



**Annual Report to Congress  
Fiscal Year 2019**

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

200 Constitution Avenue, N.W., Washington, D.C. 20210

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## Executive Summary

In calendar year 2019, the average veteran unemployment rate was 3.1 percent<sup>1</sup>—lower than the non-veteran unemployment rate and the lowest since 2000. This shows an increasing awareness on the part of employers of the value of hiring and retaining veterans. This is good news, but there are still unemployed and underemployed veterans in the labor force. The following report discusses how the various programs administered by the Department of Labor's (DOL) Veterans' Employment and Training Service (VETS), along with partner agencies, helped to facilitate smooth transitions to civilian employment for those serving in our military and provided continuing employment assistance for veterans, military spouses, and caregivers.

The **Transition Assistance Program (TAP)** provides valuable assistance to transitioning service members and their spouses by giving them the tools necessary for a successful transition from military service to civilian employment. Last year, over 160,000 transitioning service members participated in the three-day Employment Workshop. The Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011 (Title II of P.L. 112-56, enacted in November 2011) mandated that nearly all transitioning service members participate in the Employment Workshop.

President Trump signed the National Defense Authorization Act for Fiscal Year 2019 (FY 2019 NDAA) on August 13, 2018. The FY 2019 NDAA helped shape TAP-related activities during the past fiscal year. The Department of Defense (DOD) is now required to provide individualized pre-separation counseling no later than 365 days before a service member's release from the service and the Act also required changes to the employment-related courses provided by VETS. These changes will be implemented by the end of FY 2020.

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 individualized career services to veterans with significant barriers to employment, including disabled veterans as well as other eligible veterans as determined by the Secretary of Labor (Secretary). Last year, nearly 80,000 veterans with significant barriers to employment were assisted by DVOP specialists. LVER staff promote veteran hiring through outreach activities that build relationships with local employers.

The **Homeless Veterans' Reintegration Program (HVRP)** continues to address the employment needs of the most vulnerable veteran population by reintegrating homeless veterans into the workforce. During Program Year (PY) 2018, the HVRP served nearly 20,000 homeless veterans and successfully placed 11,150 of them into jobs.

In addition, VETS is responsible for compliance investigations and reporting under several statutes. VETS provides guidance and technical assistance, and investigates claims arising under the **Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)**, 38 United States Code (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

<sup>1</sup> Bureau of Labor Statistics – Labor Force Statistics, Table A5: <https://www.bls.gov/webapps/legacy/cpsatab5.htm>.

from such service; minimizes the disruption to the lives of persons performing service in the military, as well as to their employers, their fellow employees, and their communities, by providing for the prompt reemployment of such persons upon their completion of such service; and prohibits discrimination against individuals who attempt to enforce their rights under USERRA, including the prohibition of retaliation against those who testify in any proceeding under the Act. In FY 2019, VETS successfully processed all 940 claims filed with the Agency, executing thorough investigations in accordance with statutory requirements. The USERRA Annual Report to Congress includes detailed information regarding program and enforcement outcomes. The most recent annual reports can be found here: <https://www.dol.gov/agencies/vets/programs/userra>.

Under the **Veterans' Employment Opportunities Act (VEOA)**, 5 U.S.C. 3330a-3330c, VETS is responsible for investigating claims that allege a Federal agency's failure to apply Veterans' Preference in hiring or during a reduction-in-force, as well as claims from veterans that allege 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 containing the number of protected veterans hired during the calendar year and the total number of protected veterans those contractors employ. Under VEVRAA, Federal contractors and subcontractors who, after December 1, 2003, entered into a contract with the government valued at \$150,000 or greater must file an annual report with VETS.<sup>2</sup>

The **HIRE Vets Medallion Program (HVMP)** provides recognition to employers who demonstrate outstanding veteran hiring and retention practices. The Department announced the 427 inaugural HVMP awardees in 2019 and will continue to encourage more employers to qualify for the award by recruiting, hiring, and retaining veterans.

<sup>2</sup> The Federal Acquisition Regulatory (FAR) Council's 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 Fed. Reg. 38293, 38298 (July 2, 2015) (adjusting VEVRAA's procurement related threshold).

## Introduction

This report is prepared in accordance with Title 38, United States Code, sections 4107(c), 4212(c), 4215(d), and 2021(d), as well as The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, Division O of P.L. 115-31. The report describes VETS programs and compliance activities.

### **PROGRAM YEAR AND FISCAL YEAR**

Information on some of the workforce activities described in this report are provided by Program Year (PY), Fiscal Year (FY) or Calendar Year (CY).

- Data collected on a FY basis cover the period from 10/1/2018 – 9/30/2019 (FY 2019).
- Data collected on a PY basis cover the period from 7/1/2018 – 6/30/2019 (PY 2018).
- Data collected on a CY basis cover the period from 1/1/2019 – 12/31/2019 (CY 2019).

### **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.

## I. Performance Management

VETS' programs address the Department's Strategic Goal 1: *Support the Ability of All Americans to Find Good Jobs*. As described below, VETS programs materially contribute to this goal, yielding significant results for veterans and service members who are transitioning to the civilian workforce.

### A. Jobs for Veterans State Grants and the Workforce System

VETS coordinates with DOL's Employment and Training Administration (ETA) to serve veterans through the public workforce system—a system that supports economic growth by providing workers and employers important resources to maximize employment opportunities. VETS' main point of integration is through Jobs for Veterans State Grants (JVSG), which are authorized under 38 U.S.C. §4102A(b) and offer employment and training services through State Workforce Agencies nationwide. The JVSG program assists veterans with significant barriers to employment and other eligible individuals to facilitate their transition to meaningful employment and assists employers in filling their workforce needs with job-seeking veterans.<sup>3, 4</sup>

<sup>3</sup> In addition to veterans with significant barriers to employment, all veterans ages 18-24 are eligible for services from a Disabled Veterans' Outreach Program (DVOP) specialist. See Veterans' Program Letter 03-19, *Designation of Additional Populations Eligible for Services from Disabled Veteran's Outreach Program Specialist* (Feb. 07, 2019), available at <https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/veterans-program-letter-03-19.pdf>.

<sup>4</sup> In the Consolidated Appropriations Act, 2015, P.L. 113-235, JVSG eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or wounded warrior transition units, and a spouse or other family caregivers of the wounded warrior.

The workforce system offers assistance through a nationwide network of roughly 2,400 one-stop job centers (referred to as American Job Centers, or AJCs), which provide services funded and coordinated by DOL, state and local governments, and other Federal partners. Last year, more than 3.8 million Americans, including over 264,000 veterans, received staff-assisted employment assistance at an AJC.<sup>5</sup> This assistance may include job search services, career planning and counseling, and job training.

***PRIORITY OF SERVICE FOR VETERANS IN THE WORKFORCE SYSTEM***

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

In PY 2018, DOL assessed the Priority of Service, determined by measuring the proportion of veterans who received services within 45 days of accessing the workforce system, as 98 percent. This assessment does not account for veterans who chose not to pursue staff-assisted services after their first workforce system contact.

***VETERANS’ PARTICIPATION RATES FOR PY 2018***

In calendar year 2019, veterans made up 5.7 percent of the civilian labor force, ages 18 and over.<sup>6</sup> As displayed in Table 1, data for PY 2018 indicate that ETA’s adult employment and training programs under the Workforce Innovation and Opportunity Act (WIOA) and Wagner-Peyser Act served nearly 265,000 veterans among over 3.9 million participants at American Job Centers; this results in a participation rate for veterans of 6.8 percent, the same as in PY 2017. The veteran unemployment rate in calendar year 2019 was 3.1 percent for veterans, compared to 3.6 percent for nonveterans<sup>7</sup>. The table below displays the number of veterans served by several ETA workforce programs<sup>8</sup>.

<sup>5</sup> Source: WIOA state reporting for Wagner-Peyser and Jobs for Veterans State grants; data for quarter ending 06/30/2019.

<sup>6</sup> Based on 2019 BLS Current Population Survey (Not Seasonally Adjusted).

<sup>7</sup> Bureau of Labor Statistics, <https://www.bls.gov/news.release/pdf/vet.pdf>

<sup>8</sup> Some programs and states co-enroll participants to ensure integrated service delivery to job seekers. Due to the high levels of co-enrollment, the total number of people served in Wagner-Peyser is the recommended representation of the total individuals served in the workforce system.

**Table 1. PY 2018 Participation in DOL/ETA Programs**

<b>PY 2018 DOL/ETA ADULT PROGRAMS</b>	<b>Number of Veteran Participants*</b>	<b>Total Number of Participants**</b>	<b>Veterans' Participation Rate in DOL Programs</b>
Wagner-Peyser Employment Service	264,038	3,922,793	6.7%
WIOA Adults	40,953	697,098	5.9%
WIOA Dislocated Worker	27,482	413,948	5.9%
WIOA Youth	414	163,495	0.3%
Dislocated Worker Grants	1,841	24,947	7.4%

Sources: Program data derived from ETA reporting systems, which track participation levels and services offered to participants. Individuals were counted only once per program year per program. The data for PY 2018 programs are for the period of July 1, 2018 - June 30, 2019. Data is based on PY 2018 Q4 WIOA Performance Records, via the Workforce Integration Performance System (WIPS).

