

FY 2018

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

TABLE OF CONTENTS

Appropriation Language	1
Amounts Available for Obligation.....	3
Summary of Changes	4
Summary Budget Authority and FTE by Activity	6
Budget Authority by Object Class	7
Authorizing Statutes.....	8
Appropriation History	9
Overview	10
Organization Chart.....	13
Budget Activities	15
State Grants.....	15
Transition Assistance Program	23
Homeless Veterans' Reintegration Program	29
National Veterans' Employment and Training Service Institute.....	35
Federal Administration - USERRA Enforcement.....	41

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

VETS Appropriation Language

Not to exceed \$234,558,000 may be derived from the Employment Security Administration account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which:

(1) \$174,667,000 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 representatives under section 4104(b) 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, 2018, and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: 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) \$16,073,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144: Provided, That, up to \$300,000 of such funds may be used to enter into a cooperative agreement with a State relating to a mobile application to provide transition assistance to separating service members, veterans and eligible spouses;

(3) \$40,410,000 is for Federal administration of chapters 41, 42, and 43 of title 38, United States Code; and

(4) \$3,408,000 is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109: Provided, That the Secretary 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.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

In addition, from the General Fund of the Treasury, \$45,037,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: Provided, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, 2018, to provide services under such section: Provided further, That services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness.

Note.—A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations Act, 2017 (P.L. 114-254). The amounts included for 2017 reflect the annualized level provided by the continuing resolution.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2016 Enacted		FY 2017 Full Year C.R.		FY 2018 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$38,109	0	\$38,037	0	\$45,037
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$38,109</i>	<i>0</i>	<i>\$38,037</i>	<i>0</i>	<i>\$45,037</i>
Offsetting Collections From:						
Trust Funds	230	\$233,001	237	\$232,558	237	\$234,558
Other Supplementals and Rescissions	0	\$0	0	\$0	-4	\$0
<i>Subtotal</i>	<i>230</i>	<i>\$271,110</i>	<i>237</i>	<i>\$270,595</i>	<i>233</i>	<i>\$279,595</i>
B. Gross Budget Authority	230	\$271,110	237	\$270,595	233	\$279,595
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$2,000	0	\$0
<i>Subtotal</i>	<i>230</i>	<i>\$271,110</i>	<i>237</i>	<i>\$272,595</i>	<i>233</i>	<i>\$279,595</i>
C. Budget Authority Before Committee	230	\$271,110	237	\$272,595	233	\$279,595
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	230	\$271,110	237	\$272,595	233	\$279,595
Unobligated Balance Expiring	0	-\$152	0	\$0	0	\$0
Additional FTE Usage	15	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	245	\$270,958	237	\$272,595	233	\$279,595

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2017 Full Year C.R.	FY 2018 Request	Net Change
Budget Authority			
General Funds	\$38,037	\$45,037	+\$7,000
Trust Funds	\$232,558	\$234,558	+\$2,000
Total	\$270,595	\$279,595	+\$9,000
 Full Time Equivalents			
General Funds	0	0	0
Trust Funds	237	233	-4
Total	237	233	-4

Explanation of Change	FY 2018 Change							
	FY 2017 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	237	\$22,991	0	\$433	0	\$0	0	\$433
Personnel benefits	0	\$1,348	0	\$132	0	\$0	0	\$132
Employee health benefits	0	\$5,600	0	\$0	0	\$0	0	\$0
Two days less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$24	0	\$8	0	\$0	0	\$8
Benefits for former personnel	0	\$29	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,600	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$908	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$161	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$667	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	\$18,308	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$6,563	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$64	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$1,744	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$9	0	\$0	0	\$0	0	\$0

VETERANS' EMPLOYMENT AND TRAINING SERVICE

FY 2018 Change

Explanation of Change	FY 2017 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$351	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$100	0	\$0	0	\$0	0	\$0
Equipment	0	\$50	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$210,026	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	237	+\$270,595	0	+\$573	0	\$0	0	+\$573
B. Programs:								
HVRP \$7 Million Increase	0	\$38,037	0	\$0	0	\$7,000	0	\$7,000
Career Technical Training Track (CTTT)	0	\$14,100	0	\$2,000	0	\$0	0	\$2,000
Programs Subtotal			0	+\$2,000	0	+\$7,000	0	+\$9,000
Total Increase	237	+\$270,595	0	+\$2,573	0	+\$7,000	0	+\$9,573
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
FTE Reduction to Absorb Inflationary Costs	237	\$40,410	-4	-\$573	0	\$0	-4	-\$573
Programs Subtotal			-4	-\$573	0	\$0	-4	-\$573
Total Decrease	0	\$0	-4	-\$573	0	\$0	-4	-\$573
Total Change	237	+\$270,595	-4	+\$2,000	0	+\$7,000	-4	+\$9,000

