

FY 2020

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETS Appropriation Language

Not to exceed [~~\$250,041,000~~] *\$256,041,000* 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) \$180,000,000 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, [~~2019~~]2020, 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) [~~\$23,379,000~~] *\$29,379,000* is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144 [*Provided, That not more than \$3,500,000 shall be used by the Secretary, in consultation with the Secretary of Defense and the Secretary of the Veterans Affairs, to carry out a pilot project designed to prepare transitioning service members to qualify for, and to assist in placing them in, apprenticeship programs, as an additional training opportunity under subsection (f) of 10 U.S.C. 1144, including the costs of federal administration and evaluation of such pilot, and that the funds shall remain available for the pilot through September 30, 2020*];

(3) \$43,248,000 is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A and 2023 of title 38, United States Code. [*Provided, That, up to*

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\$500,000 may be used to carry out the Hire VETS Act (division O of Public Law 115-31)]; and

(4) \$3,414,000 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.

In addition, from the General Fund of the Treasury, \$50,000,000 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, [2019]2020, to provide services under such section: Provided further, That services provided under sections 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and 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: Provided further, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: Provided further, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure pursuant to 31 U.S.C. 1553.

(Department of Labor Appropriations Act, 2019.)

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2018 Enacted		FY 2019 Enacted		FY 2020 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$50,000	0	\$50,000	0	\$50,000
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$50,000</i>	<i>0</i>	<i>\$50,000</i>	<i>0</i>	<i>\$50,000</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	229	\$245,041	229	\$250,041	0	\$256,041
Fees	0	\$0	3	\$1,250	0	\$1,250
<i>Subtotal Offsetting Collections</i>	<i>229</i>	<i>\$245,041</i>	<i>232</i>	<i>\$251,291</i>	<i>0</i>	<i>\$257,291</i>
B. Gross Budget Authority	229	\$295,041	232	\$301,291	234	\$307,291
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	-3	-\$1,250	-3	-\$1,250
<i>Subtotal Offsetting Collections</i>	<i>0</i>	<i>\$0</i>	<i>-3</i>	<i>-\$1,250</i>	<i>-3</i>	<i>-\$1,250</i>
C. Budget Authority Before Committee	229	\$295,041	229	\$300,041	231	\$306,041
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	3	\$1,250	3	\$1,250
<i>Subtotal Offsetting Collections</i>	<i>0</i>	<i>\$0</i>	<i>3</i>	<i>\$1,250</i>	<i>3</i>	<i>\$1,250</i>
D. Total Budgetary Resources	229	\$295,041	232	\$301,291	234	\$307,291
Additional FTE Usage	0	\$0	0	\$0	0	\$0
Budget Authority Before Committee	-6	-\$186	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	223	\$294,855	232	\$301,291	234	\$307,291

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2019 Enacted	FY 2020 Request	Net Change
Budget Authority			
General Funds	\$50,000	\$50,000	\$0
Trust Funds	\$250,041	\$256,041	+\$6,000
Total	\$300,041	\$306,041	+\$6,000
Full Time Equivalents			
General Funds	3	3	0
Trust Funds	229	231	2
Total	232	234	2

Explanation of Change	FY 2020 Change							
	FY 2019 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	232	\$23,718	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$7,538	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$119	0	\$0	0	\$119
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$29	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,550	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$940	0	\$23	0	\$0	0	\$23
Communications, utilities, and miscellaneous charges	0	\$120	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$550	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$150	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$7,218	0	\$23	0	\$0	0	\$23
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$0	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$1,649	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0

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FY 2020 Change

Explanation of Change	FY 2019 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$778	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$90	0	\$0	0	\$0	0	\$0
Equipment	0	\$50	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$54,951	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$177,729	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	232	+\$277,110	0	+\$165	0	\$0	0	+\$165
B. Programs:								
TAP Refocus	0	\$23,379	0	\$8,000	0	\$0	0	\$8,000
Military Spouse Employment Curriculum Development and Implementation	0	\$0	0	\$1,500	0	\$0	0	\$1,500
Support for TAP Refocus	0	\$0	2	\$500	0	\$0	2	\$500
Programs Subtotal			2	+\$10,000	0	\$0	2	+\$10,000
Total Increase	232	+\$277,110	2	+\$10,165	0	\$0	2	+\$10,165
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$32	0	-\$5	0	\$0	0	-\$5
Other services from non-Federal sources	0	\$22,899	0	-\$23	0	\$0	0	-\$23
Built-Ins Subtotal	0	+\$22,931	0	-\$28	0	\$0	0	-\$28
B. Programs:								
VETS Apprenticeship Pilot	0	\$0	0	-\$3,500	0	\$0	0	-\$3,500
Remove One-Time Increase for HIRE	0	\$0	0	-\$500	0	\$0	0	-\$500
Vets Bridge Funding	0	\$0	0	-\$500	0	\$0	0	-\$500
Offsets for Extra Day of Pay and Built-Ins	0	\$0	0	-\$137	0	\$0	0	-\$137
Programs Subtotal			0	-\$4,137	0	\$0	0	-\$4,137
Total Decrease	0	+\$22,931	0	-\$4,165	0	\$0	0	-\$4,165
Total Change	232	+\$300,041	2	+\$6,000	0	\$0	2	+\$6,000

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2018 ¹ Enacted		FY 2019 Enacted		FY 2020 Request		Diff. FY20 Request / FY19 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	180,000	0	180,000	0	180,000	0	0
Unemployment Trust Funds	0	180,000	0	180,000	0	180,000	0	0
Transition Assistance Program	0	19,500	0	23,379	0	29,379	0	6,000
Unemployment Trust Funds	0	19,500	0	23,379	0	29,379	0	6,000
Homeless Veterans' Reintegration Program	0	50,000	0	50,000	0	50,000	0	0
General Funds	0	50,000	0	50,000	0	50,000	0	0
National Veterans' Employment and Training Service Institute	0	3,414	0	3,414	0	3,414	0	0
Unemployment Trust Funds	0	3,414	0	3,414	0	3,414	0	0
Federal Administration - USERRA Enforcement	223	42,127	232	43,248	234	43,248	2	0
General Funds	0	0	3	0	3	0	0	0
Unemployment Trust Funds	223	42,127	229	43,248	231	43,248	2	0
Total	223	295,041	232	300,041	234	306,041	2	6,000
General Funds	0	50,000	3	50,000	3	50,000	0	0
Unemployment Trust Funds	223	245,041	229	250,041	231	256,041	2	6,000

NOTE: 2018 reflects actual FTE.

