

**FY 2014**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**VETERANS' EMPLOYMENT AND TRAINING SERVICE**



# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## TABLE OF CONTENTS

Appropriation Language .....	1
Amounts Available for Obligation.....	5
Summary of Changes .....	6
Summary Budget Authority and FTE by Activity .....	8
Budget Authority by Object Class .....	10
Agency Outcome Goals Supporting "Good Jobs for Everyone". .....	11
Performance Structure .....	12
Authorizing Statutes.....	13
Appropriation History .....	14
Overview .....	15
Organization Chart.....	19
Budget Activities .....	21
State Grants .....	21
Transition Assistance Program .....	29
Homeless Veterans' Reintegration Program .....	37
Veterans' Workforce Investment Program.....	47
National Veterans' Employment and Training Service Institute.....	53
Federal Administration - USERRA Enforcement.....	61



# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## APPROPRIATION LANGUAGE

*Not to exceed \$262,333,000 may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of [38 U.S.C. 4100-4113, 4211-4215, and 4321-4327, and Public Law 103-353, and which shall be available for obligation by the States through December 31, 2013, of which \$3,414,000 is for the National Veterans' Employment and Training Services Institute] chapters 41, 42, and 43 of title 38, United States Code, of which:*

- (1) \$203,081,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representative under section 4104 of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for obligation by the States through December 31, 2014: Provided, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and to the spouses or other family caregivers of such wounded, ill or injured members;*
- (2) \$14,000,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;*
- (3) \$41,838,000 is for Federal administration of chapters 41, 42, and 43 of title 38, United States Code; and*
- (4) \$3,414,000 is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109:*

*Provided further, That the Secretary of Labor may reallocate among the appropriations provided under paragraphs (1) through (4) above an amount not to exceed 3 percent of the appropriation from which such reallocation is made.*

*In addition, from the General Fund of the Treasury, \$38,185,000 is for carrying out the Homeless Veterans Reintegration Programs under 38 U.S.C. 2021.*

## **VETERANS' EMPLOYMENT AND TRAINING SERVICE**

Note.—A full-year 2013 appropriation for this account was not enacted at the time the budget was prepared; therefore, this account is operating under the Continuing Appropriations Resolution, 2013 (P.L. 112-175). The amounts included for 2013 reflect the annualized level provided by the continuing resolution.

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## EXPLANATION OF LANGUAGE CHANGE

The bill language under this heading has been revised and updated for purposes of clarifying the appropriated amounts among the particular activities administered by the Veterans' Employment and Training Service (VETS).

First, an aggregate appropriation derived from the Employment Security Administration Account of the Unemployment Trust Fund is specified, followed by four paragraphs specifying the amounts available for particular activities from this aggregate amount.

The new paragraph (1) is inserted to specify the amount appropriated for the Jobs for Veterans State Grants (JVSG), which funds the Disabled Veterans' Outreach Program (DVOP) and the Local Veterans' Employment Representatives (LVER), and for the training expenses of DVOP specialists and LVERs at the National Veterans' Employment and Training Services Institute (NVTI).

In addition, the language under this paragraph allows JVSG funds to be used to provide DVOP and LVER services to: (1) Transitioning service members who have participated in the Transition Assistance Program (TAP) and are identified as in need of intensive services. The targeting of resources to this group is intended to facilitate their entry into the civilian labor market early in their separation from military service. (2) Wounded warriors recuperating in military treatment facilities or warrior transition units, in order to facilitate the employment assistance needed by members of this group. (3) The spouses and family caregivers of the wounded warriors described in paragraph (2). Employment assistance to these spouses and caregivers may be critical to ensuring the family has the income from employment they need for sufficient support.

The new paragraph (2) specifies the appropriation for the parts of TAP that are administered by VETS to assist transitioning service members.

The new paragraph (3) specifies the appropriation for the federal administration of the VETS activities required to be carried out under chapters 41, 42, and 43 of title 38, United States Code.

The new paragraph (4) specifies the appropriation for the NVTI.

A proviso is added after these four paragraphs allowing the Secretary of Labor to reallocate funds among these appropriated activities in an amount not to exceed three percent of the appropriation from which any reallocation is made. This provision preserves flexibility that has been available under the previous lump sum appropriations under this heading to reprogram these funds. For example, in FY 2013 funds were moved from the JVSG to TAP to meet the needs of a rising number of transitioning service members.

An appropriation is also provided under this heading from the General Fund of the Treasury for VETS to carry out Homeless Veterans' Reintegration Projects (HVRP).

## **VETERANS' EMPLOYMENT AND TRAINING SERVICE**

The bill language does not include an appropriation for the Veterans' Workforce Investment Program (VWIP). The rationale for eliminating this program is provided in the section on the VWIP.

With the elimination of VWIP, all funds appropriated under this heading would be available for Federal obligation on a fiscal year basis.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2012 Revised Enacted</b>		<b>FY 2013 Full Year C.R.</b>		<b>FY 2014 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>0</b>	<b>\$52,879</b>	<b>0</b>	<b>\$53,102</b>	<b>0</b>	<b>\$38,185</b>
Other Supplementals and Rescissions P.L. 112-74 for FY 2012	0	-\$100	0	\$0	0	\$0
Appropriation, Revised	0	\$52,779	0	\$53,102	0	\$38,185
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$52,779</i>	<i>0</i>	<i>\$53,102</i>	<i>0</i>	<i>\$38,185</i>
<i>Unobligated Balance from FY 2011</i>		\$252				
<i>Unobligated Balance from FY 2012</i>	<i>0</i>	<i>\$170</i>	<i>0</i>	<i>\$170</i>	<i>0</i>	<i>\$0</i>
Offsetting Collections From:						
Trust Funds	218	\$212,060	210	\$212,954	227	\$262,333
Other Supplementals and Rescissions P.L. 112-74 for FY 2012	0	-\$401	0	\$0	0	\$0
<i>Subtotal</i>	<i>218</i>	<i>\$211,659</i>	<i>210</i>	<i>\$212,954</i>	<i>227</i>	<i>\$262,333</i>
<b>B. Gross Budget Authority</b>	<b>218</b>	<b>\$264,438</b>	<b>210</b>	<b>\$266,056</b>	<b>227</b>	<b>\$300,518</b>
Offsetting Collections						
Deduction:	0	\$0	0	\$0	0	\$0
Other Supplementals and Rescissions P.L. 112-74 for FY 2012	0	-501	0	0	0	0
<i>Unobligated Balance</i>		<i>-170</i>				
<i>Subtotal</i>	<i>0</i>	<i>\$264,769</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
<b>C. Budget Authority Before Committee</b>	<b>218</b>	<b>\$264,438</b>	<b>210</b>	<b>\$266,056</b>	<b>227</b>	<b>\$300,518</b>
<b>D. Total Budgetary Resources</b>	<b>218</b>	<b>\$264,438</b>	<b>210</b>	<b>\$266,056</b>	<b>227</b>	<b>\$300,518</b>
Unobligated Balance Not Expiring		-170				
Unobligated Balance Expiring	-8	\$813	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>210</b>	<b>\$263,454</b>	<b>210</b>	<b>\$266,056</b>	<b>227</b>	<b>\$300,518</b>

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2012 Revised Enacted	FY 2014 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$52,779	\$38,185	-\$14,594
Trust Funds	\$211,658	\$262,333	+\$50,675
<b>Total</b>	\$264,437	\$300,518	+\$36,081

<b>Full Time Equivalents</b>			
General Funds	0	0	0
Trust Funds	210	227	17
<b>Total</b>	210	227	17

Explanation of Change	FY 2012 Base		Trust Funds		FY 2014 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	210	\$18,808	0	\$17	0	\$0	0	\$17
Personnel benefits	0	\$4,870	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$75	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$2,455	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$87	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$753	0	\$193	0	\$0	0	\$193
Communications, utilities, and miscellaneous charges	0	\$387	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$342	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$2	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$12,772	0	\$67	0	\$0	0	\$67
Working Capital Fund	0	\$4,874	0	\$1,056	0	\$0	0	\$1,056
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$57	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$145	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$10	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$688	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$160	0	\$0	0	\$0	0	\$0
Equipment	0	\$92	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$217,860	0	\$0	0	\$0	0	\$0

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

Explanation of Change	FY 2012 Base		Trust Funds		FY 2014 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>210</b>	<b>+\$264,437</b>	<b>0</b>	<b>+\$1,333</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$1,333</b>
<b>B. Programs:</b>								
JVSG	0	\$0	0	\$38,000	0	\$0	0	\$38,000
TAP Increased Workload	0	\$8,983	0	\$5,017	0	\$0	0	\$5,017
VETS IT Modernization	0	\$0	0	\$2,100	0	\$0	0	\$2,100
Veterans Job Development Unit	0	\$0	12	\$1,300	0	\$0	12	\$1,300
Pilot Project between VETS and the Services	0	\$0	0	\$1,250	0	\$0	0	\$1,250
Program Increase of \$975,000 for NVTI	0	\$0	0	\$975	0	\$0	0	\$975
Additional FTE for TAP Oversight	0	\$0	5	\$700	0	\$0	5	\$700
<b>Programs Subtotal</b>			<b>17</b>	<b>+\$49,342</b>	<b>0</b>	<b>\$0</b>	<b>17</b>	<b>+\$49,342</b>
<b>Total Increase</b>	<b>210</b>	<b>+\$264,437</b>	<b>17</b>	<b>+\$50,675</b>	<b>0</b>	<b>\$0</b>	<b>17</b>	<b>+\$50,675</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>B. Programs:</b>								
Program Decrease to Eliminate VWIP	0	\$14,594	0	\$0	0	-\$14,594	0	-\$14,594
<b>Programs Subtotal</b>			<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$14,594</b>	<b>0</b>	<b>-\$14,594</b>
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$14,594</b>	<b>0</b>	<b>-\$14,594</b>
<b>Total Change</b>	<b>210</b>	<b>+\$264,437</b>	<b>17</b>	<b>+\$50,675</b>	<b>0</b>	<b>-\$14,594</b>	<b>17</b>	<b>+\$36,081</b>

NOTE: FY 2012 reflects actual FTE.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2012 Revised Enacted		FY 2013 Full Year C.R.		FY 2014 Request		Diff. FY 14 Request / FY 12 Rev. Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>State Grants</b>	<b>0</b>	<b>165,081</b>	<b>0</b>	<b>166,091</b>	<b>0</b>	<b>203,081</b>	<b>0</b>	<b>38,000</b>
Unemployment Trust Funds	0	165,081	0	166,091	0	203,081	0	38,000
<b>Transition Assistance Program</b>	<b>0</b>	<b>8,983</b>	<b>0</b>	<b>9,038</b>	<b>0</b>	<b>14,000</b>	<b>0</b>	<b>5,017</b>
Unemployment Trust Funds	0	8,983	0	9,038	0	14,000	0	5,017
<b>Federal Administration - USERRA Enforcement</b>	<b>210</b>	<b>35,155</b>	<b>210</b>	<b>35,370</b>	<b>227</b>	<b>41,838</b>	<b>17</b>	<b>6,683</b>
Unemployment Trust Funds	210	35,155	210	35,370	227	41,838	17	6,683
<b>National Veterans' Employment and Training Service Institute</b>	<b>0</b>	<b>2,439</b>	<b>0</b>	<b>2,454</b>	<b>0</b>	<b>3,414</b>	<b>0</b>	<b>975</b>
Unemployment Trust Funds	0	2,439	0	2,454	0	3,414	0	975
<b>Homeless Veterans' Reintegration Program</b>	<b>0</b>	<b>38,185</b>	<b>0</b>	<b>38,419</b>	<b>0</b>	<b>38,185</b>	<b>0</b>	<b>0</b>
General Funds	0	38,185	0	38,419	0	38,185	0	0
<b>Veterans' Workforce Investment Program</b>	<b>0</b>	<b>14,594</b>	<b>0</b>	<b>14,683</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-14,594</b>
General Funds	0	14,594	0	14,683	0	0	0	-14,594
<b>Workforce System Enhancement</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2012 Revised Enacted		FY 2013 Full Year C.R.		FY 2014 Request		Diff. FY 14 Request / FY 12 Rev. Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Total</b>	<b>210</b>	<b>264,437</b>	<b>210</b>	<b>266,055</b>	<b>227</b>	<b>300,518</b>	<b>17</b>	<b>36,081</b>
<b>General Funds</b>	<b>0</b>	<b>52,779</b>	<b>0</b>	<b>53,102</b>	<b>0</b>	<b>38,185</b>	<b>0</b>	<b>-14,594</b>
<b>Unemployment Trust Funds</b>	<b>210</b>	<b>211,658</b>	<b>210</b>	<b>212,953</b>	<b>227</b>	<b>262,333</b>	<b>17</b>	<b>50,675</b>

NOTE: FY 2012 reflects actual FTE.