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2016 Enacted		FY 2017 Full Year C.R.		FY 2018 Request		Diff. FY18 Request / FY17 Full Year C.R.	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	175,000	0	174,667	0	174,667	0	0
Unemployment Trust Funds	0	175,000	0	174,667	0	174,667	0	0
Transition Assistance Program	0	14,100	0	14,073	0	16,073	0	2,000
Unemployment Trust Funds	0	14,100	0	14,073	0	16,073	0	2,000
Homeless Veterans' Reintegration Program	0	38,109	0	38,037	0	45,037	0	7,000
General Funds	0	38,109	0	38,037	0	45,037	0	7,000
National Veterans' Employment and Training Service Institute	0	3,414	0	3,408	0	3,408	0	0
Unemployment Trust Funds	0	3,414	0	3,408	0	3,408	0	0
Federal Administration - USERRA Enforcement	245	40,487	237	40,410	233	40,410	-4	0
Unemployment Trust Funds	245	40,487	237	40,410	233	40,410	-4	0
Total	245	271,110	237	270,595	233	279,595	-4	9,000
General Funds	0	38,109	0	38,037	0	45,037	0	7,000
Unemployment Trust Funds	245	233,001	237	232,558	233	234,558	-4	2,000

NOTE: 2016 reflects actual FTE.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	230	237	233	-4
	Total	230	237	233	-4
	Average ES Salary	\$168,102	\$170,624	\$170,624	\$0
	Average GM/GS Grade	12/6	12/6	12/7	0
	Average GM/GS Salary	\$87,802	\$88,829	\$89,717	\$888
11.1	Full-time permanent	20,980	22,770	22,808	38
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	197	221	221	0
11.9	Total personnel compensation	21,177	22,991	23,029	38
12.1	Civilian personnel benefits	6,396	6,972	6,934	-38
13.0	Benefits for former personnel	29	29	29	0
21.0	Travel and transportation of persons	1,561	1,600	1,654	54
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	907	908	918	10
23.3	Communications, utilities, and miscellaneous charges	222	161	150	-11
24.0	Printing and reproduction	842	667	842	175
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	17,674	18,308	20,099	1,791
25.3	Other goods and services from Federal sources 1/	9,899	8,371	8,372	1
25.4	Operation and maintenance of facilities	109	9	9	0
25.7	Operation and maintenance of equipment	746	351	351	0
26.0	Supplies and materials	112	100	100	0
31.0	Equipment	50	50	50	0
41.0	Grants, subsidies, and contributions	211,334	210,026	217,006	6,980
42.0	Insurance claims and indemnities	50	50	50	0
	Total	271,110	270,595	279,595	9,000
	1/Other goods and services from Federal sources				
	HHS Services	500	365	365	0
	Services by Other Government Departments	808	1,377	1,377	0
	Working Capital Fund	8,532	6,563	6,563	0
	DHS Services	59	64	65	1
	GSA Services	0	1	1	0

VETERANS' EMPLOYMENT AND TRAINING SERVICE

AUTHORIZING STATUTES

Public Law / Act

- 38 U.S.C. Chapters 41 and 42, as amended by Pub. Law 107-288,
- Pub. Law 105-339
- 38 U.S.C. Chapter 43, as amended by Pub. Law 103-353
- Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300
- 38 U.S.C. 2021, 2021A, and 2023
- Pub. Law 112-56, Title II

Legislation

- Jobs for Veterans Act
- Veterans Employment Opportunities Act
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Vietnam Era Veterans' Readjustment Assistance Act of 1974
- Homeless Veterans' Reintegration Programs
- VOW to Hire Heroes Act

VETERANS' EMPLOYMENT AND TRAINING SERVICE

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2008					
Base Appropriation	\$228,096	\$228,198	\$231,198	\$228,096	234
2009					
Base Appropriation...1/	\$238,439	\$239,439	\$239,439	\$239,439	234
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...2/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...3/	\$261,036			\$264,438	218
2013					
Base Appropriation...4/	\$258,870			\$250,604	218
2014					
Base Appropriation	\$300,518			\$269,523	227
2015					
Base Appropriation	\$269,981			\$269,981	230
2016					
Base Appropriation	\$271,110	\$271,110		\$271,110	230
2017					
Base Appropriation...5/	\$285,520				237
2018					
Base Appropriation	\$279,595				0

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

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

3/ Reflects a \$501 reduction pursuant to P.L. 112-74

4/ Reflects a 0.2% across-the-board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985.

5/ A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

OVERVIEW

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of American veterans. VETS is part of an integrated veterans employment, training, and compliance enterprise in the Department of Labor. Our programs:

- Prepare transitioning service members and military spouses for civilian employment;
- Provide employment and training services to eligible veterans and their spouses;
- Protect employment and re-employment rights of service members and veterans, and ensure that Federal employers give appropriate preferential hiring to veterans, and
- Promote employment opportunities for veterans.

For Fiscal Year (FY) 2018, the Agency is requesting \$279,595,000. This includes funding for:

- Jobs for Veterans State Grants, in the amount of \$174,667,000.
- Transition Assistance Program, in the amount of \$16,073,000.
- Homeless Veterans' Reintegration Program, in the amount of \$45,037,000
- National Veterans' Training Institute, in the amount of \$3,408,000
- Federal Administration - USERRA Enforcement, in the amount of \$40,410,000.

The VETS budget is formulated through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2018 request is \$174,667,000.

The Jobs for Veterans State Grants is the largest component of the VETS budget, serving over 170,000 veterans each fiscal year. VETS assists veterans in obtaining and maintaining meaningful employment through services provided at American Job Centers (AJC) and other locations. VETS awards the JVSG grants as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state and the number of unemployed persons in the state. The grant supports two types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide case management services targeted at meeting the employment needs of disabled veterans and other veterans with significant barriers to employment; and
- Local Veterans' Employment Representatives (LVER), who conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, and encourage the hiring of veterans.

