1114	606	980	1879	4353	2140	1554	214
California	23868	3970	1587	4255	10657	11844	5933	6091	805
Colorado	14128	2772	1648	1765	2550	6965	3882	3278	703
Connecticut	2209	199	100	248	629	949	569	689	12
Delaware	1816	292	148	219	531	717	563	536	58
District of Columbia	573	100	46	88	302	230	190	151	11
Florida	29436	5878	2049	5533	13281	14271	8845	6319	1394
Georgia	18964	3223	2313	2800	9021	9665	5551	3742	86
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1392	233	64	389	618	732	342	318	61
Idaho	8299	1780	696	1134	3034	3953	2217	2129	412
Illinois	12355	1840	901	1755	3104	5880	3648	2824	235
Indiana	8906	1016	369	935	375	4049	2905	1951	42
Iowa	6172	879	381	877	2149	2862	1877	1423	364
Kansas	5918	1032	563	964	1450	3116	1590	1210	440
Kentucky	10641	1803	542	2131	1558	5686	2953	2002	130
Louisiana	6422	1089	338	968	2538	3541	1563	1318	287
Maine	3319	473	265	212	1024	1305	1009	1005	165
Maryland	4741	901	270	696	2248	2118	1568	1055	304
Massachusetts	4752	299	170	665	1481	1799	1324	1629	12
Michigan	10085	8074	427	1302	2421	4104	3367	2613	121
Minnesota	5257	1219	516	1091	2271	2672	1201	1114	407
Mississippi	3644	376	85	727	1530	2174	887	583	446
Missouri	11178	1511	777	4041	4113	5371	3206	2601	183
Montana	5492	1028	517	1006	2314	2909	1484	1098	2968
Nebraska	2869	647	207	672	1196	1337	872	660	125
Nevada	5275	458	122	648	453	2427	1492	1349	27
New Hampshire	1576	248	76	121	491	470	463	643	26
New Jersey	4252	524	114	555	792	1703	1256	1286	50
New Mexico	3114	526	201	567	1447	1476	891	746	181
New York	14869	1863	782	2947	1952	7113	3899	3857	104
North Carolina	18180	1949	272	3231	6714	9185	5370	3625	420
North Dakota	2769	651	208	427	1215	1466	789	514	166
Ohio	14303	1559	1226	766	3027	6403	4514	3385	73
Oklahoma	7778	1759	1001	1328	2761	4231	2056	1490	631
Oregon	12093	2351	1041	1397	5208	5191	3440	3457	277
Pennsylvania	12,377	921	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	133	18	7	53	42	79	30	24	5
Rhode Island	616	93	20	101	260	261	168	187	26
South Carolina	11519	1465	595	2280	5257	6051	3202	2262	432
South Dakota	2124	436	211	294	587	1030	641	453	146
Tennessee	7637	1319	532	1210	4380	3886	2246	1505	624
Texas	72814	9089	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	7502	851	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	1244	196	120	187	362	473	371	400	45
Virgin Islands	36	4	1	13	14	22	10	4	3
Virginia	11996	2673	1020	2400	5418	6089	3605	2302	1070
Washington	10319	1787	1135	1902	1601	5251	2648	2419	186
West Virginia	2908	421	231	417	1008	1668	746	494	53
Wisconsin	11856	2387	1319	1311	4235	5730	3654	2470	290
Wyoming	2654	520	142	294	1109	1322	719	613	116
National Total	469,579	79,817	28,270	60,967	126,193	184,321	107,076	85,150	15,780