¹ FY 2018 Budget Authority does not reflect a reprogramming as reported in the Department's budget operating plan

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
	Full-Time Equivalent				
	Full-time Permanent	228	229	231	2
	Other	0	3	3	0
	Total	228	232	234	2
	Average ES Salary	\$179,833	\$181,453	\$181,453	\$0
	Average GM/GS Grade	12/8	13/1	13/1	0
	Average GM/GS Salary	\$97,103	\$99,327	\$99,927	\$600
11.1	Full-time permanent	22,876	23,118	23,612	494
11.3	Other than full-time permanent	0	220	220	0
11.5	Other personnel compensation	286	380	380	0
11.9	Total personnel compensation	23,162	23,718	24,212	494
12.1	Civilian personnel benefits	7,286	7,570	7,686	116
13.0	Benefits for former personnel	0	29	29	0
21.0	Travel and transportation of persons	1,531	1,550	1,565	15
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	918	940	963	23
23.3	Communications, utilities, and miscellaneous charges	120	120	127	7
24.0	Printing and reproduction	697	550	550	0
25.1	Advisory and assistance services	0	150	150	0
25.2	Other services from non-Federal sources	20,309	22,899	28,218	5,319
25.3	Other goods and services from Federal sources 1/	14,070	8,867	8,893	26
25.4	Operation and maintenance of facilities	9	0	0	0
25.7	Operation and maintenance of equipment	36	778	778	0
26.0	Supplies and materials	100	90	90	0
31.0	Equipment	50	50	50	0
41.0	Grants, subsidies, and contributions	226,703	232,680	232,680	0
42.0	Insurance claims and indemnities	50	50	50	0
	Total	295,041	300,041	306,041	6,000
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,942	7,218	7,241	23
	DHS Services	64	0	3	3
	HHS Services	443	200	200	0
	Services by Other Government Departments	6,621	1,449	1,449	0

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AUTHORIZING STATUTES

- | Public Law / Act | Legislation |
|---|---|
| <ul style="list-style-type: none">• 38 U.S.C. Chapters 41 and 42, as amended by Pub. Law 107-288, Pub. Law 112-56, Title II, and Pub. Law 111-275 | <ul style="list-style-type: none">• Jobs for Veterans Act |
| <ul style="list-style-type: none">• Pub. Law 105-339 | <ul style="list-style-type: none">• Veterans Employment Opportunities Act |
| <ul style="list-style-type: none">• 38 U.S.C. Chapter 43, as amended by Pub. Law 103-353 | <ul style="list-style-type: none">• Uniformed Services Employment and Reemployment Rights Act of 1994 |
| <ul style="list-style-type: none">• Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300 | <ul style="list-style-type: none">• Vietnam Era Veterans' Readjustment Assistance Act of 1974 |
| <ul style="list-style-type: none">• 38 U.S.C. 2021, 2021A, and 2023 | <ul style="list-style-type: none">• Homeless Veterans' Reintegration Programs |
| <ul style="list-style-type: none">• Pub. Law 112-56, Title II | <ul style="list-style-type: none">• VOW to Hire Heroes Act |
| <ul style="list-style-type: none">• Pub. Law 115-31, Division "O" | <ul style="list-style-type: none">• HIRE Vets Act |

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...1/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...2/	\$261,036			\$264,438	218
2013					
Base Appropriation...3/	\$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	\$285,520			\$279,041	237
2018					
Base Appropriation...4/	\$279,595	\$284,051		\$295,041	228
2019					
Base Appropriation...5/	\$281,595		\$300,041	\$300,041	229
2020					
Base Appropriation	\$306,041				231

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

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

3/ 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.

4/ A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

5/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

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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 (DOL). 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.

Recognizing that the veteran unemployment rate continues to reach historic lows, this budget would provide an opportunity to modernize the ways we address the employment needs of transitioning service members, veterans, and their spouses by supporting and sustaining program best practices and by modernizing information technology to improve the targeted and tailored delivery of employment services to veterans.

For FY 2020, VETS is requesting \$306,041,000. The requested funding by program is:

- Jobs for Veterans State Grants (JVSG), in the amount of \$180,000,000
- Transition Assistance Program (TAP), in the amount of \$29,379,000
- Homeless Veterans' Reintegration Program (HVRP), in the amount of \$50,000,000
- National Veterans' Training Institute (NVTI), in the amount of \$3,414,000
- Federal Administration - USERRA Enforcement, in the amount of \$43,248,000

Initiatives benefiting both veterans and military spouses include:

- **Develop and Implement an Employment Curriculum for Military Spouses.** A funding increase of \$1,500,000 to allow VETS to develop and offer a course curriculum to military spouses transitioning with their service member out of the service or to another duty station.
- **Enhance TAP Employment Support Services.** An \$8 million investment to enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes.
- **Support for TAP Realignment.** A funding increase of \$500,000 to enable 2 Federal FTE and contractor support to implement changes to the VETS TAP program resulting from the enacted National Defense Authorization Act of 2019 (NDAA). The requested funds and FTE would be in the Federal Administration – USERRA Enforcement activity, and would be offset by a decrease of \$500,000 in funding from the FY 2019 enacted amount allotted to ensure continuity of the HIRE Vets Medallion Program (HVMP) until fees are collected.

In addition to these new initiatives, VETS will administer the Veterans Apprenticeship Pilot, funded in the FY 2019 appropriation. This pilot will prepare transitioning service members to

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qualify for and enter into high quality apprenticeship programs. This initiative supports the Administration's priority to expand apprenticeship opportunities by connecting service members to prospective employers before the transition time through contracted apprenticeship placement counselors that are part of the pilot. The pilot program's intended outcomes are increased knowledge and stability for transitioning service members, while employers gain veterans as valuable employees.

The VETS budget is formulated and executed through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2020 request is \$180,000,000.

JVSG is the largest component of the VETS budget, serving veterans with significant barriers to employment. The program served over 99,000 veterans in 2018, and of these 99,000 participants, there was an increase in the number of individuals with disabilities, long-term unemployed, female, and homeless veterans. VETS provides individualized career services to these veterans to obtain and maintain meaningful employment through the State Workforce System. VETS awards JVSG 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 compared to the total number of veterans seeking employment in all states. The grant supports two types of staff positions in the State Workforce System:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide case management services targeted at meeting the employment needs of veterans with service-connected disabilities and other veterans with significant barriers to employment; and,
- Local Veterans' Employment Representative (LVER) staff, who conduct outreach to employers and engage in advocacy efforts with hiring executives to promote the advantages of hiring veterans.

The FY 2020 request will support approximately 2,100 DVOP specialists and LVER staff across the country.