The FY 2018 request will support approximately 2,100 DVOP specialists and LVER staff across the country.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

VETS will continue to focus on providing individualized career services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of an individual employment plan; group and individual career counseling and planning; and short-term skills development (such as interview and communication skills), in order to improve employment outcomes for these individuals.

VETS continues to collaborate with the Department of Veterans Affairs' 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. Additionally, recent policy changes between the VA and VETS requires 100% of VR&E participants to receive both labor market information and employment services through the American Job Centers.

(2) Transition Assistance Program (TAP) - The FY 2018 request is \$16,073,000.

The Department of Labor provides the TAP Employment Workshop, a standardized, comprehensive three-day workshop which assists service members in transitioning to civilian employment. Over 6,000 employment workshops are conducted each fiscal year. TAP Employment Workshops are provided on military installations both domestically and abroad and are facilitated by an all-contract staff. At the request level, TAP Employment Workshops will be delivered to over 200,000 transitioning service members and spouses.

VETS expects the demand for the TAP Employment Workshop to remain constant over the next few years.

In accordance with the TAP Memorandum of Understanding dated December 16, 2016, VETS assumes full responsibility to deliver the optional Career Technical Training Track (CTTT) workshops offered within TAP. The CTTT is a two-day workshop conducted at military installations worldwide. The purpose of CTTT is to provide guidance to service members, who are pursuing further technical training, in selecting schools and technical fields. In FY 2017, CTTT was transferred to VETS from the U.S. Department of Veterans' Affairs. The request level includes a \$2 million increase to fulfill this responsibility.

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2018 request is \$45,037,000.

HVRP is the only federal nationwide program focusing exclusively on the employment of veterans experiencing homelessness. The program provides job training, counseling, and placement services, including job readiness, literacy, and skills training, to aid in the reintegration of homeless veterans into the labor force, and helps over 16,000 homeless veterans each year. HVRP funds are awarded to state and local workforce investment boards; state and local public agencies; and private non-profit organizations, including faith-based and community organizations through an annual competitive grant.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

Grantees provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees conduct outreach to homeless veterans through collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing (HUD-VASH) grantees, and Health and Human Services (HHS) grantees. The 2018 Budget includes an increase of \$7 million over the CR level.

(4) National Veterans' Training Service Institute (NVTI) – The FY 2018 request is \$3,408,000.

NVTI was established to ensure a high level of proficiency and training for staff that provide veterans employment services. NVTI provides training to over 6,000 federal staff and veteran service providers each fiscal year, including DVOP specialists and LVER staff who provide or oversee grant services, and federal staff who perform compliance and enforcement activities under USERRA and Veterans' Preference.

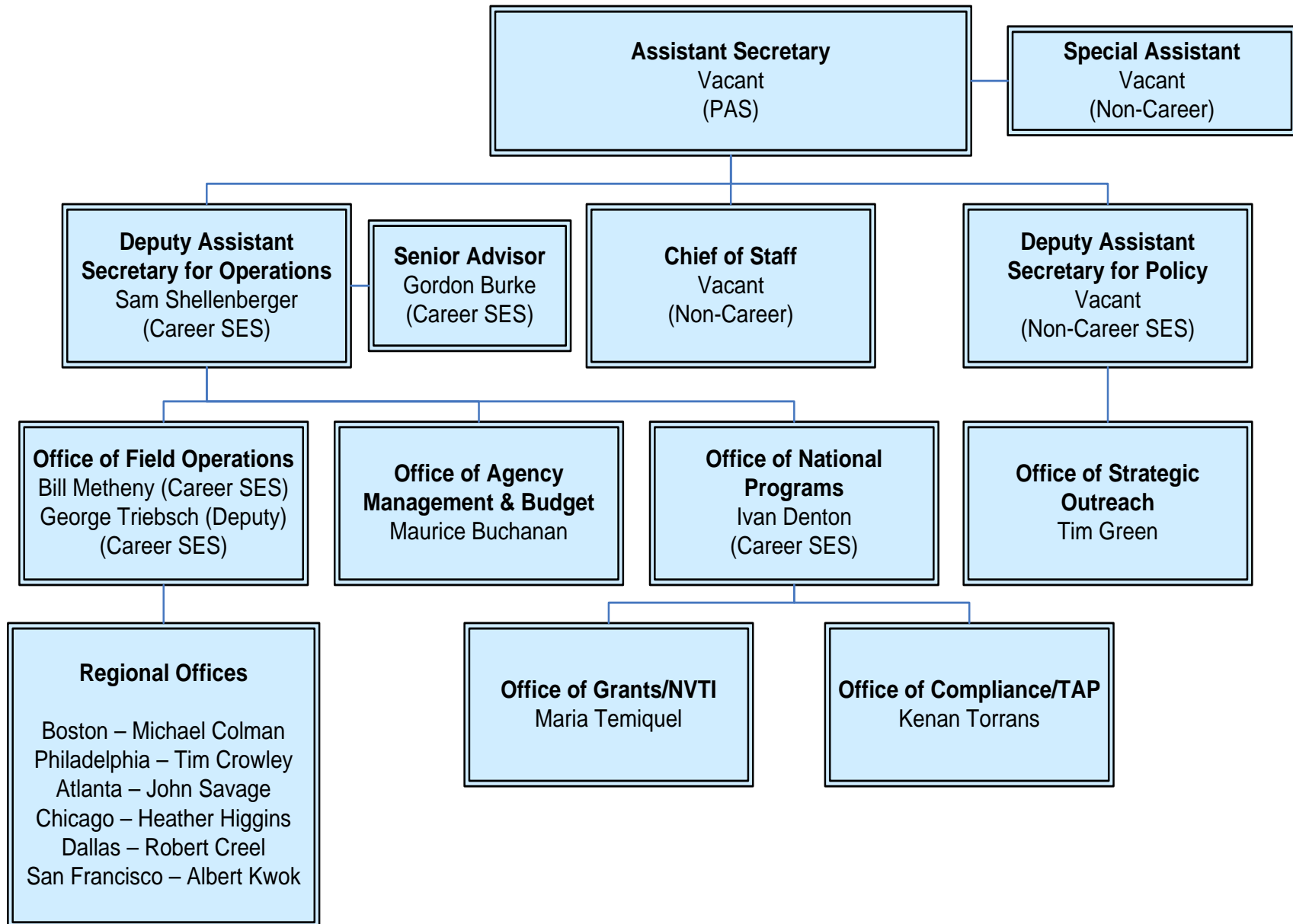
At the requested level, NVTI will be able to train veteran service providers in order to meet the training requirements of the Veterans' Benefits Act of 2010 (Public Law 111-275). This statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions. NVTI will also continue required proficiency testing of DVOP and LVER participants.