NDA = No Data Available

Attachment 5

VETERANS WHO RECEIVED INTENSIVE SERVICES						
<small>(Data obtained from VETS 200 A for Period Ending June 30, 2015)</small>						
STATE	TOTAL VETERANS AND ELIGIBLE PERSONS	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	1387	751	563	273	757	5
Alaska	371	188	132	80	184	21
Arizona	2495	855	565	397	1120	48
Arkansas	914	370	236	171	445	34
California	4816	1871	830	1036	2389	126
Colorado	1483	738	541	289	439	116
Connecticut	596	167	98	109	250	4
Delaware	220	117	79	43	126	4
District of Columbia	556	219	138	77	242	10
Florida	5424	2187	968	901	2550	163
Georgia	3056	1182	961	499	1578	13
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	393	177	81	165	197	4
Idaho	1181	527	275	247	527	98
Illinois	1039	388	280	136	440	10
Indiana	1001	356	195	151	323	20
Iowa	1076	492	304	197	498	19
Kansas	829	340	259	196	425	81
Kentucky	2476	867	394	794	458	31
Louisiana	1138	503	256	230	596	29
Maine	328	142	108	55	170	39
Maryland	2067	847	315	356	1110	59
Massachusetts	3574	717	416	577	1322	8
Michigan	1250	996	251	264	392	26
Minnesota	535	371	224	190	355	88
Mississippi	857	288	102	214	447	168
Missouri	1505	404	258	982	591	35
Montana	140	91	65	18	70	60
Nebraska	1058	483	193	178	475	15
Nevada	2706	637	188	394	422	16
New Hampshire	278	140	53	34	125	4
New Jersey	1177	454	167	197	231	10
New Mexico	1238	513	286	234	632	10
New York	4502	1307	695	1474	766	59
North Carolina	5820	1998	817	1329	2617	171
North Dakota	892	359	166	191	461	64
Ohio	3449	1137	968	480	783	13
Oklahoma	650	344	249	174	326	52
Oregon	2085	799	512	422	1095	102
Pennsylvania	3347	957	439	566	1417	6
Puerto Rico	136	48	26	51	79	14
Rhode Island	384	134	73	76	209	7
South Carolina	3401	1013	490	727	1706	41
South Dakota	487	266	150	78	100	4
Tennessee	1612	767	416	399	991	68
Texas	22080	5263	3558	5394	14585	521
Utah	1119	647	437	333	620	27
Vermont	270	120	76	23	101	7
Virgin Islands	47	13	3	9	19	1
Virginia	2853	1090	511	569	1339	59
Washington	3303	1342	1023	687	786	32
West Virginia	418	141	97	73	187	18
Wisconsin	2506	966	657	293	1075	43
Wyoming	379	142	55	57	185	8
National Total	106,904	37,231	21,199	23,089	49,333	2,691

NDA = No Data Available

Attachment 6

VETERANS WHO WERE REFERRED TO EMPLOYMENT						
(Data obtained from ETA 9002 B for Period Ending June 30, 2015)						
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	2825	587	357	378	844	22
Alaska	498	139	90	55	190	15
Arizona	3305	697	433	386	1182	52
Arkansas	3799	643	363	480	1012	110
California	7908	2472	1078	1636	3689	192
Colorado	15503	3578	2369	2078	3010	734
Connecticut	320	46	21	41	110	5
Delaware	1613	315	179	223	553	27
District of Columbia	202	37	19	18	81	5
Florida	15424	3651	1412	2133	6381	583
Georgia	13482	2447	1829	1870	5968	33
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	104	24	5	25	51	3
Idaho	2403	589	233	257	855	96
Illinois	4391	780	445	625	1620	79
Indiana	1835	324	144	186	228	11
Iowa	7096	1299	631	769	2491	336
Kansas	1886	373	219	427	678	134
Kentucky	8372	1775	729	1488	1424	140
Louisiana	3590	722	293	450	1562	77
Maine	2979	575	359	277	1196	207
Maryland	1392	385	153	163	644	47
Massachusetts	1242	183	107	122	359	2
Michigan	201	167	8	24	58	4
Minnesota	0	0	0	0	0	0
Mississippi	3852	536	165	573	1518	444
Missouri	9318	1440	811	5198	3451	62
Montana	517	138	78	33	225	227
Nebraska	2046	574	230	231	807	47
Nevada	4093	582	183	416	502	11
New Hampshire	803	172	67	55	221	10
New Jersey	1056	170	38	97	217	17
New Mexico	2299	538	262	324	1068	38
New York	18876	2889	1395	3669	2249	98
North Carolina	21051	3930	1346	3230	7790	476
North Dakota	423	138	55	66	184	15
Ohio	0	0	0	0	0	0
Oklahoma	4762	1041	629	674	1489	170
Oregon	5837	1163	578	470	2362	107
Pennsylvania	987	236	97	124	364	1
Puerto Rico	176	40	20	42	75	9
Rhode Island	250	56	18	28	105	3
South Carolina	5845	950	425	955	2536	139
South Dakota	1873	413	231	151	345	75
Tennessee	3667	942	464	648	1888	184
Texas	45505	6282	3969	7884	25830	281
Utah	16923	3626	1978	3191	6417	762
Vermont	398	73	47	31	98	10
Virgin Islands	71	16	5	16	30	0
Virginia	8240	1809	786	1228	3388	335
Washington	5236	1220	820	915	924	23
West Virginia	2986	438	243	298	990	41
Wisconsin	1559	588	400	162	651	22
Wyoming	1520	281	93	138	569	28
National Total	270,539	52,089	26,909	44,958	100,479	6,549