\* Based on the DOL definition of “veteran” for purposes of providing priority of service. Total participants does not account for co-enrollment in multiple programs.

\*\* Note that these counts only include participants. Information on Reportable Individuals by program is not available for PY 2018.

Through the JVSG program, VETS provides funds to states to support three types of staff positions: DVOP specialists, LVER staff, and Consolidated Positions (positions which perform the functions of both DVOP specialists and LVER staff). States provide funding allocation plans to improve services and outcomes. These plans include strategies for reaching populations of eligible veterans throughout the state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions. WIOA encourages State Workforce Development Boards to develop a combined state plan for all education and workforce programs, which may include the JVSG program.

***PRIMARY INDICATORS USED TO EVALUATE PERFORMANCE***

JVSG utilizes four primary indicators of performance defined by WIOA:

- **Employment Rate in the 2<sup>nd</sup> Quarter after Exit:** the percentage of participants served who are employed in the second quarter after exit from the program;
- **Employment Rate in the 4<sup>th</sup> Quarter after Exit:** the percentage of participants served who are employed in the fourth quarter after exit from the program;
- **Median Earnings 2<sup>nd</sup> Quarter after Exit:** the mid-point of all quarterly wages earned in the second quarter after exit; and
- **Effectiveness in Serving Employers:** this measure is in a pilot phase. States are instructed to report on two of the following metrics: participant retention with the same employer from 2<sup>nd</sup> quarter after exit to 4<sup>th</sup> quarter after exit; repeat business customers as a count of businesses who re-use workforce services over a three-year period; and employer penetration rate as the proportion of businesses who are using the core program services out of all employers represented in an area or state served by the public workforce system.

**Table 2. JVSG Performance Outcomes, PY 2017-2018**

Employment Rate 2 <sup>nd</sup> Quarter After Exit	56.6%	58.0%	+1.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	55.7%	57.0%	+1.3%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,322	\$6,420	+\$98

***DISABLED VETERANS' OUTREACH PROGRAM***

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

***LOCAL VETERANS' EMPLOYMENT REPRESENTATIVES***

LVER staff promote veteran hiring through outreach activities that build relationships with local employers with the goal of connecting employers across the country with career-ready veterans. Often, LVERs are part of a state's business service team. LVERs coordinate with DVOP specialists and other AJC staff to transition veteran clients seamlessly into appropriate employment in the local community.

***CONSOLIDATED POSITION***

Consolidated DVOP/LVER positions are considered, by request, to allow states flexibility to promote a more efficient administration of services to veterans with a particular emphasis on services to disabled veterans, without hindering the provision of services to veterans and employers.

***DEVELOPMENT AND TRAINING FOR DVOP SPECIALISTS AND LVER STAFF***

Quality training is essential to DVOP and LVER success. As amended by the Veterans Benefit Act of 2010, 38 U.S.C § 4102(A) (c)(8)(A) requires all newly hired DVOP specialists and LVER staff to satisfactorily complete JVSG training delivered by the National Veterans' Training Institute (NVTI) within 18 months after the date of employment. The NVTI provides this training through a competitively-awarded contract from VETS. Of the 413 newly hired JVSG state staff satisfactorily completing the required JVSG core courses in FY 2019, 388 (94 percent) completed the JVSG core courses within 18 months after their employment dates. The average number of days from the date of hire to the date the final core course is completed is 311 days. The typical newly hired JVSG staff member completes his or her first core course an average of five months after the date of hire.

***DVOP AND LVER STAFF AND FUNDING LEVELS***

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

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

In accordance with the Jobs for Veterans Act (JVA), 38 U.S.C. Section 4102A, states may determine the ratio of DVOP specialists and LVER staff based upon local economic conditions and a state's plan for meeting the employment service needs of the program's target population. Table 3 provides FY 2018 and FY 2019 funding and staffing levels for DVOP specialists, LVER staff and Consolidated Position Staff.<sup>9</sup>

**Table 3. DVOP Specialists and LVER Staff Funding<sup>10</sup>**

<b>DVOP Specialists</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Change</b>
DVOP Funding	\$117,595,678	\$115,696,883	-1.6%
Projected DVOP Staffing	1,316	1,296	-1.5%
Actual DVOP Positions Supported	1,172	1,132	-3.4%
Average Cost per Position	\$100,352	\$102,206	1.8%
<b>LVER Staff</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Change</b>
LVER Funding	\$54,482,143	\$55,261,633	1.4%
Projected LVER Staffing	542.5	571	5.3%
Actual LVER Positions Supported	492	497	1.0%
Average Cost per Position	\$110,777	\$111,190	0.4%
<b>Consolidated Position Staff</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Change</b>
Consolidated Funding	\$2,877,915	\$4,356,734	51.4%
Projected Consolidated Staffing	37	53	43.2%
Actual Consolidated Positions Supported	26	41	57.7%
Average Cost per Position	\$108,971	\$106,262	-2.5%

Table 3: The data in the FY 2018 column in this table has changed from the FY 2018 data provided in last year's Annual Report. In prior years, the funding and projected staffing levels used were from states' initial annual budget requests because final budgets and projections were not aggregated on a national level. In FY 2018, VETS implemented a standardized way to aggregate the final funding levels, planned staffing, and actual positions as of the end of the fiscal year. This allows VETS to present a more accurate, final picture of the year's activities, and will be used in future reports.

<sup>9</sup> FY 2019 (ending September 30, 2019) Staffing, Spending and Funding Balance Worksheet.

<sup>10</sup> The results in this table reflect updated figures and do not always tie to the Congressional Budget Justification (CBJ), which included best estimates at the time drafted.

**JVSG SERVICES FOR PARTICIPANTS**

In PY 2018, DVOP staff served 79,082 participants<sup>11</sup>, with over 96 percent of those receiving individualized career services. Please note, however, that the categories in Table 4 include overlapping data because a veteran may be counted in more than one category (e.g., a veteran could be categorized as both a female veteran and a homeless veteran). Veterans are identified under these categories during the initial intake process at AJCs.

**Table 4. DVOP-Served Participant Statistics**

<b>Population or Sub-Population</b>	<b>PY 2017</b>	<b>PY 2018</b>	<b>Percentage Point Change</b>
<b>Veterans and other eligible spouses served (percentage of total)</b>	<b>99,296</b>	<b>79,082</b>	<b>-20%</b>
Disabled veterans	40,829 (41%)	33,917 (43%)	+2%
Long-Term Unemployed	6,189 (6%)	7,271 (9%)	+3%
Female veterans	15,443 (16%)	12,361 (16%)	No Change
Homeless veterans	14,004 (14%)	13,190 (17%)	+3%

**WEIGHTED OUTCOMES**

The JVSG program utilizes a weighted outcome metric to measure the impact of incentivizing individualized career services given to veteran participants. In 2007, the Government Accountability Office (GAO) recommended 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” as required under the JVA, 38 U.S.C. 4102A(f); VETS uses this recommendation as the basis for the metric.<sup>12</sup>

Under this system, a veteran who receives individualized career services through the JVSG program receives a value, or weight, of 1.25, while all other participants receive a weight of 1.0. This weighting incentivizes case managers to provide higher proportions of individualized career services to veterans with significant barriers to employment. Intensive services lead to better employment outcomes, and the weighted measure proposed by GAO incentivizes this behavior within the state workforce system. This GAO finding came at a time when JVSG delivered intensive services at a significantly lower rate. In PY 2018, nearly 96 percent of all services provided by DVOP specialists are intensive/individualized career services. As such, there is a significant difference when comparing the weighted entered employment rate to the unweighted rate. The table below shows a comparison between weighted and unweighted JVSG entered employment rate and counts for the past two program years.

<sup>11</sup> This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists, as reported in the Workforce Integrated Performance System. Data as of 6/30/2019.

<sup>12</sup> Government Accountability Office Report 07-594, *Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact*, May 2007.

**Table 5. Weighted Measure Counts of Participants Who Exited the Program and Received Services Delivered by a DVOP Specialist**

<b>Weighted Veterans Measure</b>	<b>PY 2017</b>	<b>PY 2018</b>	<b>Percent Change</b>
Number of Veterans Who Received Staff Assisted Services	99,296	79,082	-20%
Number of Veterans Who Received Individualized Career Services	87,201	71,572	-18%
Number of Veterans Who Entered Employment	48,139	35,150	-27%
Unweighted Entered Employment Rate	54.8%	55.9%	+1%
Weighted Entered Employment Rate	66.7%	68.7%	+2%

\*“Entered Employment” metric included in this table refers to any participant who was unemployed at time of participation and who found work within the first quarter after program completion.

**IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS ENTERED EMPLOYMENT RATE**

The JVA amended 38 U.S.C. 4102A(c)(3)(B) to require that the Secretary establish, through regulations, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to evaluate states’ performance in helping veterans meet their employment needs. To establish this UNTEER for veterans, data was compiled from each state using participant services funded from either Wagner-Peyser or JVSG. The JVA defines “Entered Employment” as “of those participants who were unemployed at time of initial participation, the percentage of those who were subsequently employed in the first quarter after program exit.” UNTEER uses a calculation methodology from the Workforce Investment Act that does not align with current WIOA performance metrics. However, UNTEER requires this specific use of the Entered Employment definition.