(5) Federal Administration – USERRA – The FY 2018 request is \$40,410,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the Agency's activities, programs, initiatives, and administrative and oversight functions. The request will fund VETS staff distributed across each state, the District of Columbia and Puerto Rico; six regional offices; and the national office.

Under the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), 38 U.S.C. §§ 4301-4335, VETS protects the civilian employment and reemployment rights of service members who leave civilian employment to perform active military service. This budget activity also funds compliance investigations that protect 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. Pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. § 3330a, VETS helps to ensure that qualified veterans obtain the required preference in Federal agency hiring and retention actions by investigating claims of violations of those rights. In addition, pursuant to 38 U.S.C. § 4212, Federal contractors submit annual reports to VETS setting forth their efforts to discharge their affirmative action duties to hire and retain covered veterans in their employ.

VETERANS' EMPLOYMENT AND TRAINING SERVICE



STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	175,000	174,667	174,667	0
FTE	0	0	0	0

Introduction

The state grants budget activity funds the Jobs for Veterans State Grants (JVSG) program. The JVSG program functions primarily as a staffing grant, providing salaries and benefits for state merit employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning service members identified as in need of concentrated case management services;
- wounded or ill service members in military treatment facilities, and their family caregivers; and,
- other populations of veterans specified by the Secretary.

The grants are distributed on a formula basis to State Workforce Agencies to support the Disabled Veterans' Outreach Program (DVOP) specialists and the Local Veterans' Employment Representative (LVER) staff. These staff provide employment services in various locations in 50 states, Puerto Rico, the District of Columbia, Guam, and the Virgin Islands. Sites include the network of American Job Centers, Department of Veterans Affairs (VA) facilities, military medical treatment facilities, and Warrior Transition Units. Warrior Transition Units are located at major military treatment facilities and provide support to wounded, ill and injured soldiers who require at least six months of rehabilitative care and complex medical management.

DVOP specialists are authorized by Section 4103A of Title 38, United States Code. DVOP specialists provide specialized services to veterans and eligible spouses with significant barriers to employment. Additionally, beginning in FY 2014, appropriation language was amended to allow DVOP specialists to provide to transitioning service members in need of intensive services, and to wounded, ill, or injured service members and their caretakers. Those intensive services, now named individualized career services under WIOA, include job readiness assessments, interview preparation, development of an Individual Development Plan (IDP), and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured servicemembers 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 individualized employment-related services to eligible veterans served through the Homeless Veterans' Reintegration Program and Incarcerated Veterans' Transition Program.

STATE GRANTS

LVER staff are authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with local businesses to increase employment opportunities for veterans, encourage the 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. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$162,025	0
2014	\$175,000	0
2015	\$175,000	0
2016	\$175,000	0
2017	\$0	0

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

FY 2018

The FY 2018 budget requests \$174,667,000 for the JVSG program to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment, and connect employers across the country with work-ready veterans. The Jobs for Veterans State Grants program will continue to provide funding to 54 states and U.S. territories for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff, located in American Job Centers and other locations. DVOP specialists will continue to provide individualized career services to veterans with significant barriers to employment, including disabled veterans and other eligible populations. LVER staff will continue to promote the hiring of veterans in communities through outreach activities that build relationships with local employers and provide training to workforce center staff to facilitate the provision of services to veterans.