NDA = No Data Available

Attachment 7

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING						
(Data obtained from ETA 9002 B for Period Ending June 30, 2015)						
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	75	27	23	14	27	0
Alaska	123	32	20	24	56	3
Arizona	1080	241	149	147	425	15
Arkansas	9	2	2	1	4	1
California	1045	296	119	225	496	33
Colorado	1066	289	197	168	211	37
Connecticut	52	17	8	17	26	0
Delaware	1	1	0	1	1	0
District of Columbia	1	0	0	0	0	0
Florida	2039	572	217	323	866	62
Georgia	79	49	43	20	46	1
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	48	14	3	14	18	1
Idaho	34	21	18	6	12	4
Illinois	36	10	8	7	15	0
Indiana	82	18	7	9	19	1
Iowa	63	11	3	11	25	1
Kansas	4	3	2	1	0	0
Kentucky	217	49	22	62	36	7
Louisiana	0	0	0	0	0	0
Maine	64	23	19	10	28	9
Maryland	202	54	23	18	92	7
Massachusetts	68	13	7	8	21	0
Michigan	47	38	12	16	14	1
Minnesota	7	7	5	3	5	1
Mississippi	26	0	0	1	10	1
Missouri	0	0	0	0	0	0
Montana	0	0	0	0	0	0
Nebraska	278	107	40	30	109	5
Nevada	24	2	1	2	6	0
New Hampshire	24	8	3	1	7	0
New Jersey	67	19	4	18	12	0
New Mexico	198	44	21	35	89	3
New York	279	69	35	110	60	1
North Carolina	2436	619	254	642	1071	83
North Dakota	19	12	6	0	6	0
Ohio	60	24	20	8	14	0
Oklahoma	161	42	31	25	69	11
Oregon	163	51	27	53	90	13
Pennsylvania	1889	406	202	227	705	7
Puerto Rico	19	4	1	8	8	2
Rhode Island	53	12	5	10	14	1
South Carolina	205	62	33	42	108	3
South Dakota	188	44	26	19	31	1
Tennessee	222	105	70	57	130	14
Texas	750	123	84	191	467	5
Utah	3	0	0	0	0	1
Vermont	83	19	11	7	25	0
Virgin Islands	1	0	0	1	0	0
Virginia	198	83	47	54	100	8
Washington	0	0	0	0	0	0
West Virginia	1325	173	106	193	472	23
Wisconsin	219	151	117	32	119	6
Wyoming	4	0	0	0	1	0
National Total	15,336	3,966	2,051	2,871	6,166	372