The UNTEER for veterans for PY 2018 was set at 52.4 percent, based on the national entered employment rate of 58.2 percent. Using the current WIOA definition of employment in the 2<sup>nd</sup> quarter after exit, the overall veteran employment rate was 62.9 percent in PY 2018. Full results are available here: <https://www.dol.gov/sites/dolgov/files/VETS/files/PY-2018-UNTEER.pdf>.

**INCENTIVE AWARD ANALYSIS**

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

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

Typically, states use these incentive funds to provide cash awards to individual staff recipients. However, a state may provide nonfinancial incentives in lieu of, or in combination with, cash awards, as outlined in its VETS-approved state Veteran Service Plan.<sup>13</sup> Further, states have the option to decline the allocation of incentive award funds. In FY 2019, VETS set aside \$1,757,010 for the incentive funds. Of this total, 39 state agencies (including agencies in three territories) received \$1,254,471 for staff and office incentive awards. Of this amount, agencies obligated \$1,031,454 by the end of the fiscal year. Fifteen state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or other unspecified reasons. These declined funds are used to consider special initiatives proposed by states, including temporary increases to DVOP and LVER staffing.

## **B. Homeless Veterans' Reintegration Program**

The Homeless Veterans' Reintegration Program (HVRP) provides services to help veterans experiencing homelessness obtain meaningful employment and to stimulate the development of effective service delivery systems to address the complex problems facing veterans experiencing homelessness. Funds are awarded through competitive grants. Eligible entities include state and local Workforce Development Boards, Native American tribal governments (federally recognized), Native American tribal organizations (other than federally recognized tribal governments), for profit/commercial entities, public agencies, and non-profits, including community- and faith-based organizations. Veterans are provided with case management, employment and training services, and linkages to supportive services within their communities. Job placement, training, job development, career counseling, and resume preparation are among other services provided by grantees. Through HVRP, funding is also available for Stand Downs, local events typically held for one to three days during which a variety of social services are provided to Veterans experiencing homelessness. The Homeless Female Veterans and Veterans with Families Program (HFVWF) targets the subpopulation of female Veterans experiencing homelessness and Veterans with families experiencing homelessness. The Incarcerated Veterans' Transition Program (IVTP) targets another subpopulation, veterans who are at risk of homelessness as they transition from incarceration.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other entities, such as the U.S. Department of Housing and Urban Development and U.S. Department of Veterans Affairs Supportive Housing program; Grant and Per Diem Program grantees; 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 workforce system resources to help grantees achieve job placement and retention goals through

<sup>13</sup> 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.

case management, direct employer contact, job development, and follow-up services. In PY 2018, DOL awarded funds to 149 grantees. Specifically, DOL awarded 51 newly-competed grants and approved 98 grantees to receive option-year funding. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, such as formerly incarcerated veterans, female veterans, and those with families.

In PY 2018, roughly 81 percent of the 19,946 HVRP participants were co-enrolled in various programs offered at American Job Centers. Co-enrollment increases the array of comprehensive services that currently and formerly homeless veterans receive in AJCs such as, but not limited to, JVSG, WIOA titles I and II, state vocational rehabilitation, Wagner-Peyser, and Vocational Rehabilitation & Employment through the VA. For example, DOL’s Chief Evaluation Office found that homeless veterans enrolled in HVRP were more likely to receive individualized career services as compared to homeless veterans not enrolled in HVRP.<sup>14</sup> In the HVRP analysis of ETA’s Participant Individual Record Layout data for the first two quarters of PY 2018, VETS found that 90 percent of the HVRP participants received individualized career services and 71 percent of the non-HVRP homeless veterans received individualized career services in the AJCs.

In addition to an employment placement rate of 65.2 percent in PY 2018, Table 6 provides performance information from the HVRP program for the most recently completed two program years. HVRP enrollment increased by over 11 percent from the PY 2017 total of 17,958 to the PY 2018 total of 19,946. The average cost per participant in PY 2018 of \$2,165 represents a decrease of \$13 (or 0.6 percent) from the PY 2017 average of \$2,178. The average hourly wage at placement also increased by 7.4 percent from \$13.50 in PY 2017 to \$14.50 in PY 2018.

**Table 6. HVRP Participant Statistics, PY 2017 and PY 2018<sup>15</sup>**

	Participants Enrolled			Average Cost per Participant			Average Cost per Placement			Average Hourly Wage at Placement		
	PY 2017	PY 2018	Change	PY 2017	PY 2018	Change	PY 2017	PY 2018	Change	PY 2017	PY 2018	Change
<b>Homeless Veterans’ Reintegration Program</b>	17,958	19,946	+1,988	\$2,178	\$2,165	-\$13	\$3,617	\$3,856	+\$239	\$13.50	\$14.50	+\$1.00
<b>HVRP Subset:</b> Homeless Female Veterans and Veterans with Families	3,974	2,252	-1,722	N/A	N/A	N/A	N/A	N/A	N/A	\$14.44	\$15.11	+\$0.67
<b>HVRP Subset:</b> Incarcerated Veterans’ Transition Program	2,227	2,611	+384	N/A	N/A	N/A	N/A	N/A	N/A	\$12.70	\$13.18	+\$0.48

Note: N/A = In Program 2016, VETS combined three separate funding competitions into one. The average cost per participant and average cost per placement were not available in PYs 2017 and 2018, as these population groups were no longer able to be separated out from grantee data submissions. Further, combining these grant competitions reduced the number served specifically by those grant types, but the number of homeless veterans served increased overall.

<sup>14</sup> [Formative Evaluation of the Homeless Veterans Reintegration Program Report](#)

<sup>15</sup> 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 drafted.

### ***HOMELESS VETERANS' STAND DOWN GRANTS***

Each year, VETS utilizes a small portion of HVRP funds to support Stand Down events.<sup>16</sup> These events, held in local communities, provide a variety of social services to homeless veterans. Stand Down events serve as gateways into structured housing and reintegration programs. In particular, Stand Down events result in partnerships with local businesses and social service providers to offer the following services:

- shower facilities and 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 \$348,406 for 48 Stand Down events in PY 2018.

## **C. The Transition Assistance Program**

The TAP for separating and retiring service members serving on active duty, guard, and reserve, and their spouses, provided under 10 U.S.C. 1144, is a cooperative effort among DOL, DOD, the U.S. Department of Education (ED), the U.S. Department of Homeland Security (DHS), VA, the Small Business Administration (SBA), and the Office of Personnel Management (OPM). VETS administers the DOL Employment Workshop as a required component of TAP, both domestically and at overseas installations, providing job preparation and employment resources to assist transitioning service members in entering the civilian workforce. The number of Employment Workshops DOL provides is based on the requirements of the Armed Services.

The FY 2019 DOL Employment Workshop was structured in a standardized format so that all attending service members, and their spouses who choose to participate, received the same high level of instruction. The mandatory course consisted of three days of classroom instruction that focused on four core competencies:

1. Developing and executing a job search plan;
2. Planning for success in a civilian work environment;
3. Creating resumes, cover letters, and other self-marketing materials; and
4. Engaging in successful interviews and networking conversations.

In addition to the Employment Workshop, DOL also operated the additional Career Exploration and Planning Track (CEPT) workshop. The CEPT provides these service members with an opportunity to identify their relevant skills, increase their awareness of training and

<sup>16</sup> 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.

apprenticeship programs that can lead to industry-recognized credentials and meaningful careers, and develop an action plan to achieve their career goals. The CEPT curriculum covers four themes:

1. Personal assessment using three assessment tools;
2. Researching specific career fields of interest;
3. Understanding training requirements and identifying training opportunities; and
4. Establishing goals and developing a detailed plan to achieve those goals.

In FY 2019, VETS and DOL Office of Procurement Services conducted a re-competition of the TAP Services contract. Serco, Inc. won the new contract and is the prime vendor as of the end of FY 2019. VETS revised its TAP curricula to meet the requirements of the FY 2019 NDAA. VETS created three TAP workshops in compliance with the NDAA changes. The new curricula include a mandatory one-day Employment Fundamentals workshop, an elective two-day DOL Employment Workshop, and an elective two-day Vocational Training workshop.

In FY 2019, the interagency partners collected and analyzed survey results regarding participants’ satisfaction with the TAP curriculum and delivery methods. Survey results indicated 96 percent would use what they learned in their own transition planning and 94 percent reported that the DOL Employment Workshop enhanced their confidence in transition planning.

TAP course administrators tabulate and report the number of transitioning service members participating in Employment Workshops, both domestic and international, as well as the CEPT workshops, which are provided in Tables 7, 8, and 9 below.

***DOMESTIC WORKSHOP***

As displayed in Table 7, DOD’s demand for DOL’s Employment Workshop activity increased between FY 2018 and FY 2019.