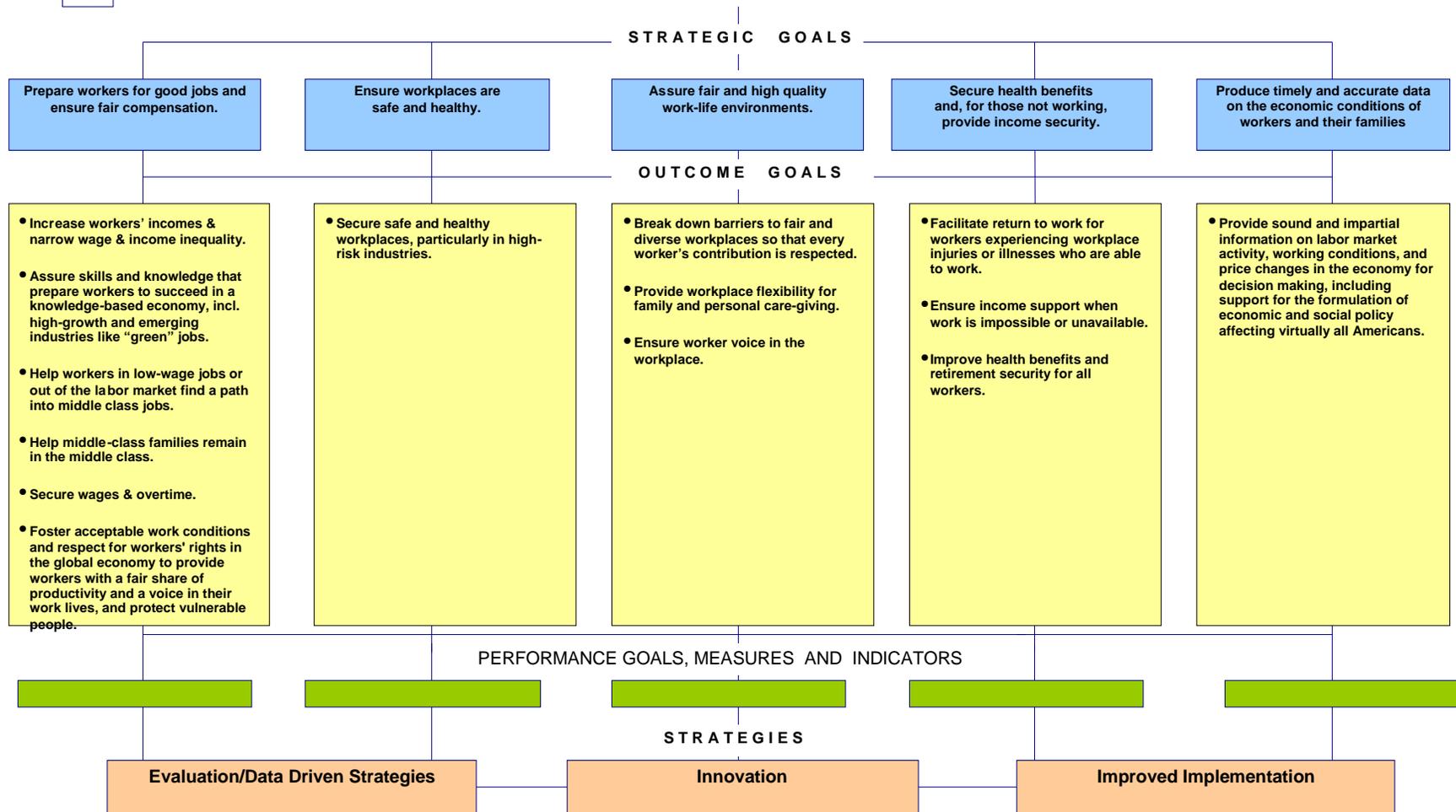
## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
	Full-Time Equivalent				
	Full-time Permanent	210	210	227	17
	<b>Total</b>	<b>210</b>	<b>210</b>	<b>227</b>	<b>17</b>
	Average ES Salary	\$175,616	\$167,069	\$167,906	-\$7,710
	Average GM/GS Grade	12/5	12/4	12/4	0
	Average GM/GS Salary	\$85,548	\$81,261	\$81,038	-\$4,510
	Average Salary of Ungraded Positions	0	0	0	0
11.1	Full-time permanent	18,603	18,081	19,956	1,353
11.3	Other than full-time permanent	0	100	0	0
11.5	Other personnel compensation	205	209	205	0
11.9	<b>Total personnel compensation</b>	<b>18,808</b>	<b>18,390</b>	<b>20,161</b>	<b>1,353</b>
12.1	Civilian personnel benefits	4,945	5,135	5,509	564
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	2,455	2,417	2,510	55
22.0	Transportation of things	87	33	87	0
23.1	Rental payments to GSA	753	820	946	193
23.3	Communications, utilities, and miscellaneous charges	387	351	387	0
24.0	Printing and reproduction	342	706	342	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	12,772	12,014	19,016	6,244
25.3	Other goods and services from Federal sources 1/	5,076	6,632	7,242	2,166
25.4	Operation and maintenance of facilities	10	16	10	0
25.7	Operation and maintenance of equipment	688	342	2,788	2,100
26.0	Supplies and materials	160	95	160	0
31.0	Equipment	92	66	92	0
41.0	Grants, subsidies, and contributions	217,860	219,012	241,266	23,406
42.0	Insurance claims and indemnities	0	24	0	0
	<b>Total</b>	<b>264,437</b>	<b>266,055</b>	<b>300,518</b>	<b>36,081</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,874	5,478	5,930	1,056
	DHS Services	57	67	57	0
	HHS Services	145	17	145	0
	Services by Other Government Departments	1,058	1,066	1,110	52

# VETERANS' EMPLOYMENT AND TRAINING SERVICE



## Department's Vision: "Good Jobs for Everyone"



# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## PERFORMANCE STRUCTURE

Strategic and Outcome Goals Supporting <i>Good Jobs for Everyone</i>	Supporting Budget Activities
<b>Strategic Goal 1 – Prepare Workers for Good Jobs and Ensure Fair Compensation</b>	
<p><u>Outcome Goal</u> 1.1 Increase workers' incomes and narrow wage and income inequality.</p> <p><u>Performance Goal</u> VETS 1.1 Improve veterans' access to training and employment opportunities.</p>	<p>State Grants            Transition Assistance Program            Homeless Veterans' Reintegration Program            National Veterans' Training Institute            Federal Administration</p>
<p><u>Outcome Goal</u> 1.4 Help middle-class families remain in the middle class.</p> <p><u>Performance Goal</u> VETS 1.4 Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.</p>	<p>Federal Administration (USERRA)</p>

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## AUTHORIZING STATUTES

<b>Public Law / Act</b>	<b>Legislation</b>
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021 Public Law 105-339	• Jobs for Veterans Act
Public Law 103-353	• Veterans Employment Opportunities Act
Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300	• Uniformed Services Employment and Reemployment Rights Act of 1994
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021	• Vietnam Era Veterans' Readjustment Assistance Act of 1974
Modified for HVRP by Section 203, Pub. Law 109- 233	• Jobs for Veterans Act
Pub. Law 112-56	• Homeless Veterans' Reintegration Program
	• VOW to Hire Heroes Act

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>APPROPRIATION HISTORY</b>					
(Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
2004					
Base Appropriation...1/	\$219,993	\$219,993	\$219,993	\$218,646	250
2005					
Base Appropriation...2/	\$220,648	\$225,648	\$226,781	\$222,833	250
2006					
Base Appropriation...3/	\$224,334	\$224,334	\$224,334	\$222,091	250
2007					
Base Appropriation	\$224,887	\$223,189	\$223,189	\$223,189	240
2008					
Base Appropriation	\$228,096	\$228,198	\$231,198	\$228,096	234
2009					
Base Appropriation...4/	\$238,439	\$239,439	\$239,439	\$239,439	234
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...5/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...6/	\$261,036	\$0	\$0	\$264,437	218
2013					
Base Appropriation	\$258,870	\$0	\$0	\$0	0
2014					
Base Appropriation	\$300,518	\$0	\$0	\$0	0

1/ Reflects a \$1,347 reduction pursuant to P.L. 108-199.

2/ Reflects a \$1,816 reduction pursuant to P.L. 108-447.

3/ Reflects a \$2,243 reduction pursuant to P.L. 109-149.

4/ This bill was only reported out of Subcommittee and was not passed by the Full House.

5/ A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared.

6/ Reflects a \$501,735 reduction pursuant to P.L. 112-74

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## OVERVIEW

### **Introduction**

The Veterans' Employment and Training Service (VETS) proudly serves veterans and service members. The Agency provides resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities and protect their employment rights.

For FY 2014, the Agency is requesting \$300,518,000. This includes increased funding over the FY 2012 level for:

- Transition Assistance Program +\$5,017,000
- Federal Administration +\$6,683,000
- Jobs for Veterans State Grants +\$38,000,000
- National Veterans' Training Institute +\$975,000

The mission of VETS is a direct reflection of the Nation's responsibility to meet the employment, training, and job security needs of Americans who served in uniform. VETS helps veterans obtain positive employment outcomes through services provided at American Job Centers and other locations. Grants are provided to State Workforce Agencies (SWA) to support staff dedicated to serving veterans. VETS ensures that veterans with a requirement for special employment assistance, due to disabilities or other barriers to employment, receive appropriate services based on their needs. The VOW to Hire Heroes Act (Public Law 112-56), enacted in November 2011, requires the implementation of new performance measures related to services to veterans by the State Workforce Agencies and other training and employment programs funded by the (DOL).

The U.S. military discharges approximately 160,000 active duty service members and approximately 110,000 Reserve and National Guard service members annually, and VETS expects greater demand for transition assistance and employment services for veterans over the next few years, due to these two factors. Public Law 112-56, for the first time requires that separating service members participate in the Transition Assistance Program (TAP) Employment Workshop jointly operated by the Department of Defense (DOD), the Department of Veterans Affairs (VA), and the Department of Labor. In addition, the size of the military is to be reduced over the next five years, which is likely to increase the total number of persons leaving the military services.

VETS protects the employment and reemployment rights of veterans and members of the National Guard and Reserve Forces through investigation and resolution of claims from protected individuals under two labor laws. Under the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA), VETS protects the civilian reemployment rights of Reservists and National Guard members who are called to active duty. Under the Veterans' Employment Opportunities Act, VETS helps to ensure that veterans obtain

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

the preference in hiring and retention that Federal agencies are required to give to qualified veterans by investigating claims of violations of those rights.

VETS meets its responsibilities through budget activities that directly support the Department's vision of, *Good Jobs for Everyone* through the strategic goal of, "Prepare Workers for Good Jobs and Ensure Fair Compensation." In FY 2014, additional funding will be used to support increased workload involved in implementing the VOW Act. There are fourteen sections of this Act in which VETS leads responsibility for implementation. This budget supports implementation activities, which include program-related activities such as improved reporting on veteran outcomes attained through the Jobs for Veterans State Grants Program; improvement to the Transition Assistance Program; administering the evaluation of individuals who receive training at the National Veterans' Training Institute; and coordinating with the VA in order to determine outcomes of the Veterans Retraining Assistance Program.

The VETS budget is formulated through six budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2014 request is \$203,081,000.

The JVSG helps veterans find good jobs by providing employment services at American Job Centers (AJC) and other locations through funding for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. DVOPs and LVERs are state employees whose salaries and benefits are funded through formula grants to the states, District of Columbia, Puerto Rico, Virgin Islands, and Guam.

DVOPs and LVERs are primarily stationed at the American Job Centers where DVOPs provide intensive services to veterans and LVERs focus on outreach to employers. In addition, VETS is collaborating with the VA's Vocational Rehabilitation and Employment (VR&E) Service by stationing DVOP specialists at VA Regional Offices and other points of entry to help VR&E participants find good jobs.