In order to improve their employment outcomes, VETS will continue to focus on providing individualized career services to veterans with significant barriers to employment, through:

- comprehensive and specialized assessments of skill levels and needs;
- development of individual employment plans;
- 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 will provide guidance to LVERs to promote the value of employing veterans, to assist employers in their veteran hiring efforts, and to increase awareness of the HVMP.

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VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) service by providing labor market information and employment services to referred veterans through the DOL- funded staffing in the State Workforce System.

(2) Transition Assistance Program (TAP) - The FY 2020 request is \$29,379,000.

VETS prepares transitioning service members for civilian careers through TAP Employment Workshops; standardized, comprehensive workshops that assists service members transitioning to civilian employment. Over 6,000 employment workshops are conducted each fiscal year. VETS works closely with the U.S. Department of Defense (DoD), the VA, and other stakeholders to help meet the employment needs of transitioning service members and their spouses. The 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 deliver services to approximately 150,000 transitioning service members and spouses. VETS expects the demand for the TAP Employment Workshop to remain constant over the next few years.

FY 2020 will be the first full year implementing changes to TAP enacted in the FY 2019 NDAA, and additional resources are requested in both TAP and Federal Administration to oversee these improvements. Additional funding would enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes.

Additional funding would allow VETS to develop and implement a course curriculum to help military spouses identify and learn how to effectively utilize available resources, including information on related state and federal license/credential portability with a goal of building from job access to career development. This investment would help military spouses overcome the unique career challenges that they face. The course curriculum would support these spouses by beginning with a skills assessment and would include topics such as resume development, interviewing techniques, financial literacy, and negotiation skills. VETS will evaluate delivery options to determine the most effective and efficient format, likely focusing on a hybrid model of introductory face-to-face programming followed by digital delivery.

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2020 request is \$50,000,000.

HVRP is the only Federal nationwide program that focuses 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. These services helped over 17,000 homeless veterans in FY 2018. HVRP awards funds on a competitive basis to eligible applicants, including:

- state and local Workforce Development Boards;
- public agencies, for-profit/commercial entities; and,
- non-profit organizations, including faith-based and community organizations.

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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 across the country. Grantees also provide a multitude of services to homeless veterans through collaboration with other Federal programs, such as the VA's Center on Homelessness among Veterans and their grant and per diem grantees, Housing and Urban Development and Supportive Housing programs, and the Department of Health and Human Services (HHS) programs.

(4) National Veterans' Employment and Training Services Institute (NVTI) – The FY 2020 request is \$3,414,000.

VETS established NVTI to ensure a high level of proficiency and training for staff that provide employment services to veterans. NVTI provides training to veteran service providers and federal staff, including DVOP specialists and LVER staff who provide or oversee grant services, and federal staff who perform compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and the Veterans' Employment Opportunities Act.

At the requested level, NVTI will be able to maintain the current curriculum and 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 2020 request is \$43,248,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the VETS' activities, programs, initiatives, 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.

This budget activity also funds compliance investigations, by allowing VETS to investigate complaints filed under USERRA, the statute that protects the job rights and benefits of eligible individuals who leave employment positions to undertake military service. USERRA also protects from employment discrimination, individuals who serve, have served, or will serve in the military, as well as individuals who make complaints, participate in proceedings, or exercise rights under USERRA. Pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. § 3330a, VETS also 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. Pursuant to 38 U.S.C. § 4212, Federal contractors submit annual reports to VETS setting forth their efforts to discharge affirmative action duties to hire and retain covered veterans in their employment.

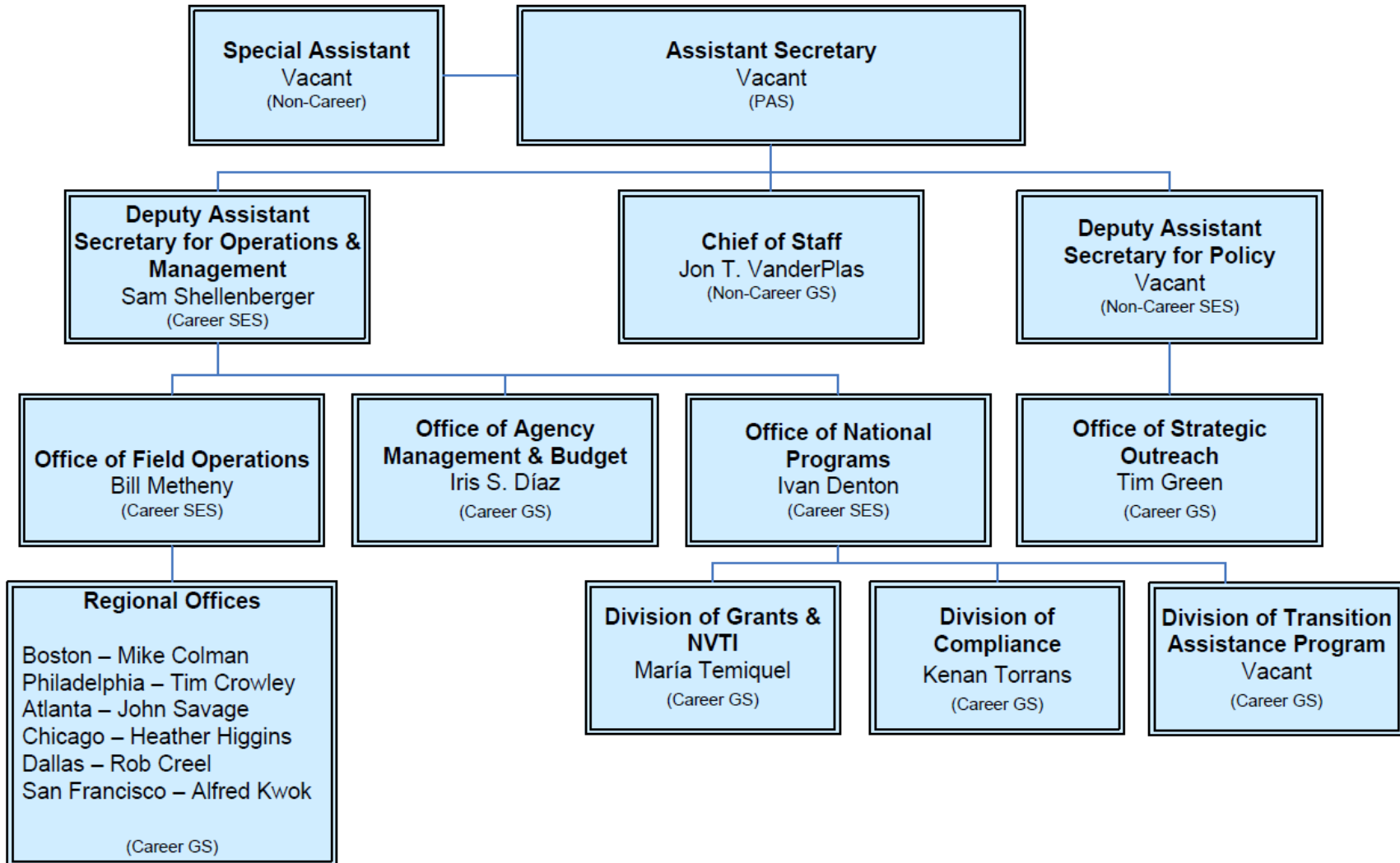
The HIRE Vets Act Medallion Program, enacted in FY 2017, will be fully implemented in FY 2019. This new program promotes the hiring of veterans by recognizing employers that recruit,