**Table 7. Domestic DOL Employment Workshops and Participants, FY 2018 - 2019**

<b>Category</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Percent Change</b>
<b>Workshops</b>	5,115	5,371	+5%
<b>Participants</b>	141,978	151,980	+7%

***OVERSEAS DOL EMPLOYMENT WORKSHOP***

VETS currently delivers DOL Employment Workshops at sites in Bahrain, Belgium, Cuba, Germany, Greece, Guam, Italy, Korea, Japan, Netherlands, Portugal, Qatar, Romania, Spain, Turkey, and the United Kingdom.

Table 8 shows the number of participants in the DOL Employment Workshop overseas decreased between FY 2018 and FY 2019, based on DOD demand.

**Table 8. Overseas TAP Workshops and Participants, FY 2018 - 2019**

Category	FY 2018	FY 2019	Percent Change
Workshops	654	513	-22%
Participants	12,602	12,364	-2%

Additionally, in FY 2019, VETS conducted regularly scheduled Wounded Warrior DOL Employment Workshops at Fort Bragg, North Carolina; Fort Belvoir, Virginia; and Fort Riley, Kansas. VETS projects the military services' demand for DOL Employment Workshops to remain consistent for the foreseeable future.

***CEPT COURSES DELIVERED***

As displayed in Table 9, DOL CEPT workshop activity increased in workshops and participants between FY 2018 and FY 2019 based on DOD demand.

**Table 9. CEPT Workshops and Participants, FY 2018 - 2019**

Category	FY 2018	FY 2019	Percent Change
Workshops	938	992	+6%
Participants	7,091	8,171	+15%

***TAP DATA ANALYTICS***

In FY 2016, VETS began daily data transfer from the Defense Manpower Data Center (DMDC) to the Veteran Data Exchange Initiative (VDEI) to gain a better understanding about transitioning service members to allow VETS to better serve these individuals. VETS is currently in the planning stages to merge VDEI data with wage information from the National Directory of New Hires to provide employment-based outcomes for TAP participants.

## **D. HIRE Vets Medallion Program**

The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, P.L. 115-31 (Division O) required DOL to establish a program to recognize employer efforts to recruit, employ, and retain veterans. The Act requires the Secretary to submit to Congress annual reports on—

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

This data, along with additional information, is provided below.

As described in the Act, there are different award criteria for large employers (500-plus employees), medium employers (51-499 employees), and small employers (50 or fewer employees). The Act also specifies the Secretary shall establish HIRE Vets Medallion Program fees to cover the costs associated with carrying out the program. On November 13, 2017, VETS published the Final Rule establishing the HIRE Vets Medallion Program, 82 FR 52186. In 2018, VETS accepted 300 applications in a program demonstration, established standard operating procedures, developed new IT systems to capture and analyze the applications, selected demonstration awardees, and presented demonstration medallions to the recipients. Of the 300 applications, 239 employers received a demonstration award.

The first official year of the program began on January 31, 2019. In 2019, VETS formalized the standard operating procedures for the award, revised IT systems to more efficiently capture and analyze the applications, developed and implemented the on-line application payment system via Pay.gov, selected the awardees, and presented the medallions to the attending recipients at a ceremony in November that coincided with Veterans Day.

1. VETS collected \$74,100 in application fees and proposes no changes to the fees at this time.
2. The cost of administering the HIRE Vets Medallion Award Program in the prior year was \$492,839. Therefore, the fees established in FY 2019 do not cover the costs associated with carrying out the program.
3. VETS received 440 applications for HIRE Vets Medallion Awards in 2019. The Secretary of Labor approved 427 applications for award, with 6 applications denied and 7 applications withdrawn by the applicant. Of the 427 applications approved for award, the breakdown by award type is as follows: 173 small gold (SG), 62 small platinum (SP), 93 medium gold (MG), 50 medium platinum (MP), 39 large gold (LG), and 10 large platinum (LP).
4. The list in Appendix II shows the 427 recipients for 2019 in alphabetical order by employer name, along with their doing business as (DBA) name (as applicable), city and state or territory, and award type. The HIRE Vets Medallion Award listing provided below is also available at [HIREVets.gov/Awardees](https://hirevets.gov/Awardees), via a map function, filtered list, or as a comma separated values formatted file.

## **E. Compliance and Investigations**

VETS is responsible for administering the Uniformed Services Employment and Reemployment Rights Act (USERRA), under citation, investigating complaints alleging violations of veterans preference in federal hiring under citation, and federal contractor data reporting under 38 U.S.C. 4212. This report includes a brief description of USERRA. Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress. As is noted elsewhere above, the most recent USERRA annual reports can be found here: <https://www.dol.gov/agencies/vets/programs/userra>.

***UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT***

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

VETS conducts a robust public outreach campaign to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an online USERRA Advisor (<https://webapps.dol.gov/elaws/vets/userra/>) to assist veterans in understanding employee eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. The Advisor helps employees assess the potential validity of their complaint and allows them to file USERRA complaints electronically. In FY 2019, VETS provided technical assistance and conducted outreach to more than 7,000 individuals nationwide, including service members, members of professional groups, and the general public. VETS coordinates outreach on USERRA by working closely with other agencies including DOD's Employer Support of the Guard and Reserve.

***VETERANS' EMPLOYMENT OPPORTUNITY ACT***

Under 5 U.S.C. 3304(f), as added by VEOA, preference eligible veterans (those veterans who separated from the Armed Forces under honorable conditions after three years or more of active military service) are allowed to apply for certain Federal merit promotion opportunities for which an agency accepts applications from individuals outside its own workforce. Pursuant to 5 U.S.C. 3330a(a)(1)(A), VEOA also provides that preference eligible veterans who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with DOL.

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 Veterans' Preference 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 Veterans' Preference Advisor can be found on the Department's ELAWS website at: <https://webapps.dol.gov/elaws/vetspref.htm>

Table 10 displays the total number of Veterans' Preference cases investigated during FY 2019 and case outcomes. Of the 253 complaints received in FY 2019 and the 38 cases carried over from FY 2018, VETS closed 278 cases. On average, cases were resolved in 30 days.

**Table 10. FY 2019 Veterans' Preference Cases**

<b>Category or Subcategory</b>	<b>Number or Percentage of Cases</b>
Total Cases	291
Cases Carried Forward from FY 2018	38
Cases Opened During FY 2019	253
Total Cases Closed During FY 2019	278
Percent of FY 2019 Cases Closed within 60 days	95%
Percent of FY 2019 Cases Closed within 90 days	98%
Average Number of Days Case Was Open	29

***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 newly hired during the reporting period.

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.<sup>17</sup> 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).

The VETS-4212 reports must be filed each year by September 30. Table 11 provides a summary of the reports filed during FY 2018 and FY 2019.

<sup>17</sup> 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 Fed. Reg. 38293, 38298 (July 2, 2015).

**Table 11. VETS-4212 Annual Federal Contractor Reporting as of September 2019<sup>18</sup>**

<b>Category</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Change</b>
Total Federal Contractors Filing	12,993	13,052	0.5%
Total Submitted Reports	285,759	306,242	7.2%
All Protected Veterans Employed	894,311	964,175	7.8%
Total All Employees	22,276,538	23,469,842	5.4%
All Protected Veterans Newly Hired	225,205	230,527	2.4%
Total All New Hires	5,499,107	6,305,083	14.7%

***NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS***

DOL’s Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcing the nondiscrimination and equal employment opportunity 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 recruit, hire, promote, and retain these veterans. Covered contractors and subcontractors are required to engage in outreach to veterans and establish an annual hiring benchmark against which they measure their progress. Violations of VEVRAA are identified through complaint investigations and compliance evaluations of covered Federal contractors and subcontractors. In FY 2019, OFCCP concluded 1,343 neutrally scheduled compliance evaluations; of these, 68 (or five percent) remedied VEVRAA violations. Also, OFCCP processed 179 complaints on the basis of VEVRAA.

## **II. Veterans Employer Outreach Program**

VETS continues a robust Veteran Employment Outreach Program (VEOP) to make it easier for employers to find, hire, train, and retain veterans by leveraging federal, state, and local resources. Through its National-to-Local Engagement and Integration Strategy, VEOP coordinates employment opportunities for veterans among the public and private sectors and in local communities, leveraging the workforce system and its network of nearly 2,400 AJCs nationwide.

In FY 2019, VETS’ Regional Veterans’ Employment Coordinators (RVEC) engaged with over 2,900 employers. RVECs referred 337 employers to DOL’s Office of Apprenticeship.

## **III. Interagency Collaboration**

VETS has established strong partnerships with other DOL agencies, as well as DOD and VA, to fulfill its mission.

<sup>18</sup> The numbers reflected in this table for FY 2019 included VETS-4212 reports filed after the filing season ended on September 30. Due to several factors beyond contractors’ control (e.g. severe weather), the Department allowed filing beyond the season deadline without penalty.

#### ***WOMEN'S BUREAU***

The Women's Bureau (WB) and VETS maintain a collaborative relationship relating to female veterans and military spouses. The agencies work together to empower female veterans to successfully compete for jobs in the civilian labor force and to educate employers on the value of adding female veterans and military spouses to their workforce.

#### ***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. Together, VETS and OFCCP support the employment of protected veterans through the reporting requirements of VEVRAA; this Act helps employers monitor the success of their recruitment and outreach efforts in attracting protected veterans.