The request will support 2,465 DVOPs and LVERs, Full-Time Equivalent (FTE), personnel and provide services to veterans. Duties of these staff were expanded by the VOW to Hire Heroes Act (Public Law 112-56).

(2) **Transition Assistance Program (TAP)** - The FY 2014 request is \$14,000,000.

This program helps service members and their spouses make the initial transition from military service to the civilian labor force. TAP for active service members consists of a standardized, comprehensive two and a half day employment workshop at military installations worldwide. These workshops are presented by professionally-trained facilitators. At the request level, TAP will be delivered to over 300,000 transitioning service members and spouses. Section 221 of the VOW to Hire Heroes Act makes TAP mandatory for most transitioning service members. This budget will enable VETS to provide workshops, using contracted personnel as workshop facilitators, to additional transitioning service members and spouses.

(3) **Homeless Veterans' Reintegration Program (HVRP)** – The FY 2014 request is \$38,185,000.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

HVRP is VETS' primary program addressing the problem of veteran homelessness. This is the only federal nationwide program focusing exclusively on the employment of veterans who are homeless. HVRP provides employment and training services to help homeless veterans with the skills and opportunities they need to gain meaningful employment.

Increasing the number of programs funded will also allow for additional providers that administer services to homeless veterans in rural areas who are hard to reach and for many years have been under served. The increase will also enable the agency to modernize and expand the existing Information Management System to enable tracking of performance against the new measures for sub-categories of homeless veterans, increased oversight of grantees' performance, improved inter-agency coordination of efforts for individuals enrolled in the program, and to facilitate responding to ad hoc requests for information by stakeholders such as the Congress.

HVRP grants are awarded competitively to state and local Workforce Investment Boards, state agencies, local public agencies, and private non-profit, faith-based, and community-based organizations. HVRP grantees provide an array of services utilizing a holistic case management approach that directly assists homeless veterans and provides training services to help them to successfully transition into the labor force.

**(4) Veterans' Workforce Investment Program (VWIP)** –There is no request for resources in this activity in FY 2014.

Because of the relatively small number of veterans served and the relatively increasingly high cost of the VWIP program, the Department believes that funding is more efficiently utilized by redirecting it to programs with stronger accountability measures, as well as the implementation of veteran training activities mandated in Public Law 112-56. Grants provided with FY 2012 funding were made for a period of performance of 3 years to allow for this transition and no current grantees require out-year funding.

**(5) National Veterans' Training Service Institute (NVTI)** – The FY 2014 request is \$3,414,000.

NVTI was established to ensure a high level of proficiency and training for staff that provide veterans employment services. NVTI provides training to federal staff and veteran service providers. These veteran service providers include DVOPs and LVERs and federal staff who are trained in USERRA and Veterans Preference investigations and compliance.

NVTI provides instruction in competency-based training courses. The primary objective is to increase the service providers' productivity through increased knowledge. The NVTI effort ensures consistent training and delivery of services for veterans and all direct client service providers.

At the request level, NVTI will be able to train 2,210 veteran service providers and meet the new training requirements of Veterans' Benefits Act of 2010 (Public Law 111-275). The prior statutory requirement called for DVOP specialists and LVER staff to complete all mandatory

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

training courses within 36 months of assignment to their positions. The new statutory requirement calls for those same mandatory training course to be completed within 18 months of assignment to their positions. The VOW to Hire Heroes Act requires that attendees receive an examination to measure participants' performance. This budget level also will enable proficiency testing of participants in the training courses for Disabled Veterans' Outreach Program specialists and Local Veterans' Employment Representatives required by P.L. 112-56.

(6) **Federal Administration** – The FY 2014 request is \$41,838,000.

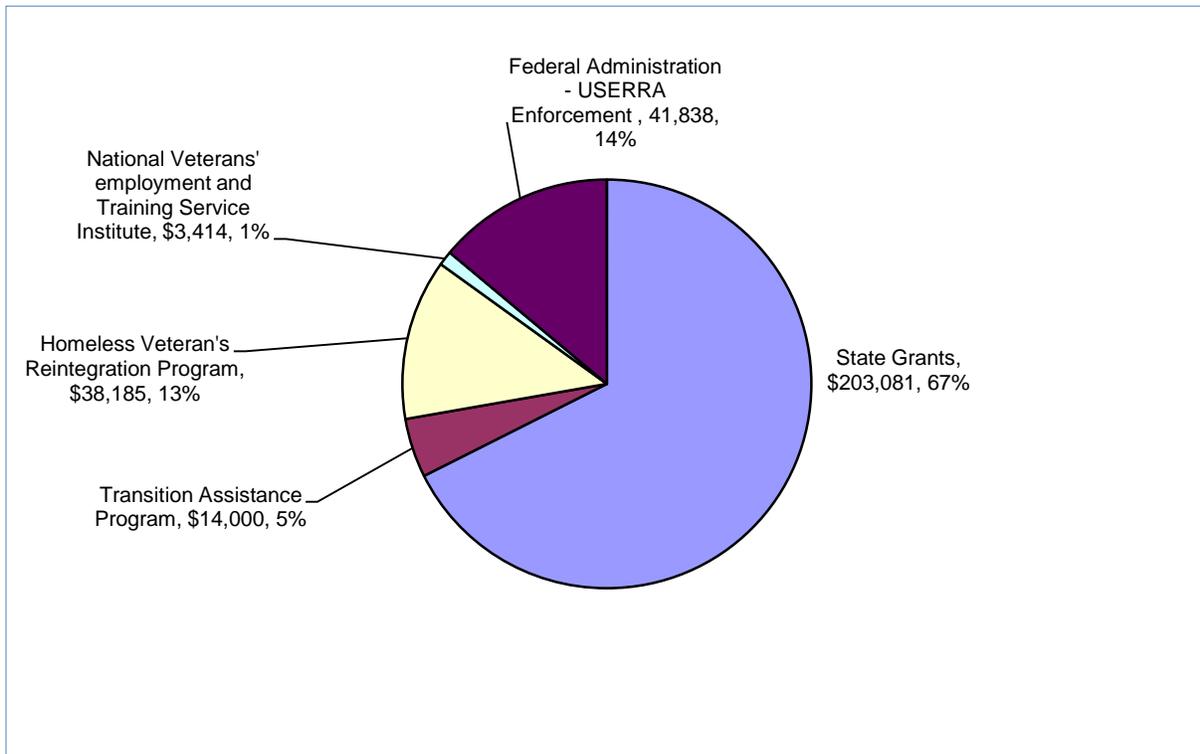
The Federal Administration budget activity supports the management and oversight necessary to implement the Agency's activities, programs, and initiatives, to include the programs contained in the other five budget activities. This request also includes funds for the administration of the VOW Act mandates, such as conducting audits at JVSG sites and TAP monitoring site visits.

### Cost Model

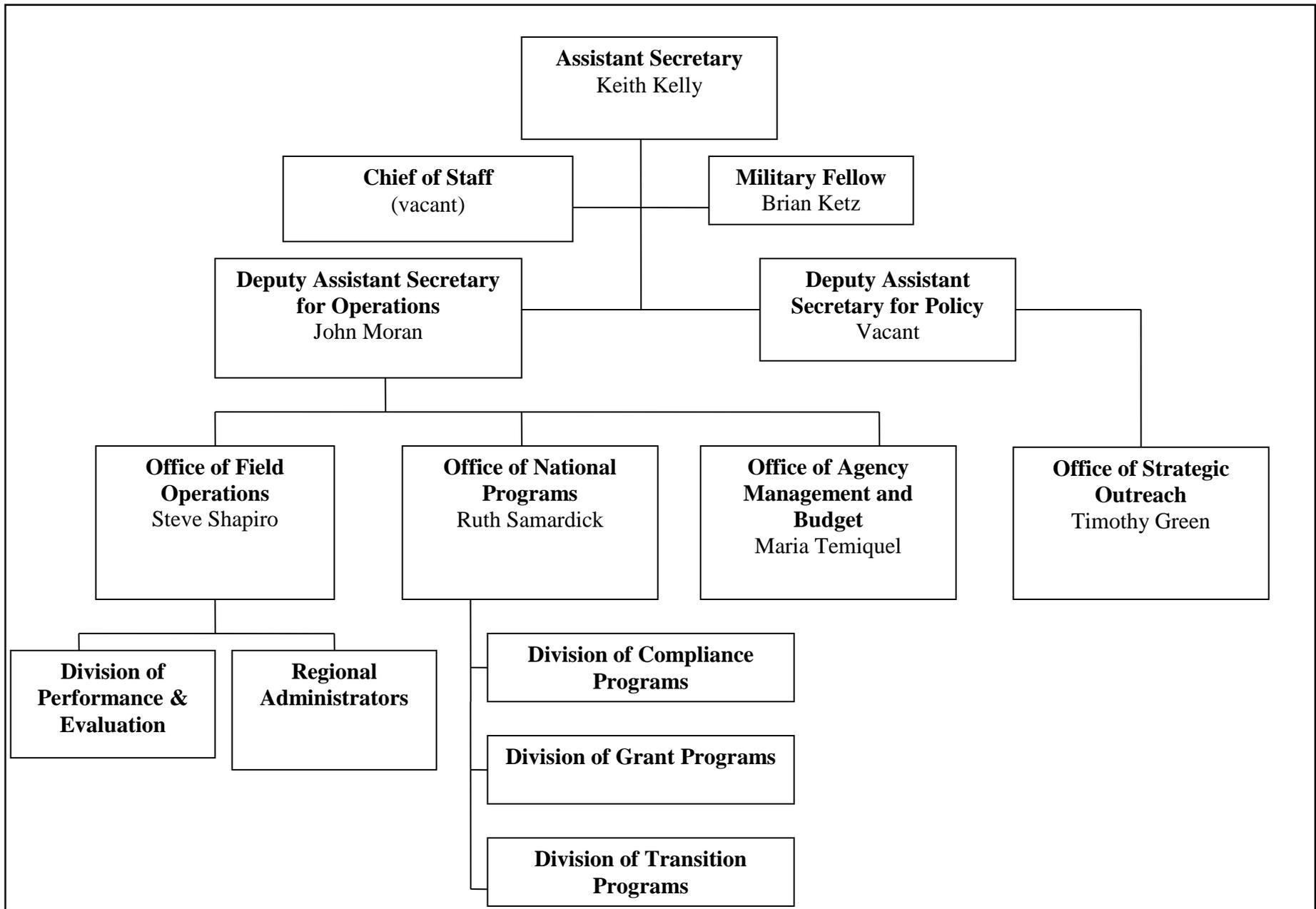
In FY 2014, VETS requests a total of \$300,518,000. These funds will provide the additional funding VETS requires to serve our Nation's veterans.

### **FY 2014 Budget Request by Program Activity**

Total VETS' Budget: \$300,518  
(\$ in thousands)



# VETERANS' EMPLOYMENT AND TRAINING SERVICE





## STATE GRANTS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>165,081</b>	<b>166,091</b>	<b>203,081</b>	<b>38,000</b>
FTE	0	0	0	0

### Introduction

The state grants budget activity funds the Jobs for Veterans State Grants (JVSG) program. These formula grants to State Workforce Agencies support two programs: the Disabled Veterans' Outreach Program (DVOP) specialists and the Local Veterans' Employment Representative (LVER) program. The JVSG program functions mainly as a staffing grant, providing salaries and benefits for state merit employees who provide employment and specialized services to veterans with significant barriers to employment and in limited circumstances, transitioning service members who were wounded and injured. The JVSG program supports the goal of preparing workers for good jobs and ensuring fair compensation by providing employment services at different locations. These include American Job Centers, VA offices, military medical treatment facilities, and Warrior Transition Units.

In FY 2014, DOL will expand to provide increased levels of intensive services to program participants and to provide services to other groups of service members, veterans and their families.

State grants support the Department's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal:

- 1.1 Increase workers' incomes and narrow wage and income inequality.