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

STATE GRANTS

DETAILED WORKLOAD AND PERFORMANCE					
		FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
		Target	Result	Target	Target
State Grants					
WIOA DVOP-07	Percent of JVSG veterans receiving individualized career services from DVOP	[base]	--	[base]	TBD
DVOP-07a	Percent of veterans receiving intensive services from DVOP specialists.	90.0%	88.7%	--	--
WIOA DVOP-01	Employment Rate (2nd quarter after exit) for veterans served by DVOP	[base]	[base]	[base]	[base]
DVOP-01a	Employment Rate for veterans served by DVOP	60.0%	59.0%	--	--
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	[base]	[base]	[base]	[base]
DVOP-03a	Employment Retention Rate for veterans served by DVOP.	82.0%	82.0%	--	--
VETS-JVSGBudget-01	Number of Participants	180,000	170,055	170,000	170,000
VETS-JVSGBudget-02	Cost/Participant	\$972.00	\$1,027.00	\$1,027.00	\$1,027.00
VETS-JVSGBudget-03	State FTE	2,100	2,100	2,100	2,100

STATE GRANTS

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
	Target	Result	Target	Target
VETS- Cost per FTE JVSGBudget- 04	\$90,000.00	\$94,074.00	\$95,000.00	\$96,000.00

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

STATE GRANTS

Workload Narrative Summary

The chart above details the performance measures DOL uses to measure the JVSG program and services to participants.

The number of participants in the JVSG program has dramatically decreased due to improving economic conditions across the nation. Since the economy has improved, American Job Centers are seeing fewer jobseekers including jobseekers who are veterans. Additionally the refocusing guidance released in April 2014 emphasized that only those veterans with significant barriers to employment be referred to a DVOP specialist, as opposed to all veterans, which was the previous practice of many states. The reduction in the number of participants allows DVOP specialists to devote increased case time to veterans who most need assistance to become employed, providing them with the individualized career services required to address their specific barriers to employment. This also results in an increase to the cost per participant.

The two employment outcome measures, Employment Rate for 2nd and 4th Quarter, are the outcomes of participants served by DVOP specialists. With the implementation of Workforce Innovation and Opportunity Act (WIOA), VETS will be baselining these measures in FY 2017 and FY 2018, and transitioning away from the old performance measures which captured entered employment in the 1st quarter after exit and employment retained until the 3rd quarter after exit.

One of the Department's key goals is to measure the rate of veterans receiving individualized career services from DVOP specialists. With the change in WIOA, VETS will be baselining this measure in FY 2017 and FY 2018 as well. Similar to Intensive Services under WIA, these services include career planning and counseling, skill assessment, referral to training and support services, and post-transition follow-up; providing participants with an individualized plan for mitigating employment barriers; and easing the transition into the civilian workforce.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
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	750	1,000	1,320	320
25.3	Other goods and services from Federal sources 1/	1,025	1,300	1,300	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	173,225	172,367	172,047	-320
	Total	175,000	174,667	174,667	0
	1/Other goods and services from Federal sources				
	HHS Services	500	300	300	0
	Services by Other Government Departments	525	1,000	1,000	0

STATE GRANTS

CHANGES IN FY 2018

(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
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$174,667	0
Program Increase	\$0	0
Program Decrease	\$0	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	14,100	14,073	16,073	2,000
FTE	0	0	0	0

Introduction

The Transition Assistance Program (TAP) for separating and retiring service members and their spouses, codified in 10 U.S.C. 1144, is a cooperative effort between DOL, the Departments of Defense (DoD), Homeland Security (DHS), and Veterans Affairs (VA). VETS administers the DOL Employment Workshop (DOLEW) as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members entering the civilian workforce. The DOLEW is an intense three-day workshop focused on the fundamentals of career transition and the mechanics of getting a job; it includes developing a job search plan, networking, creating an effective resume, and interviewing techniques. DOL provides Employment Workshops based on the demand of the Armed Services. VETS' estimates for TAP are based on DoD's projections of approximately 200,000 service members attending the DOLEW in the coming year. VETS uses an average class size of 30 participants, based on historical data, to determine the estimated number of workshops that will be needed. Printing and distribution costs are based on the DoD projections of the number and location of workshops.

The Veterans Employment Initiative Task Force, a collaboration of several agencies across the Government, established requirements for each of the military services and interagency partners to develop their respective sections of the TAP program. DOL works closely with DoD to project the demand for Employment Workshops and has consistently met this demand.

The Veterans Employment Initiative Task Force also created three voluntary training tracks, one of which is the Career Technical Training Track (CTTT). The TAP Memorandum of Understanding (MOU) dated December 16, 2016, assigned full responsibility for CTTT to DOL. The CTTT is a two-day workshop conducted at military installations worldwide. The purpose of CTTT is to provide guidance to service members, who are pursuing further technical training, in selecting schools and technical fields. CTTT addresses such topics as research of reputable technical training options; and how to identify and select reputable, high-quality career fields and determine their technical and licensing requirements.

The Veteran Data Exchange Initiative, (VDEI) came on-line during the Fall 2016 and is integral to the VETS TAP program. VDEI allows us for the first time to analyze data on Transitioning Service Members (TSM) received directly from the Defense Manpower Data Center. This data will be used to evaluate and focus the TAP program and to guide post-transition efforts related to Veteran employment programs. In addition, we are already using the data received to reach out

TRANSITION ASSISTANCE PROGRAM

to TSMs via email to make them more aware of the help and services available. VETS plans further analyses to expand this feature to assist transitioning veterans to get the most out of available services and support throughout the transition process.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$13,524	0
2014	\$14,000	0
2015	\$14,000	0
2016	\$14,100	0
2017	\$0	0

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

FY 2018

The FY 2018 budget requests \$16,073,000 for the TAP program. The requested level will allow the agency to provide services for approximately 7,000 employment workshops. DoD's projected demand for the DOLEW is expected to remain consistent with that of FY 2017. This funding level will allow DOL to continue 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 increase of \$2 million will allow DOL VETS to provide 900 - 1,000 CTTT workshops at military installations worldwide. Additionally, VETS will sustain the TAP mobile application that was deployed in FY 2017. The mobile application will allow DOL to make more cost effective updates to the DOLEW participant material, and result in cost savings over printing, storage, and distribution of printed material.