#### ***BUREAU OF LABOR STATISTICS***

The Bureau of Labor Statistics (BLS) is an important partner of VETS, as BLS provides critical statistics on how veterans compare to non-veterans in labor force participation, unemployment rates, and occupational analyses. VETS and VA also directly fund a Veterans Supplement to the Current Population Survey, which provides additional information on an annual basis to complement the monthly employment survey.

#### ***EMPLOYMENT AND TRAINING ADMINISTRATION***

As mentioned previously in this report, VETS collaborates with ETA, which administers the public workforce system and key workforce programs that serve veterans and military spouses. VETS works closely with various ETA programs to ensure Priority of Service for veterans and eligible spouses is provided, that guidance to grantees includes a veteran focus, and that statistics and analytics for veteran outcomes are achieved.

#### ***WIOA 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. WIOA reauthorized the Adult, Youth, and Dislocated Worker programs previously authorized under WIA.

#### ***TRADE ADJUSTMENT ASSISTANCE***

The Trade Adjustment Assistance (TAA) 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 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 2019, 1,656 veterans received assistance through TAA, (5.8 percent of the total TAA recipients for FY 2019).

#### ***NATIONAL DISLOCATED WORKER 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 veterans, and meet the increased demand for WIOA employment and training

services. Depending on the circumstances, WIOA authorizes DWG funds to temporarily employ dislocated workers or provide assistance that helps them obtain new work. WIOA makes DWG resources available to areas experiencing higher than average demand for employment and training activities for dislocated veterans and spouses.

#### ***INDIAN AND NATIVE AMERICAN PROGRAM***

This program provides unemployed 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.

#### ***APPRENTICESHIP***

Apprenticeship programs combine paid work experience with job-related technical instruction. Apprenticeships have historically prepared workers to obtain high-skilled, high-paying jobs that help employers build their qualified workforce. As outlined in the Presidential Executive Order: Expanding Apprenticeships in America, issued June 15, 2017, VETS provides support to DOL's actions in sections 4, 6, and 8.

#### ***DOL CHIEF EVALUATION OFFICE***

In FY 2019, the Department's Chief Evaluation Office completed or continued several veteran-related studies. The topics of these studies included an impact study for HVRP and an evaluation of the effectiveness of TAP. The TAP study focused on the effectiveness of email messaging to transitioning service members as well as matching data from the U.S. Army to post-separation wage information from the National Directory of New Hires. A brief synopsis of each study along with a link to the full published report is found in Appendix I.

#### ***UNITED STATES INTERAGENCY COUNCIL ON HOMELESSNESS***

The United States Interagency Council on Homelessness (USICH) is an independent establishment that works to coordinate and catalyze the federal response to homelessness, working in close partnership with senior leaders across 19 federal member agencies. DOL is a member of the USICH Council, serves as Chair of the Council, and is a co-chair of the Interagency Working Group on Employment and Homelessness.

#### ***DEPARTMENT OF VETERANS AFFAIRS***

DOL partners with VA to provide efficient and seamless service to veterans with disabilities who receive services through VA's Vocational Rehabilitation and Employment (VR&E) program (38 U.S. Code, Chapter 31). Following VR&E's determination that a veteran or service member is entitled to Chapter 31 benefits, local VR&E, VETS, and AJC staff coordinate efforts to provide local labor market information (LMI) to be used in developing the veteran's Individual Written Rehabilitation Plan (IWRP) and providing employment services (ES) to assist the veteran in securing suitable employment.

In FY 2020, DOL and VA will work to establish a new Memorandum of Understanding for the VR&E program. This provides an opportunity to continue our strong partnership while we seek opportunities to increase the future employment prospects and positive outcomes for veterans enrolled in the Chapter 31 program. One area of interest that both agencies will explore in FY 2020 is how to increase the number of veterans enrolled in the Chapter 31 program who enter registered apprenticeships. Since the June 15, 2017 issuance of the President's Executive Order:

Expanding Apprenticeships in America, apprenticeship opportunities have continued to grow, offering promising career paths for veterans with disabilities to earn sustainable wages and achieve their maximum potential.

#### *DEPARTMENT OF DEFENSE*

DOL partners with DOD, ED, VA, DHS, SBA, and OPM to administer TAP. The purpose of TAP is to ensure that active duty service members, as well as guard and reserve members, and their spouses and families make a smooth transition from military to civilian life, and, in particular, to the civilian workforce. In addition to conducting the DOL TAP workshops, DOL works collaboratively with the other interagency partners to provide comprehensive program oversight. In conjunction with DOD and VA, DOL co-chairs the TAP Interagency Executive Council, the TAP Senior Steering Group, and the six functional working groups. This collaborative interagency partnership delivers transition assistance annually to approximately 200,000 service members.

## **IV. Online and Electronic Tools**

### **DOL VETS Website:** <http://www.dol.gov/vets>

Provides information on DOL VETS' programs and policies in support of the mission to prepare America's veterans, service members, guard and reserve members, and their spouses for meaningful careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities.

### **VETERANS.GOV:** <http://www.veterans.gov/>

VETERANS.GOV is designed to be the virtual "first stop" in the employment search process for veterans, guard and reserve members, transitioning service members, and their spouses—and for employers in the hiring process. Through VETERANS.GOV, employers receive personalized assistance in finding and employing veterans. VETERANS.GOV provides an easy format for veterans to connect with federal, state, and other resources and provides assistance to employers seeking to employ veterans.

### **Military Spouse Portal**

Part of the DOL VETS main site, <https://www.veterans.gov/milspouses/> is a public resource designed to assist eligible military spouses to obtain licenses and credentials when transitioning across state lines. Specifically, military spouses can search directly on the portal for guidelines and state laws on professional licensing, including information on how occupational licenses from one state can be recognized in another. The page, which was developed in collaboration with the Women's Bureau, features a map that highlights state-specific variations of license recognition policies for relocating spouses. Military spouses can also find specific points of contact for each licensing board within the state they are moving to; provision of this information is intended to increase the likelihood of smooth transition and recognition of licenses.

### **HIRE Vets Medallion Program:** <http://www.hirevets.gov/>

Provides information and facilitates the application system for the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Medallion Program. The Program recognizes employer efforts to recruit, employ, and retain veterans. Employer applicants meeting criteria established in the rule will receive a "HIRE Vets Medallion Award."

**Online Advisors:** <http://www.dol.gov/elaws/>

These Advisors mimic the interaction a person might have with an employment law expert and through certain Advisors, provide assistance with filing complaints under specific laws. Two of the most visited Advisors in the ELAWS suite, were mentioned earlier in this report:

- **USERRA Advisor** (<https://webapps.dol.gov/elaws/vets/userra/> )
- **Veterans' Preference Advisor** (<https://webapps.dol.gov/elaws/vetspref.htm>)

VETS maintains two additional ELAWS Advisors:

- **Veterans' Employment and Career Transition Advisor** (<https://webapps.dol.gov/elaws/VeteransCareerTransition.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** (<https://webapps.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; homelessness assistance; transportation and travel; and state-specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state, and local services for veterans, service members, and their families and caregivers.

### **The Veteran and Military Transition Center**

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

### **TAP Employment Workshop eBook**

DOL provides electronic versions of TAP course curricula at the VETS TAP homepage: <https://www.dol.gov/agencies/vets/programs/tap>. The Department encourages all participants to download the content for preview before the course is taken, as well as to keep for post-course reference.

### **National Veterans Training Institute**

The website <https://nvti.org> was developed as a resource to provide information on courses offered, application and tuition costs, and travel information. It also features a repository for helpful DOL and VETS links and recent veteran-related workforce news, such as monthly unemployment rates and academic credits provided for military experience.

## **V. Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO)**

ACVETEO is a Congressionally-mandated advisory committee authorized under 38 U.S.C. § 4110 and is subject to the Federal Advisory Committee Act (FACA). The ACVETEO was established, and is required, to:

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

In FY 2019, ACVETEO met all Title 38 requirements by conducting four quarterly meetings and timely submitting the FY 2019 ACVETEO Annual Report to Congress. The recommendations in the Annual Report will help DOL improve employment programs for transitioning service members, veterans and their spouses. The Annual Report is available at: <https://www.dol.gov/vets/aboutvets/advisorycommittee.htm>.

## **Appendix I: VETS FY 2019 Learning Agenda – Ongoing Projects**

Below are items in VETS' Learning Agenda, developed in coordination with the Chief Evaluation Office (CEO). The items listed below represent ongoing evaluations during FY 2019.

### ***Recently Completed Projects***

#### **1. Evaluation of Email Messaging to Increase Engagement of Transitioning Service Members to AJCs and TAP Elective Courses**

The initial study has concluded with a final report of outcomes and findings in December 2019. It found possibilities to improve email messaging open rates, click-through rates, and more. The next phase of this study will seek ways to successfully implement the findings found in the first phase, as well as to measure how email messaging is positively affecting participation in elective TAP courses.

Work on this project was completed in 2019, with the final report being published in early 2020; the full report can be found here: (insert link when available).