**The Disabled Veterans' Outreach Program (DVOP)** is a state grant program authorized by Section 4103(A) of Title 38, United States Code. DVOP specialists provide intensive employment assistance to meet the employment needs of eligible veterans at American Job Centers and at the Veterans Rehabilitation and Employment (VR&E) offices. Intensive services provided by DVOPs include job readiness assessments, interviews and testing, development of an Individual Development Plan (IDP), career guidance through group or individual counseling, provision of labor market, occupational, and skills transferability, referral to job banks, job portals, and job openings, referral to employers and registered apprenticeship sponsors, referral to training and follow-up by an assigned case manager. DVOPs also provide recovery and employment assistance to wounded and injured service members receiving care at Department of Defense (DOD) military treatment facilities and Warrior Transition Units, with special consideration being given to economically or educationally disadvantaged veterans. DVOP specialists also provide intensive employment-related services to veterans served through the Homeless Veterans' Reintegration Program, Veterans' Workforce Investment Program, Transition Assistance Program, and Incarcerated Veterans' Transition Program.

## STATE GRANTS

**The Local Veterans' Employment Representative (LVER)** is authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, encourage the hiring of disabled veterans, and generally facilitate and support veterans in gaining and retaining employment. LVER staff conduct seminars for employers and job search workshops for veterans, and facilitate the provision of employment, training, and placement services to veterans by all staff of the employment service delivery system. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and referrals.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2009	\$168,894	0
2010	\$172,394	0
2011	\$165,063	0
2012	\$165,081	0
2013	\$170,595	0

### **FY 2014**

The request level of \$203,081,000 represents an increase of \$38,000,000 in this budget activity. The requested funding will enable DOL to expand current service levels in two meaningful ways: 1) by emphasizing an increase in the level of intensive services provided to veterans by DVOP specialists, and 2) reaching new populations of service members and their families in need of employment services.

We are at a challenging point in our nation's history, as the greatest number of veterans since World War II (WWII) will be entering the civilian labor force at a time of economic uncertainty. The DOD estimates that in the next five years, over 1 million veterans will enter the civilian workforce. This influx of veterans, coupled with a recovering economy, will increase the demand of American Job Centers to meet the employment needs of veterans.

In the last program year, only one-third of JVSG participants were provided with intensive services. While this is a 10 percent increase over the past two years, it remains far too low to adequately address the needs of today's veterans. DOL projects that approximately 90 percent of future JVSG participants will require intensive services to overcome significant barriers to employment.

Intensive services, which include career planning and counseling, skill assessment, referral to training and support services, and post-transition follow-up, provide participants with an individualized plan for mitigating barriers and easing the transition into the civilian workforce. Providing intensive services results in better outcomes for veterans with employment barriers, but requires increased case times and comprehensive case management by DVOP specialists.

## STATE GRANTS

With the requested funds, DVOP specialists and LVER staff, in their statutorily-defined roles, will serve the anticipated surge of veterans returning from deployments, as well as those leaving the service as a result of military downsizing. Particular focus will be paid to rural areas, where additional DVOP staff may be necessary to provide the appropriate geographic coverage.

DVOP specialists will also serve transitioning service members and disabled veterans who take advantage of the expanded vocational rehabilitation programs and intensive services that are available as a result of the Department of Veterans Affairs' expanded Vocational Rehabilitation program, as required by the VOW to Hire Heroes Act (P.L. 112-56, Sec 233).

In addition to the current services provided, the requested increased funding level reflects VETS' strategy to address the emerging employment assistance needs of the 1 million service members and families, who are transferring from active duty to civilian life, but are currently not receiving intensive service from DVOP specialists. With the increased funding, VETS will expand State Grants services to address the needs of the people who comprise this new population, including: Wounded Warriors at Military Treatment Facilities, the spouses and family caregivers of Wounded Warriors at Military Treatment Facilities and transitioning service members who are in need of intensive services. This proactive approach will help to reduce number of veterans entering the ranks of the unemployed.

The requested funding will provide funding for approximately 500 additional DVOP specialists who will address the needs of the new population, as well as the costs associated ensuring that the DVOPs complete the required training in accordance with Public Law 111-275, which states that DVOP specialists have 18-months to complete the National Veterans' Training Institute (NVTI) training program. The NVTI training details the DVOP specialist position requirements as mandated in Title 38, Chapters 41 and 42, along with regulatory and Agency policy.

Additionally, the expansion of the program to include new populations will require system modifications. The increased funding level will support the information technology expenses associated with system changes needed to track and report new data as well as for new system interfaces for use by VETS staff. The system enhancements will provide access to program data that can be used to analyze the efficacy of the changes, as well as to identify trends that can assist in long term performance evaluation.

It should also be noted that the budget includes \$50,000,000 in the Employment and Training Administration's Workforce Innovation Fund (WIF) request that is dedicated to projects that address the employment needs of veterans (including recently separated veterans), family members of active duty personnel, or members of the National Guard and Reserves. These funds are intended to complement the additional funding provided for Jobs for Veterans State Grants under this activity. Younger and recently separated veterans are currently experiencing special challenges in obtaining employment after separation. These innovative WIF projects could help to identify service designs and activities that accelerate or enhance the reemployment of these groups.

## STATE GRANTS

Other examples of the type of innovative practices that might be supported by WIF grants for veterans, transitioning service members, members of the National Guard and Reserve, and active duty spouses:

- States or groups of states to closely assess the gap between military training and experience and state licensure and other certification requirements, identify means to “fill” that gap with additional training, and provide reciprocity across states in accepting the licensure or certification from another state when held by a veteran or active duty spouse.
- Innovative practices in identifying and providing effective employment services that meet the unique needs of women veterans.
- States or groups of states to develop programs to provide early intervention to meet the employment needs of UCX claimants.
- States or groups who demonstrate ability to provide intensive employment services, such as the development of individual employment plans, career coaching, interview preparation, and pre-vocational services to this specific population.

### **FY 2013**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration, are being provided to the Committee in a separate communication.

### **FY 2012**

The enacted level of \$165,081,000 provided employment services to 624,000 job-seeking veterans in this budget activity. The FY 2012 program supported a robust effort to provide more intensive services, the Gold Card initiative and the new mandates for employment services by DVOP specialists and LVER staff in the VOW to Hire Heroes Act.

In 2012, the **Gold Card** provided unemployed post-9/11 era Veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS). (More information can be found at: <http://www.dol.gov/vets/goldcard/revisegoldcard5.pdf>). An eligible veteran can present the Gold Card at his/her local American Job Center (AJC) to receive enhanced intensive services including up to six months of one-on-one follow-up. The enhanced in-person services available for Gold Card holders at local AJCs include: job readiness assessment, including interviews and testing; development of an Individual Development Plan (IDP); career guidance through group or individual counseling that helps veterans in making training and career decisions; provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions; referral to job banks, job portals, and job openings; referral to employers and registered apprenticeship sponsors; referral to training by WIA-funded or third party service providers and monthly follow-up by an assigned case manager for up to six months.

## STATE GRANTS

In FY 2012, VETS worked with the VA to implement Section 211 of the VOW to Hire Heroes Act of 2011 which required the Secretary of Veterans Affairs, in collaboration with the Secretary of Labor, to establish a program of retraining assistance for eligible veterans by no later than July 1, 2012. The number of veterans who participated in the Veterans Retraining Assistance Program (VRAP) could not exceed 45,000 in Fiscal 2012 and 54,000 during the period beginning on October 1, 2012, and ending on March 31, 2014, when the authority to make payments under the program terminates. Eligible veterans receive the 3-year Montgomery GI Bill-Active Duty (chapter 30) full-time rate (\$1,564 as of September 30, 2012) for up to 12 months of training in an occupation deemed by Department of Labor to be in “high demand”. After completion of the training, DOL is to provide employment services within 30 days. During FY 2012 DVOP, LVER and other AJC staff assisted eligible veterans with applying for VRAP. In the process of screening applications, DOL was responsible for determining certain eligibility criteria were met and making determinations regarding whether an applicant: was unemployed and at least 35 years of age, but no more than 60 years of age as of the date of the submittal of the application and was not enrolled in any Federal or State job training program at any time during the 180-day period ending on the date of the submittal of the application for assistance. After determining that an applicant is eligible according to these criteria, individuals meeting the above requirements had to meet certain additional criteria by the VA including the character of discharge, the degree of unemployability, and their eligibility for other VA funded education or training programs (e.g., the G.I. Bill).

Although DOL and the VA provided eligibility certifications to up to 99,000 VRAP participants, the major effort for providing intensive services for this program will occur in FY 2013 and FY 2014 when participants complete their training and will be seeking employment services in the fields in which they were trained.

## STATE GRANTS

<b>DETAILED WORKLOAD AND PERFORMANCE</b>								
	<b>FY/PY 2011 Enacted</b>		<b>FY/PY 2012 Revised Enacted</b>		<b>FY/PY 2013 Full Year C.R.</b>	<b>FY/PY 2014 Request</b>		
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>		
<b>State Grants</b>								
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>								
<b>Outcome Goal 1.1 - Increase workers' incomes and narrow wage and income inequality.</b>								
VETS- DVOP-01	DVOP veteran Entered Employment Rate		--	48.0%	50.0%	51.0%	52.0%	54.0%
VETS- DVOP-03	DVOP veteran Employment Retention Rate		--	77.0%	78.0%	79.0%	81.0%	81.0%
VETS- JVSGBudget- 01	Number of Participants		624,000	527,932	500,000	527,932	500,000	640,500
VETS- JVSGBudget- 02	Cost/Participant		\$265.00	\$313.00	\$330.00	\$313.00	\$340.00	\$383.00
VETS- JVSGBudget- 03	State FTE		2,117	2,117	1,965	2,117	1,965	2,836
VETS- JVSGBudget- 04	Cost per FTE		\$77,970.00	\$77,970.00	\$84,010.00	\$77,970.00	\$86,540.00	\$86,540.00
VETS- DVOP-07	Percent of Veterans receiving intensive services (Rolling Data)		--	25.0%	32.0%	31.0%	38.0%	47.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## STATE GRANTS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	165,081	166,091	203,081	38,000
	<b>Total</b>	<b>165,081</b>	<b>166,091</b>	<b>203,081</b>	<b>38,000</b>
	1/Other goods and services from Federal sources				

# STATE GRANTS

## CHANGES IN FY 2014

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$0
Travel and transportation of persons	0
Communications, utilities, and miscellaneous charges	0
Other services from non-Federal sources	0
Other Federal sources (Census Bureau)	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

**Built-Ins Subtotal** \$0

**Net Program** \$38,000

**Direct FTE** 0

	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>\$165,081</b>	<b>0</b>
<b>Program Increase</b>	<b>\$38,000</b>	<b>0</b>

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>8,983</b>	<b>9,038</b>	<b>14,000</b>	<b>5,017</b>
FTE	0	0	0	0

### Introduction

VETS provides TAP Employment Workshops at military installations worldwide and consists of a two and half day workshop. The VOW Act was signed into law in November 2011, making participation in the DOL TAP Employment Workshop mandatory, with certain exemptions, for all transition service members. This also includes for the first time, a mandate requiring National Guard and Reserve Component members to attend the Employment Workshop.

After Passage of the VOW Act, the President’s Veterans Employment Initiative Task Force established goals for each of the military services and inter-agency partners to develop their respective sections of the TAP program. VETS plans to meet these goals through a continuous improvement model to assess the quality of the new DOL Employment Workshop based on data from service members that have completed the workshop, and veterans who are six to twelve months removed from separation. TAP supports the Department’s vision of “Good Jobs for Everyone” and the following Departmental Outcome goal: 1.3 Increase workers’ incomes and narrow wage and income inequality.

NOTE: Amounts appropriated for the Transition Assistance Program prior to FY 2011 were included in the Jobs for Veterans’ State Grants activity.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2009	\$0	0
2010	\$0	0
2011	\$6,986	0
2012	\$8,983	0
2013	\$14,710	0

### FY 2014

The request level of \$14,000,000 will allow the agency to provide services for 5,444 employment workshops with a planned average class size of 35 exiting service members or spouses. This funding level will allow DOL to deliver the employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. The requested funding level will facilitate the use of evaluation information beyond the state-level, and annual curriculum

## TRANSITION ASSISTANCE PROGRAM

review. Also, it will provide for the implementation of a rigorous program evaluation, ensure standardization across all workshop delivery points, and facilitate an annual curriculum update.

The Bureau of Labor Statistics (BLS) data on the annual average unemployment rates for calendar year 2012 indicates that the unemployment rate was 7.0 percent for all veterans, 9.9 percent for all Post-9/11 Era veterans, and 20 percent for post-9/11 era veterans ages 18-24. The unemployment rate for the 18-24 age group has fluctuated in recent years but has consistently exceeded the unemployment rate for other veteran age groups.