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

TRANSITION ASSISTANCE PROGRAM

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
	Target	Result	Target	Target
Transition Assistance Program				
VETS-TAP-01a	Number of TAP DOL Employment Workshops delivered in response to DoD demand		7,600	7,700
VETS-TAP-02	DoD Estimated Number of Participants		200,000	200,000
VETS-TAP-08 (TOTAL)	Percent of domestic TAP DOL Employment Workshop sites assessed		100.0%	[base]

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

TRANSITION ASSISTANCE PROGRAM

Workload Summary Narrative

The Transition Assistance Program budget activity measures include the number of TAP Employment Workshops, the number of TAP workshop participants, and the percent of site assessments conducted. The number of TAP workshops and participants is based on the demand from the Department of Defense.

With \$2,000,000 in added funding for the Career Technical Training Track, the Department expects to provide services to a proportional amount of transitioning service members. Since the total participant amount is driven by exiting active military members, the Department does not expect a substantial deviation to the count of total participants.

The Department strives to assess the majority of the domestic TAP sites each year, with a particular focus on new sites. This new assessment methodology will lead to a new baseline for this metric.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
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
22.0	Transportation of things	0	0	0	0
24.0	Printing and reproduction	800	625	800	175
25.2	Other services from non-Federal sources	13,300	13,448	14,973	1,525
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	0	0	300	300
	Total	14,100	14,073	16,073	2,000
	1/Other goods and services from Federal sources				

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2018

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

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

Built-Ins Subtotal **\$0**

Net Program **\$2,000**

Direct FTE **0**

	Estimate	FTE
Base	\$14,073	0
Program Increase	\$2,000	0
Program Decrease	\$0	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	38,109	38,037	45,037	7,000
FTE	0	0	0	0

Introduction

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, provides services to help veterans experiencing homelessness obtain meaningful employment and to develop effective service delivery systems to address the complex problems facing homeless veterans. Funds are awarded on a competitive basis to eligible applicants, including: state and local Workforce Investment Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations.

In addition to HVRP grants, funding in this budget activity is also used to serve specific subsets of the homeless veteran population, through the following grants: the Homeless Female Veterans and Veterans with Families grants specifically target the subpopulation of female veterans experiencing homelessness and veterans with families experiencing homelessness; the Incarcerated Veterans' Transition grants provide employment services to incarcerated veterans at risk of becoming homeless; and, Stand Down grants are awarded for local events typically held for one to two days, during which a variety of social services are provided to veterans experiencing homelessness.

HVRP grantees use a case management approach to assist homeless veterans, and provide critical linkages for a variety of support services available in their local communities. The program is employment focused; veterans receive the employment and training services to help them re-enter the labor force. Direct services include placement in employment, skills training, job development, career counseling, and resume writing. Support services such as clothing, provision of or referral to temporary, transitional, and permanent housing, referral to medical substance abuse treatment, and transportation assistance are also available.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$36,188	0
2014	\$38,109	0
2015	\$38,109	0
2016	\$38,109	0
2017	\$0	0

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2018

The FY 2018 budget requests \$45,037,000 for the HVRP program, an increase of \$7 million over the CR level. HVRP is funded to exclusively focus on reintegrating eligible homeless veterans into the workforce.

Research shows that people experiencing homelessness need and want to work. A report by the Heartland Alliance found that people experiencing homelessness consistently rank employment along with healthcare and housing as a primary need and often attribute their homelessness to unemployment and insufficient income.¹ The Alliance Report further states that rapid re-housing providers across the country indicate that although participants need and want to work, many face significant barriers to employment and have experienced long-term or chronic unemployment. According to the U.S. Interagency Council on Homelessness, about half of homeless veterans are considered chronically homeless—which is much higher than the 25% of the overall homeless population who are chronically homeless. Chronically homeless people have disabilities, including serious mental illness, chronic substance use disorders, or chronic medical issues, and are homeless repeatedly or for long periods of time.

HVRP will continue to provide employment and training services to homeless veterans equipping them with the skills to gain meaningful employment, while partnering with federal and nonfederal partners who share the goal of ending veteran homelessness. For the last 20 years, HVRP grants were capped at \$300,000. The purchasing power of this money has declined. In new grants awarded, July 1, 2017, the funding maximum was increased to \$500,000. These additional funds along with new requirements that grantees enroll participants in services at American Job Centers are expected to increase services and allow grantees to serve those most at need, the chronically homeless. Grantees will provide an array of employment services utilizing a case management approach that directly assists homeless veterans as well as provide critical linkages for a variety of supportive services available in their local communities.