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employ and retain veterans. In FY 2018, VETS conducted a program demonstration, with 300 employer applicants, to prepare for full program implementation. This budget submission reflects an estimated \$1,250,000 in fees to be collected in FY 2020, and 3 Full Time Equivalent (FTE) positions funded by the collections.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

ORGANIZATION CHART



STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	180,000	180,000	180,000	0
FTE	0	0	0	0

Introduction

The state grants budget activity funds the JVSG program. The JVSG program functions as a staffing grant, providing salaries and benefits for state employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning service members who have participated in TAP and were identified as in need of individualized career 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 DVOP specialists and LVER staff. These staff provide employment services in various locations in 50 states, the District of Columbia, Puerto Rico, Guam, and the Virgin Islands. Sites include State Workforce System facilities, VA facilities, military installations and 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, since FY 2014, appropriation language has allowed DVOP specialists to provide services to transitioning service members who have participated in TAP and are in need of intensive services and to wounded, ill, or injured service members and their caretakers. Those intensive services, now referred to as individualized career services under the Workforce Innovation and Opportunity Act (WIOA), include comprehensive and specialized job readiness assessments, interview preparation, development of individual employment plans, and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured service members receiving care at the DoD military treatment facilities and Warrior Transition Units, with special consideration to those veterans who are economically or educationally disadvantaged. Additionally, DVOP specialists 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 veterans who have a disability, 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>
2015	\$175,000	0
2016	\$175,000	0
2017	\$175,000	0
2018	\$180,000	0
2019	\$180,000	0

FY 2020

The FY 2020 budget requests \$180,000,000 for the JVSG program to continue providing employment and training services at American Job Centers (AJCs) nationwide. The JVSG program will continue to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals, to facilitate their transition to civilian employment, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2020, the JVSG program will continue to strengthen its relationship with military installations across the country to assist in the transition of those service members identified in need of employment services. The military services are improving their Capstone program, which verifies that their members have met Career Readiness Standards (CRS) and made adequate preparations for their post-military careers before they leave active duty. JVSG staff will continue to outreach and support the Capstone program at installations nationwide. JVSG will also support and assist in expanding the awareness of the HVMP. In their regular communication with employers, LVERs will promote the HVMP so that local employers are recognized for their commitment to hiring our nation's veterans.

FY 2019

The FY 2019 enacted level of \$180,000,000 allows the JVSG program to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment. The funding also connects employers across the country with work-ready veterans. The JVSG program will continue to provide funding to 54 states and U.S. territories for DVOP specialists and LVER staff, located in AJCs and other locations. DVOP specialists will continue to provide individualized career services to veterans with significant barriers to employment, including veterans who have a disability. 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

STATE GRANTS

veterans. LVERs will receive training and tools to expand awareness of the HVMP among their employer partners.

FY 2018

The enacted level of \$180,000,000 allowed VETS to provide services to veterans and eligible spouses. DVOPs served over 99,000 veterans, transitioning service members, and other eligible people in FY 2018. Of these 99,000 participants, there was an increase in the number of disabled, long-term unemployed, female, and homeless veterans. Participants in these categories need more hands-on and specialized services to meet their employment search needs. Our DVOPs take more time to provide the individualized services unique to each situation. LVERs continued the work of reaching out to employers across the country. They worked with the AJC Business Services teams to promote the benefits of hiring veterans. They coordinated with DVOP specialists and other AJC staff to seamlessly transition veteran clients into appropriate employment in the community. The JVSG program is funded on a fiscal year basis, but program outcomes are reported on a Program Year (PY) (July 1 – June 30) basis.

STATE GRANTS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2017 Enacted		PY 2018 Enacted		PY 2019 Enacted	PY 2020 Request
		Target	Result	Target	Result	Target	Target
State Grants							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective VETS 1.2 - Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.							
WIOA DVOP-01	Employment rate (2nd quarter after exit) for veterans served by DVOP	0	--	[base]	--	[base]	TBD
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	0	--	[base]	--	[base]	TBD
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP		--	[base]	--	[base]	TBD
WIOA DVOP-07	Percent of JVSG veterans receiving individualized career services from DVOP	0	--	[base]	--	90.0%	90.0%

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

STATE GRANTS

Workload Narrative Summary

The performance measures DOL will use to measure the outcomes of JVSG participants are employment rates in the 2nd and 4th quarters after exiting the program, median earnings in the 2nd quarter after exit, and the percentage of JVSG veterans receiving individualized career services. Program Year 2017 marked the first time these WIOA-required metrics were available. VETS will align with ETA and utilize the first two years of data to set national targets in PY 2019.

VETS will analyze actual performance outcomes compared to the state established targets at the end of each program year, starting at the end of PY 2018. This analysis will identify which states underperformed and may be in need of technical assistance from VETS Regional staff. This also will lead to the creation of a formal national target in PY 2019 and PY 2020.

Additionally, another goal is to measure the rate of veterans receiving individualized career services from DVOP specialists. VETS established a goal to maintain an individualized career services rate of 90 percent based on the roughly 10 percent of veterans who do not prefer to receive individualized career services. These services include career planning and counseling, comprehensive and specialized skill assessment, and providing participants with an individualized employment plan for mitigating employment barriers.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	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	810	1,062	1,062	0
25.3	Other goods and services from Federal sources 1/	1,479	1,209	1,209	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	177,711	177,729	177,729	0
	Total	180,000	180,000	180,000	0
	1/Other goods and services from Federal sources				
	HHS Services	240	159	159	0
	Services by Other Government Departments	1,239	1,050	1,050	0

STATE GRANTS

CHANGES IN FY 2020

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	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
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$180,000	0
Program Increase	\$0	0
Program Decrease	\$0	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	19,500	23,379	29,379	6,000
FTE	0	0	0	0

Introduction

The Transition Assistance Program (TAP) for separating service members and their spouses, codified in 10 U.S.C. 1144, is a cooperative effort between DOL, DoD, the U.S. Department of Homeland Security (DHS), and the VA. VETS administers the DOL Employment Workshop as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members entering the civilian workforce. Prior to the FY 2019 NDAA, the DOL Employment Workshop was a three-day workshop focused on the fundamentals of career transition and the mechanics of getting a job. It included developing a job search plan, networking, creating an effective resume, and interview techniques.