This funding level would assist VETS in ensuring that TAP Employment Workshops are available when needed. VETS State Directors work with local military installation TAP coordinators to organize and schedule domestic TAP Employment Workshops quarterly. In the event additional workshops are needed in that quarter, VETS must adjust the TAP Employment Workshop schedule for the time remaining in the quarter in order to meet the increased demand. With the expected high increase in exiting services members, these additional funds will allow for the demand to be met and not affect class size or delay workshops. The new reallocation authority in the appropriation language will also allow the agency to address any changes in service needs.

In addition, VETS will establish an annual curriculum evaluation regime. VETS has determined the Kirkpatrick model<sup>1</sup> of Four Levels of Effective Training to be the ongoing evaluation tool used to obtain information and input from participants at the conclusion of the TAP Employment Workshop. Kirkpatrick's Four-Level Training Evaluation Model will assist VETS in objectively analyzing the quality of the Employment Workshop training, so that it can be improved. The Kirkpatrick model evaluates training on four levels: Reaction, Learning, Behavior, and Results. The first level, Reaction, measures how a trainee reacted to the training. It is important to measure reaction, because it helps to understand how well the training was received by the exiting service member. It also helps to identify important areas that participants think are missing.

The remaining levels include measuring what a participant learns, whether the participant expects to use, or act upon, what he or she has learned, and participants' perspective on how useful the new skills or knowledge will be. It is important to measure learning because what a participant is or isn't learning also helps to improve the curriculum. VETS can take this information and work with military installations to identify and adjust learning conditions. The final level, Results, analyzes the final results of the training which includes outcomes. This type of ongoing evaluation and analysis is time consuming and requires highly skilled analysts. Keeping the curriculum up to date is a continual process that demands focused resources, time, and attention.

As VETS progresses through the four levels of effective evaluation, each successive level of evaluation adds precision to the measure of effectiveness. The cumulative results from the

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<sup>1</sup> Donald Kirkpatrick has developed a very successful evaluation model that has been used since the late 1950's by the training community. The focus is on measuring four kinds of outcomes that should result from a highly effective training program. The Kirkpatrick model is considered to be the standard in the Training and Instructional Systems Design industries.

## **TRANSITION ASSISTANCE PROGRAM**

training feedback can also be used to track TAP program performance in terms of, for example, percentage of participants who master particular skills, participation satisfaction rate, or percent of participants planning to register with an American Job Center.

### **FY 2013**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration are being provided to the Committee in a separate communication.

### **FY 2012**

The funding level for FY 2012 was \$8,983,000 for the DOL TAP Employment Workshop. With these funds, the DOL TAP Employment Workshop provided an estimated 4,500 Employment Workshops serving more than 160,000 participants.

VETS experienced increased demand for TAP Employment Workshops due to the drawdown in military personnel beginning in FY 2012, and in connection with the Department of Defense moving to comply with mandatory TAP participation in the first quarter of FY 2013. Another source of increased demand was the Department of Defense's Yellow Ribbon Reintegration Program, and in providing workshops to retiring Reserve and National Guard members, which represented two populations not fully supported in previous years.

On November 11, 2011, VETS unveiled the redesigned TAP Employment Workshop. In the second and third quarters of FY 2012, VETS piloted the redesigned workshop at eleven military bases:

- Air Force (2) – Travis AFB, CA, McGuire AFB, NJ
- Army (4) – Ft Bragg NC, Ft Belvoir VA, Ft Knox KY, Ft Drum NY
- Coast Guard (1)– US Coast Guard Training Center Cape May, NJ
- Marine Corps (2) – Marine Corps Base Quantico, VA, Marine Corps Air Station Miramar, CA
- Navy (2) – Naval Air Station Jacksonville, FL, Naval Base San Diego, CA

The purpose of the pilot program was to implement the new curriculum and refine and finalize the curriculum based on feedback and evaluation during the pilot phase. DOL evaluated the delivery of the TAP Employment Workshop at each of the selected sites through both participant based surveys and on-site assessments and technical assistance. The evaluation resulted in data synthesis and a recommendations report, which was used to implement program improvements.

From fourth quarter of FY 2012 through FY 2013 second quarter, VETS implemented the redesigned TAP Employment Workshop at all TAP sites worldwide.

## **TRANSITION ASSISTANCE PROGRAM**

This was the first year of the redesigned program that is more tightly focused on the mechanics of getting a job to include:

- Military skills translation
- Researching Labor Market Information
- Resume writing
- Interviewing skills
- Salary negotiation
- Performance metrics to measure the success of the reengineered TAP program

## TRANSITION ASSISTANCE PROGRAM

<b>DETAILED WORKLOAD AND PERFORMANCE</b>					
	<b>FY 2012 Revised Enacted</b>		<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>Transition Assistance Program</b>					
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>					
<b>Outcome Goal 1.1 - Increase workers' incomes and narrow wage and income inequality.</b>					
VETS- TAP- 01a	Number of TAP DOL Employment Workshops delivered in response to DoD demand	4,500[p]	4,560	5,400	5,444
VETS- TAP-02	DoD Estimated Number of Participants	152,000[p]	160,182	200,000[p]	200,000[p]
VETS- TAP-08	Percent of domestic TAP DOL Employment Workshop sites assessed	100%	98%	100%	100%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

# TRANSITION ASSISTANCE PROGRAM

## Workload Summary Narrative

This chart shows the workload measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the two Outcome Goals listed at the top of the chart. Under the Transition Assistance Program budget activity, these include the number of TAP Employment Workshops, the number of TAP workshop participants, and the percent of participants who are spouses.

VETS coordinates with the DOD to project demand for TAP classes and has consistently met this demand. DOD anticipates an increase in TAP DOL Employment Workshops demand given the drawdown of operations in Iraq and Afghanistan. DOL maintains close coordination with DOD to ensure demand to be met.

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	1,098	1,098	1,098	0
25.2	Other services from non-Federal sources	7,885	7,940	12,902	5,017
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	<b>Total</b>	<b>8,983</b>	<b>9,038</b>	<b>14,000</b>	<b>5,017</b>

# TRANSITION ASSISTANCE PROGRAM

## CHANGES IN FY 2014

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
Travel and transportation of persons	0
Other services from non-Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$5,017**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$8,983</b>	<b>0</b>
<b>Program Increase</b>	<b>\$5,017</b>	<b>0</b>

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>38,185</b>	<b>38,419</b>	<b>38,185</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Homeless Veterans' Reintegration Program (HVRP) is authorized under 38 U.S.C. 2021 (formerly 38 U.S.C. 4111 and 42 U.S.C. 11448). HVRP is the only federally funded, national program that targets employment and training for homeless veterans. The purpose of the HVRP is to provide services to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans.

In January 2011, the Department of Veterans Affairs (VA) estimated that approximately 67,495 veterans were homeless on any given night in the United States, representing about 14 percent of all homeless adults. Additionally, the VA estimates that homelessness among veterans declined by nearly 12 percent between January 2010 and January 2011. HVRP continues to support the strategic plan of the U.S. Interagency Council on Homelessness that calls for ending veteran homelessness and the Administration's commitment to eliminate homelessness among veterans by 2015.

Both urban and non-urban HVRP grantees are selected through a competitive process which demands applicants demonstrate that a significant number of homeless veterans exist within their geographic service area and that their particular programs are uniquely qualified to coordinate a wide array of support services to ensure that homeless veterans are able to prepare for, secure, and retain employment as the most effective way to reduce veteran homelessness in their area.

HVRP grantees are held to rigorous annual performance targets and must strive to meet at least 85% of their planned cumulative goals or be subject to closely monitored Corrective Action Plans (CAPs). Critical program performance metrics include: Enrollments, Placements, Placement Rate, Entered Employment, and Cost per Placement. Average Wage at Placement and Rates of Retention also are closely monitored and evaluated.

HVRP awards competitive grants to State and Local Workforce Investment Boards, state and local public agencies, and private non-profit, faith-based, and community-based organizations, to operate employment programs that reach out to homeless veterans and help them to become reintegrated into the workforce. HVRP grantees provide and coordinate a wide array of services utilizing a holistic case management approach that directly assists homeless veterans by establishing and monitoring critical linkages to a variety of supportive services available in their local communities.

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

Grantees must first design, develop, and execute project orientation workshops and program awareness activities as a part of their proposed outreach. To promote collaboration between the HVRP and the array of local service providers (and thereby eliminate or reduce the duplication in services and enhance the level of assistance), grantees must then actively integrate their activities with direct providers of services to homeless veterans, including shelter and soup kitchen operators and Veteran services organizations (VSO's). Successful applicants also must collaborate and coordinate with other Federal, State and local programs, such as Housing and Urban Development (HUD) and Veterans Affairs Supported Housing (VASH) to promote jointly funded programs and to integrate and leverage the varied services needed for homeless veterans.

The extensive level of outreach and coordination that is required ensures that homeless veterans are drawn into the program and that HVRP grantees effectively manage the needed support services, such as housing, mental and physical health services and substance abuse treatment, once participants are enrolled. By coordinating these support services, HVRP grantees are better able to focus and prepare homeless veterans for the employment and training opportunities that are the primary services coordinated through their program.

The main strength of the HVRP program is the employment-focus and "client centered hands-on" approach. Homeless veterans receive intense customized employment and training services to assist them to successfully transition into the labor force that includes occupational, classroom, and on-the-job training as well as job search and placement assistance, including follow-up services.

The Department of Labor's traditional job training and employment programs are often not well suited on their own to assist homeless veterans, because these programs tend to be office-based and require a higher degree of participant self-reliance. Helping homeless veterans requires a substantial amount of outreach and job development with employers as well as the coordination of individually tailored support services and training interventions. To facilitate this higher degree of support, HVRP grantees establish linkages to the local American Job Centers (AJC) and in some cases have an employment specialist funded by VETS (through their employment service grants to States) out-stationed on their site to specifically serve homeless veterans.

HVRP's client centered "hands-on" approach has produced positive performance results and VETS expects these results to continue in the years ahead. HVRP operates on the principle that the attainment of meaningful and sustainable employment in a well-paying job reduces veteran homelessness and the threat of repeated episodes of homelessness, and leads to the eventual elimination of even chronic and long-term veteran homelessness.

The HVRP awards grants in four program categories:

- Homeless Veterans
- Homeless Female Veterans and Homeless Veterans with Families (HFVWWF)
- Incarcerated Veterans' Transition Program (IVTP)
- Technical Assistance Grants

## HOMELESS VETERANS' REINTEGRATION PROGRAM

The first program category above is the mainstream HVRP program and that category receives the majority of the funding.

The second and third program categories above provide funds to support grantees providing specialized services to two segments of the homeless veteran population with special needs. The first of these segments is the homeless female veterans and homeless veterans with families. The second segment is the incarcerated veterans program.

The fourth program category above supports two partner organizations that assist VETS with planning, assisting, and assessing the network of community based organizations responsible for implementing service delivery activities in the other four program categories.

The Homeless Veterans' Reintegration Program supports the Department's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal: 1.1 Increase workers' incomes and narrow wage and income inequality.

HVRP supports the Departmental budget theme of *Increasing Employment of our Nation's Veterans* by funding grants that addresses the multitude of challenges associated with homeless veterans and are responsive to their employment and supportive service needs within the local community and applying metrics to the management of the program.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2009	\$26,330	0
2010	\$36,330	0
2011	\$36,257	0
2012	\$38,185	0
2013	\$38,109	0

### **FY 2014**

Given the current state of the economy in FY 2014, the challenging circumstances that homeless veterans face in entering the workforce, DOL will focus on providing grants opportunities in communities exhibiting high numbers of homeless veterans with a focus on homeless female veterans. According to the National Coalition for Homeless Veterans<sup>2</sup>, the number of homeless women veterans has doubled from 1,380 in FY 2006 to 3,328 in FY 2010. The FY 2014 funding request of \$38,185,000 reflects a balance between the Department's dedication to reducing the number of homeless veterans overall and the commitment to help women veterans.