NDA = No Data Available

VETERANS WHO WERE PLACED IN FEDERAL TRAINING						
(Data obtained from ETA 9002 B for Period Ending June 30, 2015)						
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	16	3	1	2	3	0
Alaska	90	28	20	16	44	10
Arizona	3	2	1	1	1	0
Arkansas	9	2	2	1	4	1
California	81	19	8	23	48	2
Colorado	64	43	40	16	27	4
Connecticut	4	2	2	1	2	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	17	6	1	2	8	0
Georgia	12	4	4	3	7	1
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1	0	0	0	0	0
Idaho	0	0	0	0	0	0
Illinois	5	2	1	0	1	0
Indiana	48	8	0	16	15	0
Iowa	41	9	0	3	14	1
Kansas	0	0	0	0	0	0
Kentucky	64	11	2	5	4	0
Louisiana	1	1	0	1	1	0
Maine	208	54	34	25	83	16
Maryland	200	54	23	18	91	7
Massachusetts	96	6	4	5	26	0
Michigan	0	0	0	0	0	0
Minnesota	7	7	5	3	5	1
Mississippi	112	9	1	21	45	11
Missouri	369	58	38	219	139	4
Montana	0	0	0	0	0	0
Nebraska	5	3	2	2	1	0
Nevada	0	0	0	0	0	0
New Hampshire	8	2	0	0	1	0
New Jersey	35	4	0	1	4	0
New Mexico	0	0	0	0	0	0
New York	39	7	5	26	20	1
North Carolina	43	18	9	5	14	2
North Dakota	0	0	0	0	0	0
Ohio	18	12	12	3	1	0
Oklahoma	0	0	0	0	0	0
Oregon	35	16	12	15	21	3
Pennsylvania	193	42	29	5	44	2
Puerto Rico	1	0	0	0	1	0
Rhode Island	4	1	1	1	1	0
South Carolina	9	4	2	1	6	0
South Dakota	15	9	7	1	1	0
Tennessee	43	9	5	2	21	0
Texas	113	9	4	13	62	0
Utah	0	0	0	0	0	0
Vermont	1	1	0	1	1	0
Virgin Islands	0	0	0	0	0	0
Virginia	0	0	0	0	0	0
Washington	0	0	0	0	0	0
West Virginia	126	18	9	10	51	2
Wisconsin	1	0	0	1	1	0
Wyoming	28	5	0	1	10	1
National Total	2,165	488	284	469	829	69

NDA = No Data Available

Attachment 9

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2015)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	14	8	7	4	7	0
Alaska	32	9	5	1	9	1
Arizona	1137	263	167	153	445	15
Arkansas	95	21	12	10	28	3
California	1421	569	259	317	714	31
Colorado	73	13	11	3	15	2
Connecticut	0	0	0	0	0	0
Delaware	16	4	3	2	5	1
District of Columbia	143	45	24	10	66	2
Florida	444	142	55	60	184	29
Georgia	596	98	73	96	287	1
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	59	17	6	15	31	2
Idaho	85	30	12	11	32	4
Illinois	207	46	25	30	65	2
Indiana	32	5	3	3	8	1
Iowa	7	1	1	1	2	1
Kansas	53	23	16	8	20	0
Kentucky	690	145	52	93	135	10
Louisiana	39	9	3	4	11	3
Maine	40	14	13	10	22	7
Maryland	23	10	5	4	12	1
Massachusetts	19	3	2	3	6	0
Michigan	0	0	0	0	0	0
Minnesota	61	58	48	13	45	4
Mississippi	146	22	5	23	69	15
Missouri	4935	768	419	2585	1827	37
Montana	0	0	0	0	0	0
Nebraska	246	89	32	30	98	1
Nevada	91	21	9	11	18	0
New Hampshire	7	1	1	1	2	0
New Jersey	0	0	0	0	0	0
New Mexico	670	214	104	101	337	8
New York	52	15	11	22	14	1
North Carolina	126	27	9	16	49	4
North Dakota	231	87	32	31	102	8
Ohio	0	0	0	0	0	0
Oklahoma	270	98	73	58	97	17
Oregon	100	20	5	5	31	1
Pennsylvania	80	13	6	8	27	1
Puerto Rico	13	6	3	3	8	2
Rhode Island	8	1	1	2	2	1
South Carolina	29	8	2	5	12	1
South Dakota	89	26	15	9	20	0
Tennessee	380	136	64	66	199	17
Texas	249	42	24	46	132	0
Utah	1276	247	138	263	506	80
Vermont	7	1	1	0	0	0
Virgin Islands	3	1	1	1	2	0
Virginia	278	87	45	43	142	13
Washington	27	5	3	3	6	1
West Virginia	101	21	13	12	33	2
Wisconsin	28	15	11	4	16	0
Wyoming	40	7	3	4	18	2
National Total	14,768	3,511	1,832	4,203	5,916	332