In response to the NDAA, DOL will alter the delivery of employment related workshops in FY 2020 to align with the new legislative requirements. VETS estimates that approximately 150,000 transitioning service members will attend the DOL Employment Workshops in the coming year, based on the total DoD projections of transitioning service members over that timeframe. 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.

In 2020, VETS requests additional funding for the development and implementation of a one-day employment course curriculum mandatory for all transitioning service members as well as the elective two-day workshops for apprenticeship/technical career preparation, and general employment preparation. These changes to TAP are designed to help transitioning service members make the best career choices among those available to them, taking into account individual skills and high demand career fields. Better matching veterans to career opportunities prior to transition could reduce the high job turnover rate among recently transitioned veterans.

An increase of \$9,500,000 is requested for the TAP, partially offset by the one-time increase of \$3,500,000 VETS received in FY 2019 for the Apprenticeship Pilot, to fund:

- \$1,500,000 to develop and implement an employment course curriculum for military spouses, and
- \$8,000,000 to enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes.

TRANSITION ASSISTANCE PROGRAM

The employment course curriculum for military spouses would be accessible to those spouses that are either transitioning with their service member out of military service or transitioning with their service member to another duty station. VETS would also provide additional employment related services to transitioning service members beyond the classroom and those services could include career counseling, resume preparation, and job search assistance.

VETS will continue to administer the Apprenticeship Pilot, originally funded in FY 2019. This pilot will help identify the best methods to prepare transitioning service members for, and assist their placement in, apprenticeship programs.

In FY 2020, VETS will implement the program requirements enacted in the FY 2019 NDAA. The FY 2019 NDAA directed the creation of counseling pathways and program content that supports those pathways.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2015	\$14,000	0
2016	\$14,100	0
2017	\$14,600	0
2018	\$19,500	0
2019	\$23,379	0

FY 2020

The FY 2020 budget requests \$29,379,000 for TAP. The requested level would allow VETS to conduct workshops in compliance with TAP improvements outlined in the FY 2019 NDAA, which directs certain mandatory instruction as part of the program:

- one day on Preparation for Employment (conducted by DOL), and
- two days on one of four elective training tracks:
 1. Preparation for Employment (conducted by DOL);
 2. Preparation for Vocational Training (conducted by DOL);
 3. Preparation for Education (conducted by DoD); and
 4. Preparation for Entrepreneurship (conducted by SBA).

Prior to the FY 2019 NDAA, DOL was responsible for two workshops, of which one was optional. However, FY 2019 NDAA now specifies that DOL is responsible for three workshops. In FY 2018, VETS conducted 6,793 combined workshops between CEPT and DOLEW. In FY 2020, VETS estimates it will offer 11,000 total workshops to comply with enacted TAP improvements.

\$1,500,000 of the requested level would allow VETS to develop and implement a course curriculum to address the employment needs of military spouses. This course would be offered to military spouses that are either transitioning with their service member out of military service

TRANSITION ASSISTANCE PROGRAM

or transitioning with their service member to another duty station. The course curriculum would identify resources, teach how to utilize those resources, and provide information on related state and federal license/credential portability. This course would cover resume development, utilization of social media platforms for networking, and interviewing techniques. VETS will evaluate delivery options to determine the most effective and efficient format, likely focusing on a hybrid model of introductory face-to-face programming followed by digital delivery.

\$8,000,000 of the requested level would be invested to enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes.

FY 2019

The enacted level of \$23,379,000 allows VETS to offer services during approximately 6,700 employment workshops and CEPT workshops. DoD's projected demand for the DOL Employment Workshops and CEPT workshops is expected to remain consistent with that of FY 2018. This funding level also allows VETS to continue delivering the DOL Employment Workshops and CEPT workshops through a combination of instructor led "brick-and-mortar" workshops and synchronous workshops delivered in a virtual classroom.

The enacted level includes \$3,500,000 that will allow the Secretary of Labor, in consultation with the Secretary of Defense and Secretary of Veterans Affairs, to carry out a pilot designed to prepare transitioning service members for, and assist their placement in, apprenticeships programs. At select U.S. installations, the pilot program will increase and track the number of transitioning service members directly hired, prior to separation, into an industry-recognized apprenticeship program. Apprenticeship opportunities allow transitioning service members to earn family sustaining wages. These funds are available for use in FY 2019 and FY 2020.

FY 2018

The enacted level of \$19,500,000 allowed VETS to provide the DOL Employment Workshop to 156,363 participants with an average class size of 27. DOL delivered 5,855 employment workshops through a combination of instructor led "brick and mortar" workshops and synchronous workshops delivered in a virtual classroom. Additionally, the funding level allowed VETS to deliver 938 Career Exploration and Planning Track (CEPT) workshops to over 6,800 participants.

TRANSITION ASSISTANCE PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request
		Target	Result	Target	Target
Transition Assistance Program					
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs					
Strategic Objective VETS 1.2 - Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.					
VETS-TAP-01a	Number of TAP DOL Employment Workshops delivered in response to DoD demand	6,500	5,855	6,000	5,900
VETS-TAP-01b	Number of TAP CEPT Workshops delivered in response to DoD demand	700	943	1,000	TBD
VETS-TAP-02	DoD Estimated Number of TAP Employment Workshop Participants	185,000	156,363	155,000	150,000
VETS-TAP-12	Percentage of TAP Facilitators Assessed at 90% or more	[base]	94.0%	100.0%	100.0%

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

TRANSITION ASSISTANCE PROGRAM

Workload Summary Narrative

The TAP budget activity measures the number of DOL Employment Workshop and CEPT courses delivered, and the estimated number of TAP workshop participants. The number of TAP workshops and participants is based on their demand from the DoD.

In FY 2017, DOL assumed responsibility for the Career Technical Training Track optional course from the VA and subsequently renamed it the CEPT. In the first full year, 943 CEPT courses were delivered to transitioning service members. VETS anticipates this will grow to 1,000 in FY 2019. The FY 2019 NDAA redefining of the TAP course length and required courses will require the CEPT courses needing to be reestablished beginning in FY 2020.