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<sup>2</sup> Homeless Female Veterans. *National Coalition for Homeless Veterans*, Retrieved from [http://www.nchv.org/images/uploads/HFV\\_paper.pdf](http://www.nchv.org/images/uploads/HFV_paper.pdf)

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

At the request level, HVRP will provide services to over 20,000 veteran participants served through an estimated 165 or more grantees in this budget activity.

Historically, HVRP has been able to achieve greater than \$10 an hour wage at placement which is a significant achievement when attempting to reintegrate a homeless population. HVRP Average Cost Per Placement has held steady at a little under \$3,000 per placement.

One of the primary reasons for HVRP's success has been DOL's requirement that grantees establish a sophisticated network of linkages that result in provision of the full complement of reintegration/case management services. Applicants are encouraged to utilize, through partnerships or sub-awards, experienced public agencies, private non-profit organizations, private businesses, and community-based organizations. Furthermore, DOL is able to maximize reintegration success by requiring that applicants identify specific job or training opportunities within occupations and industries that are in demand within the geographical area to be served. Through submitted proposals applicants must address how they will successfully target occupations that are locally in demand. Each applicant must demonstrate how program participants will be placed in jobs or in training with career growth potential and with sufficiently high wages to ensure long-term self-sufficiency.

The primary objective of the HVRP technical assistance (TA) grants is to provide general TA on veteran's homelessness programs and issues to existing and potential HVRP, Homeless Female Veterans and Veterans with Families, and Incarcerated Veterans Training Program grantees. Some of the services provided are webinars, conference training sessions, onsite TA, post award training sessions, curriculum development, development and maintenance of a website, facilitation of communities of practice, outreach to employers, and research and development of best practices.

The requested funding level will allow VETS to award 80 or more grants for Stand Down events across the country. Stand Downs events are community-based intervention events at which homeless veterans are brought together in a single location over a two to three full day period to access community resources and supplies needed to begin addressing their individual problems and rebuilding their lives. During Stand Down events, grantee organizations partner with local businesses, government agencies, and community and faith-based service providers to offer services such as training program information, employment services, temporary shelter, showers, haircuts, meals, clothing, hygiene care kits, medical examinations, immunizations, legal advice, state identification cards and veterans' benefit information.

### **FY 2013**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration, are being provided to the Committee in a separate communication.

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## FY 2012

Enacted funding of \$38,185,000 has contributed significantly toward making the elimination of homelessness among veterans an attainable goal. This has supported a workload of employment services to 16,413 veteran participants served through 159 grantees in this budget activity.

Beginning with FY 2010, VETS has funded sub-programs in HVRP through separate grants. In addition to the mainstream grants, in FY 2012, the agency funded sub-programs in the amounts of:

- Homeless Female Veterans and Homeless Veterans with Families: \$3,633,364
- Incarcerated Veterans: \$3,837,443
- Technical assistance: \$849,916

In FY 2012, VETS awarded 21 Homeless Female Veterans and Homeless Veterans with Families (HFVVWF) grants. HFVVWF has completed its third year, serving 1,647 homeless female veterans and veterans with families, and placing 996 (60.5%) into jobs. VETS is expecting improved outcomes across all HVRP programs as the economy improves.

In FY 2012, \$16.4 million was awarded for new Urban and Non-Urban grants with awards ranging from a minimum of \$100,000 to a maximum award of \$300,000 for Urban grants and a minimum award of \$100,000 to maximum award of \$200,000 for Non-Urban grants.

The active period of performance for these grants was from July 1, 2012 through June 30, 2013. In addition, grantees are required to provide follow-up and retention services during a nine (9) month period from July 1, 2013 through March 31, 2014. During this period, grantees are expected to report on their follow-up and retention services for up to three quarters. Up to three (3) years of additional funding may be available, subject to the Department's decision to exercise the additional year(s) of funding based upon an assessment of satisfactory grantee performance and the appropriation of available funds. VETS encouraged HVRP applicants to be active participants in local HUD Continuum of Care Committees as well as frequent contributors to the development of local Ten-Year Plans to End Homelessness within their proposed geographic service areas.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>DETAILED WORKLOAD AND PERFORMANCE</b>							
		<b>PY 2011 Enacted</b>		<b>PY 2012 Revised Enacted</b>		<b>PY 2013 Full Year C.R.</b>	<b>PY 2014 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Homeless Veterans' Reintegration Program</b>							
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>							
<b>Outcome Goal 1.1 - Increase workers' incomes and narrow wage and income inequality.</b>							
VETS- HVRP- 01a	HVRP placement rate (including IVTP & HFVVWF participants)	74.0%	59.0%	65.0%	66.0%	66.0%	67.0%
VETS- HVRP- 03c	Homeless Female Placement Rate (including female participants in HVRP, IVTP & HFVVWF)	52%	51%	54%	62%	62%	63%
VETS- HVRP- Budget- 01	Number of Grants	--	140.00	--	143.00	159.00	TBD
VETS- HVRP- Budget- 02	Cost per Participant	--	\$2,116	\$2,100	\$2,061	\$2,100	\$2,100
VETS- HVRP- Budget- 03	Cost per Grant	--	\$241,195	--	\$236,577	\$231,737	--

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the two Outcome Goals listed at the top of the chart.

Under the HVRP budget activity, the number of veterans receiving employment services from the grantees funded through this program is a key workload measure. Key outcome measures include the placement rate for all HVRP participants, as well as the placement rate for all female HVRP participants. Additional measures (cost per participant, number of grants, and cost per grant) help explain the relationship between funding level and outputs. These measures have been used to provide comparisons between the various VETS employment programs and between fiscal years. Cost per participant and cost per grant data allow a comparison to the other employment programs such as the State Grants, the VA's Vocational Rehabilitation Program, and Veterans' Workforce Investment Program. The performance data also provides the information that is needed to facilitate proactive program management and that is needed to assist with decision making for program improvement.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	181	0	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	38,185	38,238	38,185	0
	<b>Total</b>	<b>38,185</b>	<b>38,419</b>	<b>38,185</b>	<b>0</b>

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## CHANGES IN FY 2014

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments \$0

Other services from non-Federal sources 0

Operation and maintenance of facilities 0

Grants, subsidies, and contributions 0

**Built-Ins Subtotal \$0**

**Net Program \$0**

**Direct FTE 0**

**Estimate FTE**

**Base \$38,185 0**



## VETERANS' WORKFORCE INVESTMENT PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>14,594</b>	<b>14,683</b>	<b>0</b>	<b>-14,594</b>
FTE	0	0	0	0

### Introduction

The Veterans' Workforce Investment Program (VWIP) budget activity supports efforts to ensure veterans' lifelong learning and skills development, under 29 U.S.C. 2913 (Veterans' Workforce Investment Programs - Sec. 168, Workforce Investment Act, P.L. 105-220) in programs designed to serve current eligible and targeted veteran subgroups with severe employability barriers.

VWIP supports the following outcome goal of the Department's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal: 1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2009	\$7,641	0
2010	\$9,641	0
2011	\$9,622	0
2012	\$14,594	0
2013	\$0	0

### FY 2014

No funds are requested for this activity in FY 2014. The twelve VWIP grants that were funded in FY 2012 were made with a 3 year period of performance; the performance period ends in FY 2014.

The elimination also addresses concerns about overlapping employment and training programs. The program's goals are similar to Veterans' State grant programs which supports employment services and training specifically for veterans in American Job Centers around the nation, including connecting to training opportunities supported by Workforce Investment Act funding. In addition, the Workforce Innovation Fund, which will include a new set-aside for projects that address the employment needs of Veterans, will promote reform of multiple workforce programs, including several DOL programs that offer priority of service to veterans.

### FY 2013

## **VETERANS' WORKFORCE INVESTMENT PROGRAM**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration, are being provided to the Committee in a separate communication.

### **FY 2012**

The FY 2012 appropriation of \$14,594,000 included an increase of \$4,972,000 for the VWIP program. Given the proposal to eliminate the program in FY 2013, VETS implemented transition options. This was done by making grants with multi-year periods of performance, as done in many other WIA competitive grant programs. VETS funded 12 new grantees in FY 2012; the period of performance for those grants will end in FY14.

The plan for VWIP included a mix of continuation and new grants, with new grants made available on a competitive basis.

## VETERANS' WORKFORCE INVESTMENT PROGRAM

<b>DETAILED WORKLOAD AND PERFORMANCE</b>								
	<b>PY 2011 Enacted</b>		<b>PY 2012 Revised Enacted</b>		<b>PY 2013 Full Year C.R.</b>	<b>PY 2014 Request</b>		
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>		
<b>Veterans' Workforce Investment Program</b>								
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>								
<b>Outcome Goal 1.3 - Help workers in low-wage jobs or out of the labor market find a path into middle class jobs.</b>								
VWIP- 01	VWIP Placement Rate		--	56.0%	60.0%	63.0%	64.0%	64.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

# VETERANS' WORKFORCE INVESTMENT PROGRAM

## Workload Summary Narrative

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the three Outcome Goals listed at the top of the chart.

Under the Veterans' Workforce Investment Program budget activity, the key workload measure is the number of veterans receiving employment services from the grantees funded through this program. The key outcome measure is the placement rate for VWIP participants.

Other measures have been used to provide comparisons between the various VETS employment programs and between fiscal years. Cost per participant allows a comparison to the other employment programs: State Grants, Homeless Veterans' Reintegration Program, and the VA Vocational Rehabilitation Program.

## VETERANS' WORKFORCE INVESTMENT PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	14,594	14,683	0	-14,594
	<b>Total</b>	<b>14,594</b>	<b>14,683</b>	<b>0</b>	<b>-14,594</b>

# VETERANS' WORKFORCE INVESTMENT PROGRAM

## CHANGES IN FY 2014

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

**Built-Ins Subtotal \$0**

**Net Program -\$14,594**

**Direct FTE 0**

	Estimate	FTE
<b>Base</b>	<b>\$14,594</b>	<b>0</b>
<b>Program Decrease</b>	<b>-\$14,594</b>	<b>0</b>

## NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>2,439</b>	<b>2,454</b>	<b>3,414</b>	<b>975</b>
FTE	0	0	0	0

### Introduction

The National Veterans' Training Institute (NVTI) was established in 1986 and authorized in 1988 by Public Law 100-323. Under a five-year, \$12,200,000 contract administered by VETS, NVTI provides competency-based training to further develop and enhance the professional skills of veterans' employment service providers throughout the United States, Guam and Puerto Rico. Training is provided to Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, and others who provide direct services to veterans. NVTI also conducts training for Federal staff in USERRA investigative techniques, Veterans' Preference law, and grants management. The NVTI, currently operated by the University of Colorado, provides a platform to ensure consistent training is provided to all veterans' employment service providers. This consistency ensures that the requirements mandated in Title 38, Chapters 41 and 42, along with regulatory and Agency policy, are uniformly implemented in all States. Further, the centralized training provides a forum for the sharing of promising practices. According to a statement in the GAO Report GAO-06-176, "Overall, state and local workforce officials were pleased with the quality of NVTI training. For example, a DVOP in an [American Job Center] in California found that NVTI classes provided a valuable opportunity to network and exchange ideas with other participants from around the country."

On October 13, 2010, Public Law 111-275 amended the timeline for DVOP and LVER to complete NVTI training from within three years to within 18 months. Further, VETS has required that all federal VETS staff attend the Uniformed Services Employment and Reemployment Act (USERRA) and the Veterans' Employment Opportunities Act (VEOA) training sessions prior to actively investigating complaints from veterans. Federal VETS staff who oversee the Jobs for Veterans State Grants program attend the Advanced Grants Management course.

NVTI supports the Department's vision of "Good Jobs for Everyone" by teaching skills and knowledge to those federal and state staff and grantees that support the following Outcome Goal:

- 1.1 Increase workers' incomes and narrow wage and income inequality.

NVTI supports the Departmental budget theme of *Increasing Employment of our Nation's Veterans*.

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2009	\$1,949	0
2010	\$2,449	0
2011	\$2,444	0
2012	\$2,439	0
2013	\$3,407	0

## FY 2014

In FY 2014, DOL will expand staffing levels to provide increased levels of intensive services to program participants and to provide services to other groups of service members, veterans and their families. The requested funding will result in approximately 500 additional DVOP specialists who will need to be trained. The request level funding of \$3,414,000 is required to address a legislative mandate contained in Veterans' Benefits Act of 2010 that all DVOP specialists and LVER staff participate in two mandatory training sessions within 18 months of initial employment. The requested funding will allow DOL to address the training needs of newly hired DVOP specialists, LVER staff and other state staff. The funding will also support the training of VETS federal staff and other federal staff. The average cost of \$682 per participant will result in a total of \$36,710 per class.