### ***Ongoing Projects or Research under Way***

#### **1. Homeless Veterans Reintegration Program Impact Evaluation Study**

The goals for this study are to evaluate the effectiveness of Homeless Veterans Reintegration Program (HVRP) on participants' employment outcomes using the most rigorous design feasible (experimental or quasi-experimental methods) and to conduct an implementation evaluation to understand program models and variations, partnerships, and the homeless veterans served.

#### **2. Evaluation of the Effectiveness of the Transition Assistance Program (TAP) Department of Labor Employment Workshop (Phase II)**

The TAP evaluation will test the base hypothesis of the program—that the TAP DOL Employment Workshop reduces the number of weeks participants spend unemployed between separation from the military and entry to their first civilian job. Additionally, the evaluation will assess the differential effects of enhancements to TAP program workshops on employment outcomes.

To test the hypothesis, the study team will utilize data from the Army, linked with wage data from the National Directory of New Hires. Matched data is currently being collected and analyzed by CEO.

## Appendix II: Alphabetical Listing of HIRE Vets Medallion Award Winners, by Location and Award Type, 2019

As noted above, the award types comprise small gold (SG), small platinum (SP), medium gold (MG), medium platinum (MP), large gold (LG), and large platinum (LP).

Employer Name	City	State/ Terr.	Award Type
5x5 Brewing Co., LLC	Mission	TX	SG
6L Transport LLC	Pampa	TX	SG
A PRECISION AUTO GLASS,INC	Mobile	AL	SG
A Safe Haven Foundation	Chicago	IL	MG
AASKI Technology, Inc.	Tinton Falls	NJ	MP
Acato Information Management	Oak Ridge	TN	SG
Acclaim Technical Services, Inc.	Reston	VA	MG
Adaptive Construction Solutions, Inc.	Houston	TX	SP
Advanced Technology International	Summerville	SC	MP
Adventure Properties LLC WA	Bremerton	WA	SG
Aerospace Professional Services, LLC	Haslet	TX	SG
Affinis Corp	Overland Park	KS	SP
Against All Odds Trucking Services	Richmond	CA	SG
Agile IT Synergy, LLC	Tampa	FL	SG
AGS LLC	Las Vegas	NV	LG
Air Quality Solutions Heating and Cooling	Grove City	OH	SP
Alamo City Tactical Medical Solutions LLC	San Antonio	TX	SP
ALLIED UNIVERSAL Security Services	Santa Ana	CA	LG
Amada Senior Care Chester County	Exton	PA	SG
American Senior Health Advisers	Warrington	PA	SG
American States Utility Services, Inc.	Fredericksburg	VA	MG
AMERICAN SYSTEMS	Chantilly	VA	LG
American Veteran Solutions, Inc.	Las Vegas	NV	SP
America's Warrior Partnership, Inc.	Augusta	GA	SP
Amerivet Securities, Inc.	New York	NY	SP
Analytic Services Inc.	Falls Church	VA	MP
Analytical Engineering, Inc.	Columbus	IN	SG
Anderson Hydra Platforms, Inc.	York	SC	SG
ANVIL SYSTEMS GROUP INC	Lorton	VA	SP
Appzzetti Enterprises	Melbourne	FL	SG
Area X Cyber Solutions LLC.	Dumfries	VA	SG
AREVALOS TRADE COMPANY	San Antonio	TX	SG
ArgenTech Solutions	Newmarket	NH	MG
ASM Research, LLC	Fairfax	VA	LG
Aspen Communications	Prescott	AZ	SG

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Assured Consulting Solutions LLC	Reston	VA	SG
ATECH, Inc.	Nashville	TN	SG
Atlantic Nitrogen & Testing LLC.	Washington	PA	SG
Atlas Sand Company	Austin	TX	MG
AutoBase Inc.	Amityville	NY	MP
Aviate Enterprises, Inc.	McClellan Park	CA	SP
Azimuth Corporation	Beavercreek	OH	MP
Azule Management Group, Inc.	Eagan	MN	SP
Azule Opportunities, LLC	Northfield	MN	SG
B3 Group Inc.	Herndon	VA	MG
Bancroft Capital, LLC	Fort Washington	PA	SP
Banning Contracting Services, Inc.	Tulsa	OK	SG
BD Anthonys LLC	Wyomissing	PA	SG
Berry Law Firm	Lincoln	NE	MP
Bevilacqua Research Corporation	Huntsville	AL	MG
BGIS	Seattle	WA	LG
Black Hills Asset Protection Group, LLC	Rapid City	SD	SP
Blackfly Investments, LLC	Vancouver	WA	MG
Blue Line Systems LLC	Franklin	MA	SG
Bluecord International, Inc.	Hillsboro	OR	SG
BluePath Labs	Washington	DC	SP
BLUERIDGE IT Solutions	Montgomery	AL	SG
Booz Allen Hamilton	McLean	VA	LG
Boston Services, LLC	Burlington	MA	SG
Bowman Tax & Financial LLC	Fredericksburg	VA	SG
Boyer Commercial Construction, Inc	Columbia	SC	SG
Boy's Electric	South St. Paul	MN	MG
Brad Deery Motors, Inc.	Maquoketa	IA	MG
Bradley-Morris Holdings, LLC	Kennesaw	GA	MG
BrainTrust Holdings LLC	Annapolis Junction	MD	MP
Brodar Chiropractic Office	Delphi	IN	SG
Brooks Construction Co., Inc.	Fort Wayne	IN	MG
Buck & Doe's Mercantile	San Antonio	TX	SG
BULLET RENTAL & SALES INC	Klamath Falls	OR	SG
C2C LLC	Chesterfield	MO	SG
CAE USA INC	Tampa	FL	LG
Camblin Mechanical, Inc.	Atlantic	IA	SG
CANA LLC	Gainesville	VA	SG
Capco LLC	Grand Junction	CO	MG
Capewell Aerial Systems, LLC	South Windsor	CT	MG
Carnation Design Products, Inc	Alliance	OH	SG

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Cayuse Holdings	Pendleton	OR	MP
Central Florida Cloud, LLC	Malabar	FL	SG
Chamberlain Advisors LLC	Chicago	IL	SP
Chemours	Wilmington	DE	LG
Chicago Executive Airport	Wheeling	IL	SG
Chief Safety Services, LLC	Peoria	IL	SG
Cincinnati Incorporated	Harrison	OH	MG
City Machine Technologies, Inc.	Youngstown	OH	MG
City of Minnetonka	Minnetonka	MN	MG
City of New Haven Missouri	New Haven	MO	SG
City of St Charles	St. Charles	IL	MG
ClayDean Electric	Denver	CO	SG
Cloud49	Austin	TX	SG
Cobham Advanced Electronic Solutions	Arlington	VA	LG
Colorado Commercial Roofing, Inc.	Colorado Springs	CO	SG
Colorado Sheet Metal JATC	Colorado Springs	CO	MP
Companion Home Care, Inc.	Salem	VA	SG
COMSETRA LLC	Jay	OK	SG
Connectria	St. Louis	MO	MG
Consolidated Dispatch Agency	Tallahassee	FL	MG
ContactUS Communications	Columbus	OH	LG
CONTRACTING RESOURCES GROUP, INC.	Baltimore	MD	SP
Converse Construction, Inc.	Redding	CA	SG
Coulter & Son, Inc.	Middlebury	IN	SG
CPMC, LLC	Potomac Falls	VA	MG
Crean & Associates	Lakeway	TX	SP
Crossroads Technologies	Wyomissing	PA	SG
CTC, INC.	Oklahoma City	OK	SG
Cudd Pumping Services , Inc.	The Woodlands	TX	LG
Curtis Construction	Carmel	IN	SG
CWO Technical Solutions LLC	Springfield	VA	SG
DAK Resources, Inc.	Jacksonville	FL	MG
Darter Specialties, Inc.	Cheshire	CT	SG
Data Center Solutions, Inc.	Annapolis	MD	SP
Dead River Company	South Portland	ME	LG
Deltacon Global Inc.	Richmond	TX	SG
Demco Enterprises, Inc.	Quakertown	PA	SG
Denron Plumbing and HVAC, LLC.	Manchester	NH	MG
DENSO International America, Inc.	Southfield	MI	LG
DFW Dungeon LLC	Dallas	TX	SG