Future targets for TAP can be difficult to predict for reasons, including: unpredictable and/or unknown course impacts stemming from NDAA changes. Accordingly, VETS anticipates decreased participation in FY 2019 and FY 2020, and is setting expected goals accordingly. As a measure of course quality, VETS will continue to review the TAP facilitator assessment scores, with a goal to have an appropriate amount of facilitators receive scores of at least 90 percent. The goal for this metric will be to maintain at least 100 percent of the total facilitators scored.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	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	650	500	500	0
25.2	Other services from non-Federal sources	13,551	16,471	22,471	6,000
25.3	Other goods and services from Federal sources 1/	4,999	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	300	6,408	6,408	0
	Total	19,500	23,379	29,379	6,000
	1/Other goods and services from Federal sources				
	Services by Other Government Departments	4,999	0	0	0

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2020

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	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
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$6,000**

Direct FTE **0**

	Estimate	FTE
Base	\$23,379	0
Program Increase	\$9,500	0
Program Decrease	-\$3,500	0

HOMELESS VETERANS’ REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	50,000	50,000	50,000	0
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 they encounter. Funds are awarded on a competitive basis to eligible applicants, including: state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations.

In addition to grants, HVRP funding is also used to serve specific subsets of the homeless veteran population. In FY 2017, VETS established three award options for grant applicants proposing to use:

- 100 percent of their funding to serve homeless female veterans and veterans with families;
- 100 percent of their funding to serve incarcerated veterans; and
- to serve a combination of homeless female veterans, veterans with families, and recently or formerly incarcerated veterans.

VETS also administers grants for Stand Down events in local communities typically held for one to two days. A Stand Down event is a community based event in which organizations come together to serve veterans who are experiencing homelessness, connecting them with critical support services to help them reenter the workforce, gain permanent housing, and access healthcare services.

According to the U.S. Interagency Council on Homelessness (USICH), about half of homeless veterans are considered chronically homeless—which is much higher than the 25 percent of the overall homeless population who are chronically homeless. A chronically homeless person is defined as, “either (1) an unaccompanied homeless individual with a disabling condition who has been continuously homeless for a year or more, OR (2) an unaccompanied individual with a disabling condition who has had at least four episodes of homelessness in the past three years.”²

² The U.S. Department of Housing and Urban Development, Defining Chronically Homeless: A Technical Guide for HUD Programs, <https://www.hudexchange.info/resources/documents/DefiningChronicHomeless.pdf>

HOMELESS VETERANS' REINTEGRATION PROGRAM

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2015	\$38,109	0
2016	\$38,109	0
2017	\$45,000	0
2018	\$50,000	0
2019	\$50,000	0

FY 2020

The FY 2020 budget requests \$50,000,000 for HVRP. This funding level would allow HVRP to execute employment and training services to help homeless veterans re-enter the labor force. Direct services will include placement in employment, skills training, job development, career counseling, and resume writing. Support services that may be available include clothing; the provision of or referral to temporary, transitional, and permanent housing, referral to medical substance abuse treatment; and transportation assistance. As a member of the USICH, DOL will continue its collaboration with other federal and local entities serving homeless veterans.

FY 2019

The FY 2019 enacted level of \$50,000,000 allows VETS to continue to focus on reintegrating eligible homeless veterans into the workforce and implement the Federal strategic plan to end veteran homelessness. HVRP continues to provide employment and training services to homeless veterans by assisting them in developing the skills to gain meaningful employment. HVRP also strengthens partnerships with federal and nonfederal entities who share the goal of ending veteran homelessness.

In FY 2019, the HVRP appropriation language changed the eligibility standard, allowing those homeless veterans who received housing in the 60 days prior to enrollment and those at-risk of losing their housing in the next 60 days, to be eligible to receive services from HVRP grantees. This change now allows those veterans, who were ineligible previously, to receive employment services.

FY 2018

The enacted level of \$50,000,000 allowed VETS to award 164 grants in 39 states and the District of Columbia, providing services to nearly 18,000 homeless veterans. This included awards to targeted programs designed to address the employment barriers of specific homeless veteran populations. Coordination with USICH and other federal and local agencies continued throughout the year.

For 20 years, HVRP capped grant awards at \$300,000. In the last 20 years, the purchasing power of this funding declined. In response to changing needs, the FY 2018 grant competition increased the maximum funding request to \$500,000. These additional funds, along with new requirements

HOMELESS VETERANS' REINTEGRATION PROGRAM

that grantees enroll participants in services at AJCs, are expected to improve services to homeless veterans. Enrollment at an AJC provides a homeless veterans access additional resources including training opportunities, state vocational rehabilitation, and connection to additional employment opportunities. This leveraging of resources across programs created a more integrated approach to helping homeless veterans improve employment outcomes.

DOL, as part of 18 other Federal member agencies led by USICH, released Home, Together³: The Federal Strategic Plan to Prevent and End Homelessness. This plan builds upon strategies and actions taken across multiple administrations and previous Federal strategic plans. The plan reflects strategies that have helped drive national reductions in the annual Point-in-Time counts of people experiencing homelessness performed in communities across the country between 2010 and 2017.

³ The United States Interagency Council on Homelessness, Home, Together: The Federal Strategic Plan to Prevent and End Homelessness, https://www.usich.gov/resources/uploads/asset_library/Home-Together-Federal-Strategic-Plan-to-Prevent-and-End-Homelessness.pdf

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2017 Enacted		PY 2018 Enacted		PY 2019 Enacted	PY 2020 Request
		Target	Result	Target	Result	Target	Target
Homeless Veterans' Reintegration Program							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective VETS 1.2 - Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.							
VETS-HVRP-01a	HVRP participant job placement rate	0	68.0%	67.0%	60.2%	61.0%	62.0%
VETS-HVRP-04	HVRP Average Hourly Wage at Placement		\$12.87	\$13.30	\$13.50	\$13.75	\$14.25
VETS-HVRP- Budget-05	Number of HVRP Participants		16,096	17,000	17,988	18,000	18,000

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

Workload Summary

In FY 2019, VETS will complete aligning HVRP performance indicators to the performance indicators used by the core workforce development programs authorized by the Workforce Innovation and Opportunity Act (WIOA). The three WIOA performance indicators that HVRP will align to are the:

- The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program
- The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program
- The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program

In FY 2018, VETS had a placement rate target of 67 percent in PY 2017. The population of veterans experiencing homelessness has decreased by nearly 50 percent since 2010⁴, but much of the remaining eligible population consists of those veterans who experience chronic homelessness and are the most difficult to connect to services.