The VOW to Hire Heroes Act requires that DVOP specialists and LVER staff are tested upon completion of the required training courses to measure participants' proficiency. The requested funding level reflects the addition of 500 new DVOP specialists who will need to be tested. FY 2013 is the baseline year for establishing target outcomes associated with this legislative requirement. This budget will enable DOL to report on the outcomes associated with those examinations of participants in the required training courses.

The Final Rule on the Uniform National Threshold Entered Employment for Veterans will become effective on May 10, 2013. This rule established a threshold entered employment rate for veterans for use in evaluating the states' performance in assisting veterans to meet their employment needs. This budget will enable DOL to develop and provide web based training through NVTI on this new regulation.

The number of veterans and transitioning service members requiring direct services from DVOP specialists and other state staff will increase in FY 2014. This budget will enable DOL to develop appropriate web based training to increase the effectiveness and efficiency of direct services provided to targeted categories.

GAO Report 13-29: "VETERANS' EMPLOYMENT AND TRAINING - Better Targeting, Coordinating, and Reporting Needed to Enhance Program Effectiveness" made recommendations aimed at improving the guidance provided to staff in the coordination handbook [Technical Assistance Guide], integrating the Department of Defense into the interagency coordination framework, improving agency reporting on achievement of program

## **NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE**

performance goals and assessing program effectiveness. This budget will enable DOL to develop appropriate training aimed at achieving the goal of improved coordinated service for the benefit of the veteran.

The requested funding provides a workload of training for 4,500 VETS federal staff, other federal staff, DVOP specialists, LVER staff and state staff members. The production measures related to this activity are conducted by federal staff and therefore identified in the Federal Administration budget activity.

### **FY 2013**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration, are being provided to the Committee in a separate communication.

### **FY 2012**

The enacted funding of \$2,439,000 provided training for 4,333 DVOP specialists, LVER staff, other state staff, VETS federal staff and other federal staff members. The production measures related to this activity are conducted by VETS federal staff and therefore identified in the Federal Administration budget activity. In addition to the core courses offered through the training institute, NVTI developed an Advanced Grants Management course for VETS federal staff managing oversight of the Jobs for Veterans State Grants programs. To realize cost efficiencies, while also ensuring that the required training is provided to all veteran service providers, NVTI continued to develop training opportunities through various modalities, including web-based training. As required under PL 112-56, a final examination was developed and piloted in FY 2012 for all DVOP specialists and LVER staff that complete the legislatively mandated training courses. The test was approved for implementation in FY 2013.

# **NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE**

## **FY 2012 National Veterans' Training Institute**

### **Classroom Courses:**

- Case Management (DVOP)
- Labor Employment Specialist (DVOP & LVER)
- Promoting Partnerships for Emp. (LVER)
- Transition Assistance Program (DOLEW)
- VETS Federal Courses (Grants, USERRA Inv. VEOA)

### **Online Courses:**

- VB-Online (10 day)
- Distance OVS (self-paced)
- USERRA 101 (self-paced)
- USERRA 102 (self-paced)
- VITAL (14 day, instructor led)

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING  
SERVICE INSTITUTE**

<b>DETAILED WORKLOAD AND PERFORMANCE</b>					
	<b>FY 2012 Revised Enacted</b>		<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>National Veterans' Employment and Training Service Institute</b>					
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>					
<b>Outcome Goal 1.1 - Increase workers' incomes and narrow wage and income inequality.</b>					
VETS- NVTI- Budget- 01	Cost/Participant	\$965.00	\$563.00	\$554.00	\$759.00
VETS- NVTI- 01	Percent of trainees passing knowledge test on first administration	--	--	[base]	TBD
VETS- NVTI- 02	Number of trainees completing classes and distance learning courses	2,800	4,333	4,400	4,500

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## Workload Summary

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the Outcome Goal listed at the top of the chart. Under the NVTI budget activity, the key workload measure is the number of DVOPs, LVERs, federal staff, and others who receive training through the NVTI.

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING  
SERVICE INSTITUTE**

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	49	49	49	0
25.2	Other services from non-Federal sources	2,390	2,405	3,365	975
	<b>Total</b>	<b>2,439</b>	<b>2,454</b>	<b>3,414</b>	<b>975</b>

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING  
SERVICE INSTITUTE**

**CHANGES IN FY 2014**

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Travel and transportation of persons	0
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Other services from non-Federal sources	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$975</b>
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<b>Direct FTE</b>	<b>0</b>
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	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>\$2,439</b>	<b>0</b>
<b>Program Increase</b>	<b>\$975</b>	<b>0</b>

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY 14 Request / FY 12 Rev. Enacted</b>
<b>Activity Appropriation</b>	<b>35,155</b>	<b>35,370</b>	<b>41,838</b>	<b>6,683</b>
FTE	218	210	227	17

NOTE: FY 2012 reflects actual FTE. Authorized FTE for FY 2012 was 218.

### **Introduction**

VETS Federal Administration funding provides for the salary, travel and training for staff in the National Office, six Regional Offices, and the 52 offices in each state, the District of Columbia and Puerto Rico. The National Office includes the Office of the Assistant Secretary, the executive management team, and a cadre of staff that provide leadership and policy direction, review program performance, and provide national oversight and technical direction for VETS' compliance programs. The six Regional Offices provide program management and conduct compliance investigations, and are led by a Regional Administrator. Each state has a director who serves as the Grants Officers' Technical Representative for the formula and competitive grantees. In addition to grant administration functions, such as reviewing financial statements and reviewing modifications, staff conduct formal compliance assessments, on-site monitoring trips, desktop audits, and regular performance reviews of grants under their purview.

The major portion of the Administration funding is used for federal salaries and benefits, and for travel associated with the extensive oversight of grantees and the domestic Transition Assistance Program Employment Workshops.

This budget activity supports the Department's vision "Good Jobs for Everyone" and the following Departmental Outcome Goals:

- 1.1 Increase workers' incomes and narrow wage and income inequality.
- 1.4 Help middle-class families remain in the middle class.

VETS will use the Federal Administrative funds to support JVSG, TAP and HVRP improvements and USERRA enforcement. The following strategic areas will be a major focus for FY 2014.

- Improve JVSG performance outcomes by strengthening program monitoring and oversight. The reform proposal identifies the need to expand VETS and ETA data, IT, and analytic capacity.
- Implement a program, to administer, perform, and analyze data from the new auditing requirements mandated in the VOW Act.
- Improve and upgrade three disparate and antiquated IT systems used by VETS. The Veterans Employment and Training Services Operations and Programs Activity Report (VOPAR) system captures performance, financial, and outcome data from grantees; the VETS-100 system collects reports from Federal contractors; the USERRA and Veterans'

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Preference collection system monitors, analyzes, and reports on outreach and investigations conducted by VETS. In 2007, GAO recommended VETS develop a USERRA electronic case management system, ‘to reduce administrative burden and improve oversight...’.

Effectively monitor compliance with the VOW Act and foster an environment of continuous improvement of the TAP Employment Workshop. VETS has initiated a rigorous annual curriculum evaluation regime, which will provide appropriate contract oversight while providing for the ability to progress over time through the four levels of the Kirkpatrick’s model of effective training evaluations, while effectively realizing measurable increases in the employment outcomes of the transition service members separating from military service.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2009	\$34,625	234
2010	\$35,313	234
2011	\$35,242	228
2012	\$35,155	218
2013	\$37,086	0

### FY 2014

The FY 2014 request of \$41,838,000 supports 227 full-time equivalents (FTE) staff. This represents an increase of \$6,683,000 and 17 FTE above the FY 2013 request. The request funds a program increase of: \$1,300,000 and 12 FTE for a Veterans Job Development Office; \$2,100,000 for a USERRA Case Management System and an HVRP System Enhancement; \$1,250,000 for pilot projects involving VETS and the military services; and \$700,000 and 5 FTE for TAP Oversight. The FY 2014 request also provides for a built-in increase of \$1,333,000.

### Veterans Job Development Unit

VETS is requesting \$1.3 million for the creation of a Veterans Job Development Office, dedicated to job development activities for veterans. The request would fund 12 FTE, which will be divided among the six regional offices and the national office. These staff will provide a valuable bridge between national and regional employers, who are eager to commit to hiring veterans, and workforce development staff at American Job Centers who are tasked with building local employer relationships and assisting veterans in entering gainful employment. Specifically, these staff will be tasked with:

- Outreach to major or multi-state private sector companies to generate interest in and obtain commitments from them to hire veterans;
- Coordination with the American Job Center (AJC) service delivery system and state veterans’ agencies to promote the hiring of veterans, including provision of information

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

including labor market information, technical assistance as appropriate, and sharing of promising practices;

- Collaboration with state-based LVERs located across the country to efficiently match existing job leads with eligible veteran candidates;
- Strengthen tracking and reporting of private sector employment opportunities for veterans that result in employment;
- Study, document, and disseminate promising practices and models of employer outreach;
- Serve as subject matter experts in developing training for LVERs through the National Veterans' Employment and Training Institute (NVTI); and,
- Build and strengthen relationships with public and private sector employers; labor unions; industry associations; veterans associations; workforce development and economic development organizations; and education associations to advance employment opportunities for all veterans.

### **USERRA Case Management System**

VETS requests an additional \$1,400,000 to support an initiative which would improve information collection and reporting for USERRA. VETS' current USERRA Information Management System (UIMS) was developed in the mid-1990s as a unique system tailored to VETS' needs at the time. While it has served its original purpose well, VETS' information requirements have expanded considerably.

VETS' current UIMS collects and reports a small amount of data from hard-copy USERRA case files, but this involves time-consuming summarization and input of only limited of case information. These limitations in the UIMS restrict VETS' capacity to track and analyze the full scope of program performance and trends across all outcome goals.

Inefficiencies and excessive costs in the current hard-copy case file system would be eliminated in a new fully electronic case management system.

The USERRA program generates approximately 1,500 new cases per year; each of which now requires paper supplies and physical storage space in VETS' offices. By contrast, a fully electronic system would require minimal computer storage costs beyond those of the current Information Management System.

VETS proposes to make incremental investments in FY 2013 and 2014 to bring its various IT systems to 21<sup>st</sup> Century standards. Currently, the agency utilizes unrelated systems for competitive grant (and some formula grant) functions, another to collect reports from federal contractors in the VETS-100 program, and a third for its USERRA and Veterans' Preference programs. In FY 2013, the agency will implement a system for collecting and reporting data collected through audits of the American Job Centers, as required by the VOW to Hire Heroes Act of 2011.

The most critical and complex component of the new system will be electronic case management for USERRA and Veterans' Preference investigations. VETS currently utilizes the USERRA

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Information Management System (UIMS), a database developed in the mid-1990's to monitor, analyze and report on the USERRA and Veterans' Preference outreach and investigations conducted by VETS staff. The process is extremely paper-centric, which presents a challenge to remote assistance and oversight. In addition, it is not particularly user-friendly, so reports can only be generated by a highly specialized staff. VETS' USERRA management and information requirements have expanded considerably. Investigators in every state are assisted by Senior Investigators in Regional Offices and at the National Office. In addition, in the event of an emergency that made access to the paper files impossible for any period of time, or worse, resulted in the destruction of paper files, the course of the investigation, and the time to complete the investigation, would be severely impacted. Therefore, an updated electronic case management system, as was recommended by the U.S. Government Accountability Office (GAO) in 2007, is significantly overdue.

“To reduce administrative burden and improve oversight of USERRA complaints processing, we recommended that DOL develop a plan to reduce reliance on paper files and fully adopt the agency's automated complaint file system. DOL concurred with this recommendation and, as a result, is developing an electronic case records system that will allow all agencies assigned to the case an opportunity to review documents and add investigative notes or records<sup>[1]</sup>.”

Many cases must be shared with different offices at various stages (for quality reviews, referral requests, etc.). This requires multiple photocopying of all cases and shipping charges to deliver the cases. By contrast, a fully electronic system would not only eliminate the need to photocopy and ship costs, but it would also make full case file records available in real time to those staff with a “need-to-know.”