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

¹ Integrating Rapid Re-Housing & Employment, Heartland Alliance, March 2017

HOMELESS VETERANS' REINTEGRATION PROGRAM

DETAILED WORKLOAD AND PERFORMANCE							
	PY 2015 Enacted		PY 2016 Enacted		PY 2017 Full Year C.R.	PY 2018 Request	
	Target	Result	Target	Result	Target	Target	
Homeless Veterans' Reintegration Program							
VETS-HVRP-01a	HVRP placement rate (including IVTP & HFVVWF participants)		65.0%	68.7%	65.0%	68.4%[e]	65.0%
VETS-HVRP-WIOA-01	Employment Rate 2nd Quarter After Exit		--	--	[base]	[base]	[base]
VETS_HVRP-WIOA-02	Employment Rate 4th Quarter After Exit		--	--	[base]	[base]	[base]
VETS-HVRP-03c	Homeless Female Placement Rate (including female participants in HVRP, IVTP & HFVVWF)		62.0%	64.0%	62.0%	64.9%	62.0%
VETS-HVRP-WIOA-03	Median Earnings 2nd Quarter After Exit		--	--	[base]	[base]	[base]
VETS-HVRP-Budget-05	Number of HVRP Participants		17,000	17,033	17,000	16,638[e]	17,000
VETS-HVRP-Budget-01	Number of Grants		154	156	153	153	145
VETS-HVRP-Budget-02	Cost per Participant		\$2,242	\$2,242	\$2,242	\$2,286[e]	\$2,237

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

Workload Summary

Under the HVRP budget activity, percent of participants placed into employment, as well as the percent of female participants placed into employment are key outcome measures.

The Department has set a placement rate target of 65% for the remainder of FY 2017 and stays at that level in FY 2018. Even though the homeless veteran population has significantly decreased since 2009², those remaining homeless veterans consist of the chronically homeless or hardest to serve. Placing 65% of these veterans in employment remains an aggressive target. With the implementation of Workforce Innovation and Opportunity Act (WIOA), VETS will be baselining new employment outcome measures in FY 2017 and FY 2018.

HVRP will continue to provide employment and training services to homeless veterans equipping them with the skills to gain meaningful employment, while partnering with federal and non-federal partners who share the goal of ending veteran homelessness. For the last 20 years, HVRP grants were capped at \$300,000. The purchasing power of this money has declined. In new grants awarded, July 1, 2017, the funding maximum was increased to \$500,000. These additional funds along with new requirements that grantees enroll participants in services at American Job Centers are expected to increase services and allow grantees to serve those most at need, the chronically homeless.

Additional measures (cost per participant, and number of grants) help explain the relationship between funding level and outputs. Cost per participant allows a comparison to the other employment programs such as VETS' State Grants and the VA's Vocational Rehabilitation Program. The number of grants for FY 2018 will likely decrease as VETS will be raising the cap of each grant to \$500,000 compared to the current caps at \$300,000 for urban grants and \$150,000 for non-urban grants. This increase in potential maximum grant award and reduction in number of grants and overall participants will also lead to a higher cost per participant as more individualized services are delivered to a population with barriers to employment.

² The Housing and Urban Development point-in-time count shows that veteran homelessness has fallen by 46 percent since 2009.

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
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	192	192	0
25.3	Other goods and services from Federal sources 1/	0	186	186	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	38,109	37,659	44,659	7,000
	Total	38,109	38,037	45,037	7,000
	1/Other goods and services from Federal sources				
	HHS Services	0	65	65	0
	Services by Other Government Departments	0	121	121	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2018

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$7,000**

Direct FTE **0**

	Estimate	FTE
Base	\$38,037	0
Program Increase	\$7,000	0
Program Decrease	\$0	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	3,414	3,408	3,408	0
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) is codified at 38 U.S. Code § 4109. NVTI provides competency-based training to further develop and enhance the professional skills of employment service providers nationwide. Training is provided to:

- DVOP specialists, LVER staff, and others who provide direct services to veterans; and
- Federal staff in USERRA investigative techniques, Veterans' Preference law, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) established the timeline for DVOP specialists and LVER staff to complete NVTI training within 18 months of employment. Further, DOL requires that all federal DOL staff who will be assigned investigations attend the USERRA and Veterans' Preference training sessions prior to actively investigating complaints from veterans. Federal DOL staff who oversee formula and competitive grants programs attend the Advanced Grants Management course.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$3,284	0
2014	\$3,414	0
2015	\$3,414	0
2016	\$3,414	0
2017	\$0	0

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

FY 2018

The FY 2018 budget requests \$3,408,000 for the NVTI to provide training that focuses on improving the quality of employment services provided to veterans through a professional skills development curriculum.

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

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

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

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
	Target	Result	Target	Target
National Veterans' Employment and Training Service Institute				
VETS-NVTI- Cost/Participant Budget-01	\$759.00	\$343.00	\$454.00	\$454.00
VETS-NVTI-02 Number of trainees completing classes and distance learning courses	4,500	9,961	7,500	7,500

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 the Department uses to assess the outcomes of the National Veterans' Employment and Training Service Institute (NVTI), including participants and cost per participant. Since FY 2015, VETS continued an increase in participation as states increased DVOP specialists hiring through the increase in appropriation, first introduced in FY 2014, and through the conversion of LVER staff to DVOP specialists. This increase in participation resulted in a lower cost per participant as the Department was able to take advantage of economies of scale. Having now met the initial training needs of the increased number of new and converted DVOP specialists, the Department anticipates NVTI participant levels to level off. Furthermore, with no increase in funding, VETS expects a similar number of trainees completing classes through the remainder of FY 2017 and FY 2018.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
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	800	800	814	14
25.2	Other services from non-Federal sources	2,614	2,608	2,594	-14
	Total	3,414	3,408	3,408	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2018

(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
--------------------------------------	---

Other services from non-Federal sources	0
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Built-Ins Subtotal	\$0
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Net Program	\$0
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Direct FTE	0
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	Estimate	FTE
Base	\$3,408	0
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
Activity Appropriation	40,487	40,410	40,410	0
FTE	245	237	233	-4

NOTE: FY 2016 reflects actual FTE. Authorized FTE for FY 2016 was 230.