Additionally, VETS made a policy update in PY 2017 that permitted grantees to “carry over” participants into a subsequent grant cycle, if one was awarded. This change allowed grantees to enroll participants well into the fourth quarter of the program year without fear of consequence of low performance outcomes. The intended outcome of the policy change was to create a stronger incentive among grantees to enroll more veterans experiencing chronic homelessness and to smooth the transition to measuring WIOA performance indicators, which examine longer-term employment and earnings outcomes than the traditional HVRP measures. While the policy update resulted in the largest recorded annual HVRP enrollment, it also resulted in lower placement rates compared to previous years. The total number of homeless veterans placed into employment was nearly identical to last year, but the placement rate declined due to grantees enrolling more participants late in the program year.

VETS will continue to examine grantee data by cross-referencing against the Workforce Integrated Performance System (WIPS). VETS issued guidance to state grantees that all HVRP participants must be co-enrolled in the Employment Service (Wagner-Peyser) and/or JVSG programs that will enable data analysis to be conducted through WIPS.

Average hourly wage at placement continued an upward trend in PY 2017 to \$13.50 per hour; VETS anticipates this trend to continue into future program years and set targets accordingly.

⁴ https://www.va.gov/HOMELESS/pit_count.asp

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	30	0	0	0
25.2	Other services from non-Federal sources	1,075	1,232	1,232	0
25.3	Other goods and services from Federal sources 1/	203	225	225	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	48,692	48,543	48,543	0
	Total	50,000	50,000	50,000	0
	1/Other goods and services from Federal sources				
	HHS Services	203	41	41	0
	Services by Other Government Departments	0	184	184	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2020

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	0
Travel and transportation of persons	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 **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$50,000	0
Program Increase	\$0	0
Program Decrease	\$0	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) is codified at 38 U.S. Code § 4109. NVTI, established in 1986, further develops and enhances the professional skills of veterans' employment and training service providers throughout the United States. NVTI provides instruction in competency-based training courses that are intended to increase the service providers' productivity through increased knowledge. NVTI offers consistent training and delivery of services to veterans and direct client service providers.

NVTI has begun to leverage technology to increase access to training resources, and the planned use of technology will expand course offerings, experiences, and learning materials. It aims to support learning 24 hours a day, 7 days a week; increase student engagement and motivation; and accelerate learning.

The program is funded by VETS and operated by a competitively awarded contract with training currently provided in Dallas, Texas and at selected regional sites. To date over 70,500 veterans' employment and training professionals have attended NVTI training.

Training is provided to:

- DVOP specialists, LVER staff, and other DOL-funded staff who provide direct services to veterans; and
- Federal staff who conduct USERRA investigations, Veterans' Preference investigations, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) established that DVOP specialists and LVER staff 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 grants management courses.

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>
2015	\$3,414	0
2016	\$3,414	0
2017	\$3,414	0
2018	\$3,414	0
2019	\$3,414	0

FY 2020

The FY 2020 budget requests \$3,414,000 for the NVTI to oversee training to approximately 4,100 students that focuses on improving the quality of employment services provided to veterans through a professional skills development curriculum and to increase the course offerings to include advanced training courses in career development, career coaching, advanced business services, and advanced case management. In addition to the delivery of 49 professional development classes, the requested funding level would provide for resources to update curricula for the USERRA 101 and 102 online e-learning courses as well as the development of a new scenario-based workshop entitled, "Collaboration among DVOPs and LVERs." This interactive workshop will explore best practices in collaboration and cooperation among DVOP specialist and LVER staff.

The funding will also allow for the current curriculum catalogue to be maintained and updated as appropriate. The goal is to refresh or update existing courses annually to ensure the information being taught is current. The employment services industry is rapidly changing and it is important for the NVTI curriculum to keep up with the latest industry standards.

FY 2019

The FY 2019 enacted amount allows the NVTI to provide training to improve the quality of employment services offered to veterans through a professional skills development curriculum. The number of courses scheduled for the year doubled from the prior year, with a target of 1,250 classroom-based training registrants and 2,300 online e-learning registrants. In addition to the delivery of 45 professional development classes, the enacted funding level provides resources to:

- update current curricula focusing on serving populations with special needs,
- develop a grants management course for VETS grant recipients,
- offer an advanced business services course, and
- provide a job coaching course focusing on justice-involved and offender customers.

A community of practice module located within the student portal of the NVTI.org website will launch during the year and a primer for newly hired JVSG staff will be made available for use.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

FY 2018

The FY 2018 enacted amount allowed the NVTI to deliver a professional skills development training program to JVSG staff and to redesign the JVSG-required curriculum. The year was a continuation of transition activities, moving course materials, e-learning modules, and various data files from the University of Colorado-Denver to Management Concepts, Inc. The transition involved refreshing existing course materials for 15 classes, updating the USERRA investigator classroom course, developing new competency-based courses to replace the existing JVSG core courses, expanding the NVTI.org website, and delivering required training to newly hired JVSG staff.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request		
	Target	Result	Target	Target		
National Veterans' Employment and Training Service Institute						
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs						
Strategic Objective VETS 1.2 - Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.						
VETS-NVTI-02	Number of trainees completing classes and distance learning courses		[base]	1,870	3,762	4,104

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Workload Summary

DOL VETS will continue to monitor and track the number of NVTI participants. In FY 2017, VETS awarded the NVTI to a new vendor and the overall number of participants was less than the level under the long-serving incumbent contractor. This transition to a new contractor included devoting time to transfer the course curricula, eLearning materials, and modernizing the JVSG core courses. Course delivery stopped for 60 days and the initial course offering did not include all planned courses. In FY 2018, NVTI provided additional classroom and eLearning courses online for the first time.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	650	350	350	0
25.2	Other services from non-Federal sources	2,764	3,064	3,064	0
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2020 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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One day more of pay	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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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	\$3,414	0
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	42,127	43,248	43,248	0
FTE	223	232	234	2

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 228.

Introduction

The Federal Administration – USERRA Enforcement program activity funding provides for the salary and benefits, travel, and training for all of VETS’ current 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 support, oversight, and technical direction for VETS’ programs.

The six regional offices provide program management, oversight of compliance investigations, and participate in outreach and oversight activities. Each regional office is led by a Regional Administrator, a Deputy Regional Administrator, a Senior Investigator and a Veterans Program Specialist. Each state has a director who serves as the Grant Officers’ Technical Representative for the formula and competitive grantees.

VETS staff are responsible for each of the separately funded budget activities:

- Grant administration (JVSG and HVRP) – such as reviewing financial statements and grant modifications, conducting formal compliance assessments, performing on-site monitoring trips, desk audits, and regular performance reviews of grants under their purview;
- TAP DOL Employment Workshop and Career Exploration and Planning Track (CEPT) workshop management;
- Federal compliance program administration of laws that provide employment protections and preferential hiring for veterans. These compliance programs include USERRA, the VEOA, 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.
- 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.