NDA = No Data Available

VETERANS WHO ENTERED INTO FEDERAL JOBS						
<small>(Data obtained from ETA 9002 B for Period Ending June 30, 2015)</small>						
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	0	0	0	0	0	0
Arizona	1	1	1	0	0	0
Arkansas	1	1	1	0	1	0
California	11	5	3	5	4	0
Colorado	0	0	0	0	0	0
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	2	1	1	1	2	0
Georgia	48	6	4	0	23	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0
Idaho	0	0	0	0	0	0
Illinois	1	0	0	1	1	0
Indiana	0	0	0	0	0	0
Iowa	0	0	0	0	0	0
Kansas	4	2	1	2	0	0
Kentucky	7	0	0	0	1	0
Louisiana	2	0	0	0	1	0
Maine	0	0	0	0	0	0
Maryland	1	1	0	0	0	0
Massachusetts	0	0	0	0	0	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	3	1	0	0	2	0
Missouri	2	1	0	1	1	0
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	3	0	0	0	0	0
New Hampshire	0	0	0	0	0	0
New Jersey	0	0	0	0	0	0
New Mexico	2	0	0	1	1	0
New York	3	1	0	0	0	0
North Carolina	6	2	1	1	2	0
North Dakota	0	0	0	0	0	0
Ohio	22	16	14	5	2	0
Oklahoma	0	0	0	0	0	0
Oregon	4	2	0	0	0	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	1	0	0	1	1	0
Rhode Island	4	1	1	1	1	0
South Carolina	0	0	0	0	0	0
South Dakota	0	0	0	0	0	0
Tennessee	114	49	29	22	60	3
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	0	0	0	0	0	0
Virgin Islands	5	3	1	1	2	0
Virginia	20	5	1	3	10	0
Washington	0	0	0	0	0	0
West Virginia	0	0	0	0	0	0
Wisconsin	0	0	0	0	0	0
Wyoming	0	0	0	0	0	0
National Total	267	98	58	45	115	3

NDA = No Data Available

ADULT & VETERANS ENTERED EMPLOYMENT RATES

(Data obtained from ETA 9002 C & D Reports for Period Ending June 30, 2015)

	One-Stop Adult Entered Employment Rate	Veterans' Entered Employment Rate	Disabled Veterans' Entered Employment Rate	Special Disabled Veterans' Entered Employment Rate	Recently Separated Veterans' Entered Employment Rate	Transitioning Service Members' Entered Employment Rate
Alabama	60%	60%	53%	50%	63%	86%
Alaska	59%	56%	53%	53%	57%	67%
Arizona	59%	57%	53%	51%	63%	85%
Arkansas	68%	67%	64%	62%	70%	83%
California	49%	45%	42%	40%	39%	52%
Colorado	54%	51%	47%	44%	43%	66%
Connecticut	55%	52%	47%	49%	51%	58%
Delaware	62%	59%	53%	51%	59%	53%
District of Columbia	49%	46%	38%	36%	52%	53%
Florida	64%	57%	51%	47%	60%	61%
Georgia	59%	55%	47%	44%	53%	67%
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	53%	44%	39%	36%	37%	37%
Idaho	68%	63%	57%	56%	62%	76%
Illinois	65%	62%	56%	55%	53%	49%
Indiana	60%	63%	56%	52%	67%	64%
Iowa	67%	63%	55%	53%	62%	68%
Kansas	70%	68%	66%	65%	71%	89%
Kentucky	61%	55%	47%	47%	49%	60%
Louisiana	53%	53%	48%	45%	54%	46%
Maine	57%	56%	50%	44%	60%	58%
Maryland	53%	54%	48%	49%	60%	69%
Massachusetts	57%	52%	46%	43%	49%	58%
Michigan	57%	54%	53%	42%	51%	56%
Minnesota	63%	60%	55%	49%	62%	68%
Mississippi	62%	60%	49%	52%	65%	63%
Missouri	61%	56%	49%	45%	62%	60%
Montana	67%	62%	54%	48%	65%	63%
Nebraska	67%	61%	56%	53%	65%	62%
Nevada	66%	61%	56%	50%	67%	70%
New Hampshire	61%	57%	53%	49%	60%	45%
New Jersey	55%	52%	50%	41%	54%	76%
New Mexico	56%	50%	43%	38%	51%	45%
New York	58%	55%	50%	46%	53%	62%
North Carolina	60%	57%	48%	45%	58%	59%
North Dakota	73%	70%	63%	55%	70%	74%
Ohio	60%	61%	63%	65%	62%	61%
Oklahoma	63%	63%	59%	56%	68%	88%
Oregon	57%	54%	51%	47%	50%	55%
Pennsylvania	66%	63%	54%	NDA	NDA	NDA
Puerto Rico	43%	26%	18%	15%	21%	14%
Rhode Island	61%	55%	50%	39%	56%	44%
South Carolina	64%	61%	53%	52%	65%	77%
South Dakota	65%	60%	55%	54%	69%	51%
Tennessee	67%	64%	61%	58%	77%	85%
Texas	64%	61%	58%	NDA	NDA	NDA
Utah	66%	61%	52%	NDA	NDA	NDA
Vermont	65%	62%	55%	57%	67%	80%
Virgin Islands	29%	28%	11%	14%	26%	14%
Virginia	63%	59%	54%	51%	57%	68%
Washington	64%	58%	56%	55%	52%	73%
West Virginia	57%	58%	56%	52%	57%	45%
Wisconsin	66%	62%	58%	55%	63%	57%
Wyoming	67%	63%	58%	51%	69%	61%
National Total	60%	58%	52%	49%	55%	65%