Introduction

The Federal Administration – USERRA Enforcement program activity funding provides for the salary and benefits, travel and training for staff in the National Office, six Regional Offices, and offices in each state, the District of Columbia, and Puerto Rico. The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and staff that provide administrative and operational services, leadership and policy direction, review program performance, and provides national oversight and technical direction for VETS’ programs.

The six Regional Offices provide program management and conduct compliance investigations, and are each 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, desk audits, and regular performance reviews of grants under their purview.

VETS is also responsible for administering Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, which provides for veterans’ preference in Federal hiring, and the Federal Contractor Program (VETS-4212) under which Federal contractors submit annual reports to VETS setting forth their affirmative action efforts to hire and retain covered veterans pursuant to 38 U.S.C. § 4212.

Finally, VETS conducts outreach and engagement with Federal, state, and local governments; private sector employers and trade associations; institutions of higher learning; non-profit organizations; and Veteran Service Organizations to help service members, returning veterans, and families reintegrate into their communities.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2013	\$36,317	218
2014	\$39,000	227
2015	\$39,458	230
2016	\$40,487	230
2017	\$0	237

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

NOTE: A full-year 2017 appropriation for this account was not enacted at the time the budget was prepared.

FY 2018

FY 2018 request for Federal Administration is \$40,410,000, level with the 2017 CR. The majority of funding for this activity is used for Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement. This funding level will also allow the agency to continue oversight and administration of its grant programs, conduct TAP DOL Employment Workshops, and to continue outreach efforts with national and regional employers and veteran advocacy organizations. Funding will also allow the agency to continue to administer the Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, and the Federal Contractor Program.

FY 2017

Figures shown for FY 2017 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

DETAILED WORKLOAD AND PERFORMANCE					
		FY 2016 Enacted		FY 2017 Full Year C.R.	FY 2018 Request
		Target	Result	Target	Target
Federal Administration - USERRA Enforcement					
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days	90.0%	87.0%	90.0%	90.0%
VETS- USERRA-02	Percent of USERRA referrals completed within 60 days	77.0%	68.0%	80.0%	80.0%
VETS- USERRA-04	Percent of Closed Cases Meeting the Agency's Quality Standard (Annual)	92.0%	95.5%	95.0%	95.0%

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 the Department uses to assess compliance enforcement.

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, providing technical assistance, and sharing best practices.

The Department measures the timing of USERRA investigations and USERRA referrals, and the quality of USERRA investigations. The agency establishes targets against the statutory timelines for USERRA investigations (90-day requirement) and referrals (60-day requirement). The completion of USERRA investigations within 90 days has remained consistent over the past several years, at approximately 90%. The completion of referrals within 60 days continues to remain strong, and the agency has set aggressive targets to build on that success. With no increase in requested funding, VETS plans to maintain the current target for these performance metrics through FY 2018. The quality of investigations has also remained consistent, with closed cases averaging around a 95% quality rating. This improved quality rating has moved VETS to stretch the goal further by maintaining the current 95% quality rating.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2016 Enacted	FY 2017 Full Year C.R.	FY 2018 Request	Diff. FY18 Request / FY17 Full Year C.R.
11.1	Full-time permanent	20,980	22,770	22,808	38
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	197	221	221	0
11.9	Total personnel compensation	21,177	22,991	23,029	38
12.1	Civilian personnel benefits	6,396	6,972	6,934	-38
13.0	Benefits for former personnel	29	29	29	0
21.0	Travel and transportation of persons	761	800	840	40
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	907	908	918	10
23.3	Communications, utilities, and miscellaneous charges	222	161	150	-11
24.0	Printing and reproduction	42	42	42	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	1,010	1,060	1,020	-40
25.3	Other goods and services from Federal sources 1/	8,874	6,885	6,886	1
25.4	Operation and maintenance of facilities	109	9	9	0
25.7	Operation and maintenance of equipment	746	351	351	0
26.0	Supplies and materials	112	100	100	0
31.0	Equipment	50	50	50	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	50	50	50	0
	Total	40,487	40,410	40,410	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	8,532	6,563	6,563	0
	DHS Services	59	64	65	1
	GSA Services	0	1	1	0
	Services by Other Government Departments	283	256	256	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN FY 2018

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$433
Personnel benefits	132
Employee health benefits	0
Two days less of Pay	0
Federal Employees' Compensation Act (FECA)	8
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
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 **\$573**

Net Program **-\$573**

Direct FTE **-4**

	Estimate	FTE
Base	\$40,983	237
Program Increase	\$0	0
Program Decrease	-\$573	-4