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Digital Defense, Inc.	San Antonio	TX	MP
Dominion Energy, Inc.	Richmond	VA	LP
Donnie Burnsides & Sons, LTD	McKinney	TX	SG
Drain Masters inc.	Anchorage	AK	SP
DRH CONSTRUCTION LLC	Richmond	UT	SG
Duke Energy Business Services LLC	Charlotte	NC	LG
Eastern Carolina Vocational Center, Inc.	Greenville	NC	MG
Eaton Corp PLC	Cleveland	OH	LG
EGS, Inc.	Englewood	CO	MG
Elgin Discount Liquor Wine Beer	Elgin	OK	SG
Elite Rescue Team LLC	Holly Springs	NC	SG
Eljen Corporation	Windsor	CT	SP
ENERGYNEERING SOLUTIONS INC	Sisters	OR	MG
Entegrit Corporation	Philadelphia	PA	SP
Entergy Corporation	New Orleans	LA	LP
Epigen Technology Corp	McLean	VA	SP
equilibrium it solutions, inc	Chicago	IL	SP
Eskridge Enterprises LLC	Round Rock	TX	SP
eTRANSERVICES Corporation	Fredericksburg	VA	SP
Ever-Green Energy, Inc.	Saint Paul	MN	MG
Exact Staff, Inc.	Woodland Hills	CA	MG
Excalibur Legal Staffing LLC	Washington	DC	MG
Excentium, Inc.	Falls Church	VA	SP
Executive Airborne Solutions, Inc	Bellevue	NE	SG
Fastport, Inc.	Lowell	MA	SG
Fathom 4, LLC	Charleston	SC	SG
FDM Group Inc	New York	NY	LG
Fermilab	Batavia	IL	LG
FiberQA LLC	Old Lyme	CT	SG
First Nation Group LLC	Niceville	FL	MG
FirstPathway Partners	Milwaukee	WI	SG
Florida Is For Veterans, Inc.	Tallahassee	FL	SG
Forsite Partners	Chicago	IL	SP
Franklin Equipment LLC	Groveport	OH	MP
Freedom Staffing LLC	Indianapolis	IN	SG
Fusion Technology LLC	Bridgeport	WV	MG
G C Logistics LLC	Ridgleand	MS	SG
Gannon & Scott Phoenix, Inc.	Phoenix	AZ	SG
Gary Merlino Construction	Seattle	WA	MG
Gary R Banks Industrial Group LLC	West Berlin	NJ	SG
Gary/Chicago International Airport	Gary	IN	SP

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GCubed Enterprises, Inc.	Stafford	VA	SG
Geostabilization International	Denver	CO	MP
Global Executive Security, Inc.	Beverly Hills	CA	SP
Go Energistics, LLC	Dallas	TX	SG
Go High Corp	Glen Allen	VA	SP
Golden Aluminum, Inc.	Fort Lupton	CO	MG
Greater Columbus Convention Center	Columbus	OH	MG
Green Cell Consulting, LLC	Fredericksburg	VA	SG
GREEN EXPERT TECHNOLOGY INC.	Haddonfield	NJ	SG
Green Group Global LLC	Edmond	OK	SG
Greencastle Associates Consulting, LLC	Malvern	PA	SP
Guardian Angels Medical Service Dogs, Inc.	Williston	FL	SG
Halfaker and Associates	Arlington	VA	MP
Hancock Management LLC	Derry	NH	SG
Hartman Appliance & Electronics LLC	Greensburg	PA	SP
Hathlocke Security Group LLC	Dallas	TX	SG
HEBCO, Inc.	Oklahoma City	OK	MG
Heinrich Services, LLC	Lockport	NY	SG
Helios Defense Solutions, LLC	Eldersburg	MD	SP
High Order Solutions, LLC	Frisco	TX	SP
HigherEchelon, Inc.	Huntsville	AL	MG
Hiller, LLC	Nashville	TN	LG
Hilton Garden Inn - Waldorf	Waldorf	MD	SG
Hollandia Dairy, Inc.	San Marcos	CA	MG
Ingalls Shipbuilding - A Division of Huntington Ingalls Industries	Pascagoula	MS	LG
Inspection Experts, Inc.	Columbia	MD	MP
IntelliDyne, LLC	Falls Church	VA	MP
Interactive Process Technology	Billerica	MA	MP
Intermountain Polygraph Services	Twin Falls	ID	SG
Intuitive Research and Technology Corporation	Huntsville	AL	MP
Invenergy Services LLC	Chicago	IL	MG
Invictus Internal Holding LLC	Las Vegas	NV	MG
Iowa Lakes Regional Water	Spencer	IA	SP
IT Veterans, LLC	Herndon	VA	SG
Itero Group, LLC	New Cumberland	PA	SP
ITRCC Concession Company LLC	Granger	IN	MG
J. Rayl Transport, Inc	Akron	OH	MG
Java Productions, Inc	Blacksburg	VA	MP
Jay & Kay Mfg. LLC	Croswell	MI	SP
JetHq DMCC	Kansas City	MO	SG

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JOHN DONOGHUE AUTOMOTIVE INC	Whiteville	NC	SG
John Wilcox Plumbing and Heating LLC	Pittsburgh	PA	SG
JOHN'S PRECISION AUTO BODY	Marion	NC	SG
Joseph Jingoli & Son, Inc.	Lawrenceville	NJ	MG
JR Kays Trucking Inc	Clarendon	PA	SP
JVS SoCal	Los Angeles	CA	MG
KaDSci, LLC	Springfield	VA	SG
Kegman Inc.	Melbourne	FL	SG
Kent, Campa and Kate (KCK) Inc.	Arlington	VA	MP
Keystone Fire Protection Co.	North Wales	PA	MG
Kim Kochman	Bellingham	WA	SG
Kitty Hawk Technologies	Honesdale	PA	SG
Knight Federal Solutions inc.	Orlando	FL	MP
Korman LLC	Waukegan	IL	SP
LA Aluminum Casting Company	Hayden	ID	SG
Launch Technical Workforce Solutions	Oak Brook	IL	MG
Leaf Enterprises, Inc.	Monaca	PA	SP
Legion Systems LLC	Tampa	FL	SG
Logistics Health Incorporated	La Crosse	WI	LG
Los Alamos National Laboratory	Los Alamos	NM	LG
Los Angeles Habilitation House, Inc.	Long Beach	CA	SG
LTC Partners	Portsmouth	NH	MG
Luhcs Enterprises LLC	Overland	MO	SG
Lunarline, Inc.	Arlington	VA	MP
M Dean Owen CPA	Paducah	KY	SG
MAG Enterprise Inc.	Brownington	VT	SG
Mainsail Group, Inc.	Bedford	MA	SG
Mako Medical Laboratories	Raleigh	NC	MG
MANAGEMENT SUPPORT TECHNOLOGY, INC. (MSTI)	Fairfax	VA	MP
Marc-On Shooting LLC	Chippewa Falls	WI	SG
Marion Process Solutions	Marion	IA	MP
Maven Construction & Environmental, LLC	Odon	IN	SG
Maveris, LLC	Martinsburg	WV	SP
Mayhew Technology Solutions	Edmond	OK	SG
McFarland Technology Inc.	Murrysville	PA	SG
MCPc, Inc.	Cleveland	OH	MG
Mechanical Solutions of Arkansas L.L.C	Little Rock	AR	SG
Mesa Natural Gas Solutions	Evansville	WY	MP
Metis Technology Solutions, Inc	Albuquerque	NM	MP
Midwest AgEnergy Group LLC	Underwood	ND	MG

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Mission 1st Group Inc	Arlington	VA	MP
MKS2, LLC	Austin	TX	MG
MULE Engineering , Inc.	Winter Garden	FL	SP
MVP United	Houston	TX	MG
Navigator Development Group Inc.	Enterprise	AL	MP
NEPA CLEANING PROFESSIONALS, LLC	Wyoming	PA	SG
Nesper International Inc.	LaGrange	GA	SG
Netizen Corporation	Allentown	PA	SP
Newport News Shipbuilding	Newport News	VA	LG
NexTech Solutions LLC	Orange Park	FL	SG
NextEra Energy, Inc.	Juno Beach	FL	LP
Nighthawk Integrated Solutions LLC	Las Vegas	NV	SG
nLogic, LLC	Huntsville	AL	MP
North America Mattress Corp	Clackamas	OR	SG
North American Consulting Services, Inc.	Point Pleasant	WV	SG
North Central Illinois Finishing Trades Institute	Aurora	IL	SP
Northrop Grumman Corporation	Falls Church	VA	LP
No-Sag Products; Division of Leggett & Platt, Inc.	Kendallville	IN	MG
Novetta	McLean	VA	LG
NTS Services LLC	Aldie	VA	SP
NURIDE TRANSPORTATION GROUP, LLC	Long Island City	NY	MG
Nuss Truck and Equipment	Roseville	MN	MG
NuWaves Engineering	Middletown	OH	MP
Oasis Systems LLC	Lexington	MA	LG
Occidental Petroleum	Houston	TX	LG
Omnicommander Inc.	Miramar Beach	FL	SG
On Computer Services, LLC	Terrell	TX	MP
On Time Plumbing & Air Corp	Wilmington	NC	SG
Open Systems Technologies Corporation	Gainesville	VA	MG
Opportunity Center, Inc.	New Castle	DE	MP
Orbit Advanced Technologies, Inc.	Warminster	PA	SP
Organic Shield, LLC.	Troy	MO	SG
Orion ICS LLC	Cary	NC	MG
Orion Services Inc	Gloucester	MA	SG
Oxley Enterprises, Inc.	Stafford	VA	SP
PACCAR Winch Inc	Broken Arrow	OK	MG
Pacific Gas & Electric Company	San Francisco	CA	LG
Packages From Home	Glendale	AZ	SP
Parker Hannifin	Albion	IN	MG
Patricio Enterprises, Inc.	Stafford	VA	MP