In addition, VETS' current Microsoft Excel spreadsheet for tracking USERRA education and outreach contacts is limited in capacity and very cumbersome to manage nationwide. This tracking function could be replaced and improved by building a new tracking system into the new Case Management System. USERRA contacts could be reported within the same system used for case management. Such consolidation of case management and education/outreach into a single system would streamline USERRA reporting efforts and improve data reliability and completeness.

A fully-electronic Case Management System would also increase VETS' capacity to meet USERRA's strict statutory timelines – 90 days for case investigation, and 60 days for DOL action on referrals – by providing real-time access to essential information and eliminating time spent on copying and shipping. Such a system would also be indispensable in contingency operation situations, by allowing USERRA efforts to continue effectively regardless of the physical location of VETS' staff members.

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<sup>[1]</sup> U.S. Government Accountability Office. (2007, November). MILITARY PERSONNEL: Federal Agencies Have Taken Actions to Address Servicemembers' Employment Rights, but a Single Entity Needs to Maintain Visibility to Improve Focus on Overall Program Results (Publication No. GAO-08-254T). Retrieved from GAO Reports Main Page via GPO Access database or at: <http://www.gpo.gov/fdsys/pkg/GAOREPORTS-GAO-08-254T/pdf/GAOREPORTS-GAO-08-254T.pdf>

# FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

## **HVRP Enhancement System**

VETS wishes to establish the same array of performance measures shown above, with appropriate numerical targets, related to employment outcomes for sub-categories of homeless veterans (e.g., chronically homeless veterans and female homeless veterans, to complement the existing measures and quantitative targets. In order to do so, VETS intends to obtain OMB approval to increase information collection and to use the data to establish baselines for the additional performance measures. Baseline data is necessary to set appropriate quantitative targets for new measures, such as the percentage of enrolled chronically homeless veteran participants who are placed in employment.

The increase of \$700,000 will allow the Agency to track performance against the new measures for sub-categories of homeless veterans, increase oversight of grantees' performance, improved inter-agency coordination of efforts for individuals enrolled in the program, and facilitate responding to ad hoc requests for information by stakeholders such as the Congress.

Designed a decade ago, primarily to convey program accomplishments (not progress against performance measures), the current system does not provide VETS users the ability to analyze the outcomes of individual veterans or to efficiently respond to ad hoc requests for information that frequently come to VETS from stakeholders and the Congress.

The funds will be used to expand the Agency's existing information management system (VOPAR) to enable tracking of performance against the new measures for sub-categories of homeless veterans, provide increased oversight of grantees' performance, improve inter-agency coordination of efforts for individuals enrolled in the program, and facilitate responding to ad hoc requests for information by stakeholders such as the Congress. VOPAR improvements will be implemented by developing a new Information Collection Request to identify the additional reporting burden, and by developing contracting instruments to procure a contractor for system development and implementation.

The funds will be used to expand the Agency's existing information management system (VOPAR) to enable tracking of performance against the new measures for sub-categories of homeless veterans, provide increased oversight of grantees' performance, improve inter-agency coordination of efforts for individuals enrolled in the program, and facilitate responding to ad hoc requests for information by stakeholders such as the Congress. VOPAR improvements will be implemented by developing a new Information Collection Request to identify the additional reporting burden, and by developing contracting instruments to procure a contractor for system development and implementation.

## **Pilot with Military Services**

VETS requests funding in the amount of \$1.25 million to conduct pilot projects with the military services that would focus on translating combat occupation skills into civilian licenses and credentials for an easier transition into the civilian workforce. A great deal of important work is underway in licensing and credentialing initiatives focused on military occupational specialties (MOS) that require skill sets that have a clear crosswalk to civilian occupations. There are a

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

great many service members in combat occupations, with MOS such as infantry, cavalry, and a variety of weapons specialists. VETS proposes to conduct pilots to help those veterans identify and translate their broad range of skills (not necessarily occupation-specific skills) to a defined group of civilian credentials needed for high-demand occupations. Translating combat experience and expertise could have a big impact on veteran employment and a reduction in those exiting service members receiving Unemployment Compensation for Ex-Service Members.

### **TAP Oversight**

VETS provides TAP Employment Workshops, at military installations, for members of the Armed Forces and their spouses who are within 12 months of separation or within 24 months of retirement. On November 21, 2011, President Obama signed the VOW Act into law, which makes attendance in the DOL TAP Employment Workshop mandatory, with limited exceptions, for all transitioning service members to include National Guard and Reserve starting in November 2012. VETS has undertaken a comprehensive effort to update and revise the TAP Employment Workshop curriculum so that it is more relevant and engaging for participants. By the end of FY 2013, VETS' goal is to fully implement the redesigned TAP Employment Workshop curriculum at all 188 U.S. and 50 overseas TAP locations. All workshops will be delivered by contract facilitators, as required by the VOW Act.

In FY 2014, VETS intends to engage in a continuous process of evaluation of TAP Employment Workshops to ensure accountability, integrity, and effectiveness. Specifically, monitoring, oversight, and accountability will be increased with the additional Federal staff. The more stringent and consistent monitoring may also inform modifications to the curriculum. The additional funds requested in Federal Administration for TAP will include a structured review of the TAP Employment Workshop curriculum. Since 1991, few curriculum revisions were conducted. It is vital in today's ever-changing employment environment, that the curriculum used to facilitate the Employment Workshops be current and relevant in order to equip the transitioning service members for employment in the civilian workforce.

### **FY 2013**

Figures shown for FY 2013 reflect the annualized Continuing Resolution (P.L. 112-175) as a full-year appropriation, which had not been replaced or amended at the time the budget was produced. In addition, these numbers do not reflect the impact of sequestration. The operating plans for Department of Labor programs for FY 2013 including sequestration, are being provided to the Committee in a separate communication.

### **FY 2012**

The FY 2012 enacted funding level for Federal Administration in VETS will provide overall agency support for fulfillment of all the agency's programs and operations, including:

- Investigation of an estimated 1,500 USERRA claims.

The Veterans' Benefits Act of 2010 (VBA), Pub. Law 111-127 requires the Secretary of Labor and the U.S Office of Special Counsel (OSC) to carry out a three-year

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

demonstration project concerning enforcement of the rights of federal executive branch employees under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as amended, 38 U.S.C. § 4301-4335. The VBA directs OSC to administer the Demonstration Project and directs the Secretary of Labor to cooperate with OSC in carrying out the project. The VBA also directs the Secretary to refer certain claims, over which DOL would otherwise be responsible, to OSC for investigation and resolution. Pursuant to direction from the Office of Management and Budget (OMB), the agreement provides for compensation for claims referred to OSC by the Department of Labor (DOL) for investigation and resolution pursuant to the VBA during periods of appropriations funded through the term of the Demonstration Project.

- Investigation of an estimated 850 Veterans' Preference complaints.
- Education and outreach on USERRA and VP to approximately 80,000 individuals.
- Grant oversight of the Jobs for Veterans State Grants (budget activity), to include serving as grant officer technical representatives to the 54 grantees, conducting site visits to State grantees, providing technical assistance on operations of the grant, and reviewing and approving annual State operating plans and quarterly financial and operational reports.
- Grant oversight of the Homeless Veterans' Reintegration Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 162 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Grant oversight of the Veterans' Workforce Investment Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 22 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Technical and managerial oversight of the Transition Assistance Program (budget activity) Employment Workshops, to include site visits to all transition sites in the continental United States.
- Technical and contract oversight of the National Veterans' Training Institute (budget activity), to include scheduling and approving all training classes and distance learning resources conducted by the NVTI.

In addition, VETS maintains an Internet web site that enables Federal contracting officers to check on Federal contractors' submissions of the VETS-100 form, which provides information on Federal contractors' number of targeted veterans employed by the federal contractors and the targeted veterans hired in the past year.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>DETAILED WORKLOAD AND PERFORMANCE</b>						
	<b>FY 2012 Revised Enacted</b>		<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>		
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>		
<b>Federal Administration - USERRA Enforcement</b>						
<b>Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation.</b>						
<b>Outcome Goal 1.3 - Help workers in low-wage jobs or out of the labor market find a path into middle class jobs.</b>						
VETS- CGM-03	Percent of competitive grant assessments conducted (on site reviews)		96.0%	98.0%	100.0%	100.0%
<b>Outcome Goal 1.4 - Help middle-class families remain in the middle class.</b>						
VETS- USERRA- 01	Percent of USERRA investigations completed within 90 days		90.0%	89.0%	90.0%	90.0%
VETS- USERRA- 02	Percent of USERRA referrals completed within 60 days		70.0%	83.0%	83.0%	85.0%
VETS- USERRA- 03	Number of Education and Outreach Contacts		80,000	74,713	80,000	80,000
VETS- USERRA- 04	Percent of Closed Cases Meeting the Agency's Quality Standard		[base]	83.3%	84.0%	86.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

### Workload Summary

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the Outcome Goals listed at the top of the chart.

A primary responsibility of the Federal Administration budget activity is to provide oversight and monitoring of VETS' grants and grantees to ensure each grant maximizes the number of veterans returned to the workforce. VETS conducts two distinct types of reviews of grant applications each fiscal year. For JVSG, each grantee submits a State Plan for a five-year period of performance once every five years. However, funding is provided on an annual basis. Therefore, each year the annual funding requests submitted by all 54 JVSG grantees are systematically reviewed for compliance with applicable laws, regulations, and the annual guidance on the policies and procedures applicable for that fiscal year. Each competitive grant is re-competed following a three-year period of performance, VETS requests applications for new competitive grants for approximately one-third of the competitive grantees each fiscal year.

VETS' Federal Administration continues to exercise oversight and monitoring of all VETS grants through the full life-cycle of the grant period by conducting on-site reviews of competitive grantees. In addition to assessing grantee compliance with agreed performance levels, VETS on-site reviews also include providing assistance on program execution and performance reporting as well as sharing best practices between and among grantees. The combined activities raises the performance levels of all grantees and provides them with the tools to increase the number of veterans served and placed in good jobs.

Finally, VETS' Federal Administration provides outreach, investigation and compliance under USERRA and Veterans' Preference. VETS conducts outreach to both these groups through a variety of venues including attendance at mobilizations and demobilizations, as well as a variety of employer oriented events.

VETS has undertaken a comprehensive training program for its staff in order to ensure that investigations are completed both accurately and in a timely manner. VETS reviews open and closed cases in order to ensure that quality standards are met, and seeks to improve both quality and timeliness at every opportunity.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2012 Revised Enacted</b>	<b>FY 2013 Full Year C.R.</b>	<b>FY 2014 Request</b>	<b>Diff. FY14 Request / FY 12 Rev. Enacted</b>
11.1	Full-time permanent	18,603	18,081	19,956	1,353
11.3	Other than full-time permanent	0	100	0	0
11.5	Other personnel compensation	205	209	205	0
11.9	<b>Total personnel compensation</b>	<b>18,808</b>	<b>18,390</b>	<b>20,161</b>	<b>1,353</b>
12.1	Civilian personnel benefits	4,945	5,135	5,509	564
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	1,308	1,270	1,363	55
22.0	Transportation of things	87	33	87	0
23.1	Rental payments to GSA	753	820	946	193
23.3	Communications, utilities, and miscellaneous charges	387	351	387	0
24.0	Printing and reproduction	342	706	342	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	2,497	1,488	3,859	1,362
25.3	Other goods and services from Federal sources 1/	5,076	6,632	6,132	1,056
25.4	Operation and maintenance of facilities	10	16	10	0
25.7	Operation and maintenance of equipment	688	342	2,788	2,100
26.0	Supplies and materials	160	95	160	0
31.0	Equipment	92	66	92	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	24	0	0
	<b>Total</b>	<b>35,155</b>	<b>35,370</b>	<b>41,838</b>	<b>6,683</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,874	5,478	5,930	1,056
	DHS Services	57	67	57	0
	HHS Services	145	17	145	0
	Services by Other Government Departments	0	1,066	0	0

# FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

## CHANGES IN FY 2014

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$17
Personnel benefits	0
One day more of pay	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	193
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	67
Working Capital Fund	1,056
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$1,333**

**Net Program** **\$5,350**

**Direct FTE** **17**

	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>\$36,488</b>	<b>210</b>
<b>Program Increase</b>	<b>\$5,350</b>	<b>17</b>

NOTE: Base reflects actual FY 2012 FTE.