The President signed the Honoring Investments in Recruiting and Employing American Military Veterans Act (HIRE Vets Act) on May 5, 2017. The HIRE Vets Act required the Secretary to

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

establish a new program that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a “HIRE Vets Medallion Award.” Under the HIRE Vets Act, the Secretary of Labor is to implement a two tiered recognition program, with Platinum and Gold HIRE Vets Medallion Awards, to recognize employers based on criteria established in the HIRE Vets Act. Award criteria are established for small, medium, and large employer categories in 20 CFR 1011, 82 FR 52186. In 2018, VETS conducted an official program demonstration, with 300 employer applicants, to prepare for full implementation in 2019. The program began collecting fees from participating employers in early calendar year 2019. This budget submission reflects an estimated \$1,250,000 in 2020 fees collected, and 3 FTE positions to be funded by the fee collections.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2015	\$39,458	230
2016	\$40,487	230
2017	\$41,027	237
2018	\$42,127	228
2019	\$43,248	232

FY 2020

The FY 2020 budget requests \$43,248,000 for Federal Administration. This amount reflects both a decrease of \$500,000 from the FY 2019 enacted level, appropriated to help establish the HVMP, and an increase of \$500,000 to fund 2 FTE and contractor support for the TAP program refocusing effort. The requested amount allows VETS to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement, including support for the TAP program refocusing effort;
- grant program oversight and administration;
- DOL Employment Workshops administration;
- outreach to national and regional employers and veteran advocacy organizations; and
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans’ Employment Opportunities Act (VEOA), and the Federal Contractor Program.

FY 2019

The FY 2019 enacted level of \$43,248,000 allows VETS to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement;
- grant program oversight and administration;

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

- DOL Employment Workshops administration;
- Continued outreach to national and regional employers and veteran advocacy organizations; and
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the Veterans’ Employment Opportunities Act (VEOA), and the Federal Contractor Program.

The funding also allows for up to \$500,000 for the HIRE Vets Act program to assist with the preparation and processing of employer applications. This funding is necessary to sustain the program in the interim period before employer fees are collected, beginning in the 2nd quarter of FY 2019.

FY 2018

The FY 2018 enacted funding level of \$44,127,000 provided for DOL continued oversight and administration of its grant programs, DOL Employment Workshops, and compliance and enforcement activities. The enacted funding allowed VETS continued preparation of the HVMP for full implementation in January 2019.

The following are accomplishments and functions of this activity in FY 2018:

- There were 1,067 open USERRA cases in FY 2018 which included 166 cases pending at the end of FY 2017. By the end of FY 2018, 918 of these cases were closed leaving 149 cases carried over into FY 2019. All cases are closed within 90 days, unless they receive an authorized extension.
- There were 325 open VEOA cases in FY 2018, which included 35 cases pending at the end of FY 2017. By the end of FY 2018, 287 of these were closed leaving 38 cases carried over into FY 2019.
- Grant oversight of JVSG (budget activity), 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 HVRP competitive grants (budget activity), serving as grant officer technical representatives to the 164 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 TAP (budget activity) Employment Workshops, and site visits to domestic TAP sites.
- Technical and contract oversight of the NVTI (budget activity), scheduling and approving all training classes and distance learning resources conducted by the NVTI.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

- Finance, performance, IT, and program policy functions.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request
		Target	Result	Target	Target
Federal Administration - USERRA Enforcement					
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs					
Strategic Objective VETS 1.2 - Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.					
VETS-USERRA-01	Percent of USERRA investigations completed within 90 days	90.0%	84.8%	87.0%	87.0%
VETS-USERRA-04	Percent of closed cases meeting the agency's quality standard (annual)	95.0%	96.0%	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

USERRA workload and performance measures include the percent of USERRA investigations completed within 90 days and the percent of closed cases meeting the agency's annual quality standards. DOL uses both measures to assess veteran priority of service and the compliance of employment rights to federal law.

DOL establishes targets for these measures to ensure statutory requirements are met, and currently the target to complete an investigation is within 90 days. DOL's analysis of historic USERRA data has shown that claimant-approved extensions (which are allowable by statute but count negatively for this performance metric) have been consistent around 13 to 17 percent over the past several years. Therefore, VETS plans to use a percentage goal of 87 percent as the target for this performance metric through FY 2020. The quality of investigations also remained consistent, with approximately 95 percent of closed cases possessing a quality rating; VETS also will continue this target out through FY 2020.

In FY 2018, VETS developed and implemented a new quality assessment tool that will be used in conjunction with its newly developed report of investigations (ROI). The ROI is intended to improve and fully document the investigation process. Changing the quality threshold may result in an overall decrease of the 96 percent of closed cases meeting the quality standard. Nevertheless, VETS will emphasize uniform implementation of this quality standard; thus, VETS will maintain a target of 95 percent.

For the HIRE Vets Medallion Act, FY 2018 performance was measured through achievement of milestones, such as establishing regulations and completing a program demonstration of 300 applications necessary to implement the program. Other performance metrics will be identified after FY 2019 and baselines will be established once adequate actual program information and data are available.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	22,876	23,118	23,612	494
11.3	Other than full-time permanent	0	220	220	0
11.5	Other personnel compensation	286	380	380	0
11.9	Total personnel compensation	23,162	23,718	24,212	494
12.1	Civilian personnel benefits	7,286	7,570	7,686	116
13.0	Benefits for former personnel	0	29	29	0
21.0	Travel and transportation of persons	851	1,200	1,215	15
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	918	940	963	23
23.3	Communications, utilities, and miscellaneous charges	120	120	127	7
24.0	Printing and reproduction	47	50	50	0
25.1	Advisory and assistance services	0	150	150	0
25.2	Other services from non-Federal sources	2,109	1,070	389	-681
25.3	Other goods and services from Federal sources 1/	7,389	7,433	7,459	26
25.4	Operation and maintenance of facilities	9	0	0	0
25.7	Operation and maintenance of equipment	36	778	778	0
26.0	Supplies and materials	100	90	90	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	42,127	43,248	43,248	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,942	7,218	7,241	23
	DHS Services	64	0	3	3
	Services by Other Government Departments	383	215	215	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN FY 2020

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	119
Federal Employees' Compensation Act (FECA)	-5
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	23
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-23
Working Capital Fund	23
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
State Administration Workload	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$137**

Net Program **-\$137**

Direct FTE **2**

	Estimate	FTE
Base	\$43,385	232
Program Increase	\$500	2
Program Decrease	-\$637	0