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PavCon, LLC	Latrobe	PA	SG
Payken LLC	Henryville	PA	SG
Peer Technical Group LLC	Fond du Lac	WI	MG
PeopleTec, Inc.	Huntsville	AL	MG
Perrone Direct	Plymouth	MA	SG
Perseverance Staffing LLC	Monument	CO	MG
Persevus LLC	Omaha	NE	SP
Perspecta	Chantilly	VA	LG
PGFM Solutions, LLC	Sewell	NJ	SG
Philadelphia Mortgage Brokers LLC	Collegeville	PA	SG
Phoenix Systems International, Inc.	Kingston	TN	SG
Pinnacle Solutions, Inc.	Huntsville	AL	MG
Pinnacle West Capital Corp	Phoenix	AZ	LP
PK Group, LLC	Centerville	MN	SG
Planet Technologies Inc.	Germantown	MD	MG
PLEXSYS Interface Products, Inc.	Camas	WA	MG
Pluribus International Corporation	Alexandria	VA	MG
PNT Data Corp.	Middletown	CT	SP
Pointer Construction Group LLC	Fort Lauderdale	FL	SG
Polarhyde Distribution Corp	West Palm Beach	FL	SG
Portland Patrol Inc.	Portland	OR	MG
Prestige Group	Clinton Township	MI	MG
Professional Contract Services Inc	Austin	TX	LG
Professional Solutions Delivered, LLC	Fredericksburg	VA	MG
Programatics LLC	Chesterfield	VA	SG
Projects Unlimited, Inc.	Dayton	OH	MG
Proseal America, Inc.	Richmond	VA	MG
Pro-Sphere Tek, Inc.	Alexandria	VA	MP
Purpose Contracting Asphalt LLC	Franksville	WI	SG
QB Medical, Inc.	Chula Vista	CA	SG
QED Technology Resources, LLC	Valrico	FL	SP
Qualis Corporation	Huntsville	AL	MG
Quality Distribution Inc.	Tampa	FL	LG
Queen City Blacktop Co. Inc.	Cincinnati	OH	SP
Quiet Professionals LLC	Tampa	FL	MP
R.E. West , Inc	Ashland City	TN	MP
Raytheon Company	Waltham	MA	LP
Ready Support Services LLC	Purcellville	VA	SG
Recruiting Force, LLC	Cedar Park	TX	MP
Red River Technology, LLC	Claremont	NH	MG
Regenesis Biomedical, Inc.	Scottsdale	AZ	MG

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Resilient Solutions, Ltd.	McLean	VA	SG
Revolution Pest Solutions	Carson	CA	SG
Rhino Demolition and Environmental Services Corp.	Myrtle Beach	SC	SG
RightDirection Technology Solutions LLC	Baltimore	MD	MG
Rigid Security Group	Virginia Beach	VA	SG
Riverside Mfg., LLC	Fort Wayne	IN	MG
Rubicon Technical Services LLC	Kennesaw	GA	SP
SAKOM Services LLC	Appleton	WI	MP
Salute Inc.	Clinton Township	MI	MG
Sancorp Consulting, LLC.	Arlington	VA	SG
Scientific Research Corporation	Atlanta	GA	LG
SDV Command Source Inc	Winston-Salem	NC	SG
Sealing Technologies, Inc.	Columbia	MD	SP
Security 1 Solutions LLC	Gaithersburg	MD	MG
Semper Fi Doorman, Inc.	Chicago	IL	SG
Senior Dog Sanctuary of Maryland Inc	Severn	MD	SG
Senspex, Inc.	Albuquerque	NM	SG
Servicemen General Contracting Group LLC	Río Grande	PR	SG
ServiceSource, Inc.	Oakton	VA	LG
SERVPRO of West Forsyth County	Winston-Salem	NC	SG
Shearer & Associates, Inc.	Huntsville	AL	SG
SHINN KELLOGG, LLC.	Albia	IA	SP
Shotstop Ballistics LLC	Stow	OH	SG
Siemens Corp.	Washington	DC	LG
Sigma Six Solutions Inc.	Auburn	WA	SG
Silotech Group Inc	San Antonio	TX	MP
SimVentions, Inc.	Fredericksburg	VA	MP
Smoke Hall Foods L3C	Columbia	SC	SP
Sodexo Government East	Jacksonville	NC	MP
Southeast Vocational Alliance	Houston	TX	SG
Southwest Airlines	Dallas	TX	LG
Spade Corporation	Georgetown	KY	SG
SPRING ENVIRONMENTAL, INC.	Spokane	WA	SP
Stanley Black and Decker	New Britain	CT	LG
Steam Turbine Alternative Resources	Marion	OH	SG
Stewart General Contracting, LLC	Cherry Hill	NJ	SG
Stiles Machinery	Grand Rapids	MI	MG
Strategic Alliance Consulting Incorporated	Warrenton	VA	SG
Strategic Medical Equipment Solutions, LLC	Colorado Springs	CO	SG
Strategic Staffing Solutions	Detroit	MI	LG

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Summit Aviation Inc.	Middletown	DE	MP
Summit Technical Solutions, LLC	Colorado Springs	CO	MG
Sunterra Supports Services LLC	Idaho Falls	ID	SG
Superior Reedsville Filtration, LLC.	Reedsville	WV	MG
Sysco North Dakota	Fargo	ND	MG
Systems Planning and Analysis, Inc.	Alexandria	VA	LG
Syzygy Integration LLC	Philadelphia	PA	SG
TAC Industries Inc.	Springfield	OH	MG
Tactical & Survival Specialties, Inc.	Harrisonburg	VA	MG
Talentscale, Inc.	Las Vegas	NV	MP
Target Media Mid Atlantic Inc	Mechanicsburg	PA	MG
Team Red, White & Blue, Inc.	Alexandria	VA	SG
Tech62, Inc.	Fairfax	VA	SG
TekSynap	Reston	VA	MG
The Aviation Institute of Maintenance- Chesapeake, VA	Chesapeake	VA	SP
The Cosmopolitan of Las Vegas	Las Vegas	NV	LG
The Independence Fund	Charlotte	NC	SG
The Lighthouse for the Blind in New Orleans, Inc	New Orleans	LA	MP
The McConnell Group, Inc.	Landover	MD	MG
The Pipe Line Development Company (PLIDCO)	Westlake	OH	MP
The Ribbon Incorporated	Franklin	PA	SG
The Steel Network, Inc.	Durham	NC	MG
The Vocation Depot, Inc.	Plant City	FL	SG
Thermo Systems LLC	East Windsor	NJ	MG
Thomas Solutions Incorporated	Arlington	VA	SP
TimkenSteel Corporation	Canton	OH	LP
TISTA Science and Technology	Rockville	MD	MP
Tokyo Electron U.S. Holdings Inc.	Austin	TX	LG
Torden LLC	New Bedford	MA	SG
Training, Rehabilitation & Development Institute, Inc.	San Antonio	TX	MG
Travis County Emergency Services District No. 2	Pflugerville	TX	MP
Treblig Inc	Greenville	SC	SG
TRECIG, LLC	Rockwall	TX	SG
TRI Industries NFP	Vernon Hills	IL	SG
Trinity Technology Group, Inc.	Manassas	VA	MG
Tri-State Mechanical & Environmental INC	Shreveport	LA	SG
TRJ Transportation Inc	Douglasville	GA	SG
U.S. Federal Solutions, Inc.	Silver Spring	MD	SG

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U.S. Vet General Contracting, LLC	McFarland	WI	SG
Union Pacific	Omaha	NE	LG
UNITED DRUG SUPPLY, INC.	Morrisville	NC	SG
United Rentals, Inc.	Stamford	CT	LP
United Veterans Construction & Landscape Solutions, Inc	Fort Worth	TX	SP
USA Environmental, Inc.	Oldsmar	FL	MG
USAA	San Antonio	TX	LP
VetCor, LLC	Tampa	FL	SP
Veteran Plumbing Services, Inc	Sewickley	PA	SG
Veterans ASCEND	Simpsonville	SC	SP
Veterans Assembled electronics	Providence	RI	SG
Veterans Elite Services	Jacksonville	FL	SG
Veterans Guardian	Pinehurst	NC	SG
Veterans Inc.	Worcester	MA	MP
Veterans Leadership Program of Western Pennsylvania	Pittsburgh	PA	SG
Veterans Management Services, Inc.	Sterling	VA	MP
Veterans Outreach Center Inc.	Rochester	NY	SG
VetLink Solutions	Litchfield Park	AZ	SG
Vets United LLC	White Plains	MD	MG
Vets2PM, LLC	Melbourne	FL	SG
Vietnam Veterans of California	Santa Rosa	CA	MP
Vysnova Partners, Inc.	Landover	MD	SG
W R Systems, Ltd.	Fairfax	VA	MG
Watershed Security, LLC	Chesapeake	VA	SP
Windstream Holdings, Inc.	Little Rock	AR	LP
Winning Technologies Inc.	O'Fallon	MO	SP
Women Veterans Business Solutions LLC	Lanham	MD	SG
Workforce Opportunity Services	New York	NY	MP
Worldwide Counter Threat Solutions, LLC	Fredericksburg	VA	SG
WPS Labor, LLC	Rogers	AR	SG
ZamCo Directional Drilling LLC	Houston	TX	SG