NDA = No Data Available

VETERANS WHO RECEIVED CERTIFICATE

(Data obtained from ETA 9002 D for Period Ending June 30, 2015)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
Alabama	0	0	0	0	0	0	0	0	0
Alaska	211	57	36	45	104	130	51	30	19
Arizona	0	0	0	0	0	0	0	0	0
Arkansas	1	0	0	0	0	0	1	0	0
California	171	33	9	55	86	105	29	37	7
Colorado	0	0	0	0	0	0	0	0	0
Connecticut	2	0	0	0	1	0	1	1	0
Delaware	2	1	1	0	0	1	1	0	0
District of Columbia	0	0	0	0	0	0	0	0	0
Florida	0	0	0	0	0	0	0	0	0
Georgia	2	1	1	0	0	0	0	2	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0	0	0	0
Idaho	64	24	15	14	30	33	22	9	11
Illinois	0	0	0	0	0	0	0	0	0
Indiana	174	24	6	23	19	85	56	33	2
Iowa	30	3	1	1	10	11	9	10	1
Kansas	0	0	0	0	0	0	0	0	0
Kentucky	113	14	2	14	13	60	38	15	1
Louisiana	0	0	0	0	0	0	0	0	0
Maine	32	2	1	1	7	11	9	12	1
Maryland	131	14	4	8	52	38	47	46	2
Massachusetts	81	6	2	6	16	22	22	37	0
Michigan	385	115	8	27	89	186	145	54	1
Minnesota	15	9	3	8	13	14	1	0	0
Mississippi	79	6	1	17	30	44	23	12	14
Missouri	157	17	5	18	48	52	61	44	2
Montana	10	2	1	1	3	3	4	3	4
Nebraska	0	0	0	0	0	0	0	0	0
Nevada	92	9	1	3	14	21	34	37	1
New Hampshire	0	0	0	0	0	0	0	0	0
New Jersey	153	12	2	7	17	58	52	43	0
New Mexico	0	0	0	0	0	0	0	0	0
New York	448	50	19	91	46	209	110	129	3
North Carolina	0	0	0	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0	0	0	0
Ohio	23	11	11	2	8	15	8	0	0
Oklahoma	0	0	0	0	0	0	0	0	0
Oregon	0	0	0	0	0	0	0	0	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	2	0	0	0	1	0	2	0	0
Rhode Island	1	0	0	1	1	1	0	0	0
South Carolina	1	1	0	0	0	0	0	0	0
South Dakota	9	5	4	0	0	0	5	4	0
Tennessee	36	9	1	2	19	15	11	10	1
Texas	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Vermont	0	0	0	0	0	0	0	0	0
Virgin Islands	0	0	0	0	0	0	0	0	0
Virginia	0	0	0	0	0	0	0	0	0
Washington	206	46	27	24	80	101	62	43	11
West Virginia	63	15	9	2	24	29	24	10	0
Wisconsin	126	23	10	2	34	46	44	35	0
Wyoming	0	0	0	0	0	0	0	0	0
National Totals	2820	509	180	372	765	1290	872	656	81

NDA = No Data Available