

FY 2021

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS EMPLOYMENT AND TRAINING

Not to exceed [\$256,341,000] *\$257,000,000* 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] *expenditure* by the States through [December 31, 2020] *September 30, 2023*, 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, *and to Gold Star spouses*;

(2) \$29,379,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;

(3) [\$43,548,000] *\$44,207,000* 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 \$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:

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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, \$55,000,000 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, [2020] 2021, 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.

In addition, fees may be assessed and deposited in the HIRE Vets Medallion Award Fund pursuant to section 5(b) of the HIRE Vets Act, and such amounts shall be available to the Secretary to carry out the HIRE Vets Medallion Award Program, as authorized by such Act, and shall remain available until expended: *Provided*, That such sums shall be in addition to any other funds available for such purposes, including funds available under paragraph (3) of this heading: *Provided further*, That section 2(d) of division O of the Consolidated Appropriations Act, 2017 (Public Law 115–31; 38 U.S.C. 4100 note) shall not apply. (*Department of Labor Appropriations Act, 2020.*)

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EXPLANATION OF LANGUAGE CHANGE

1. VETS is proposing to revise the period for states that receive JVSG grant funding from 15 months to obligate to a total of 3 years to expend. The current appropriations language limits obligations of funds by the state (grantees) to 15 months. JVSG is a staffing grant to fund two types of positions in the states to provide services for and to veterans. JVSG, under 38 U.S.C. 4102A(b)(5) supports disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representative staff under section 4104(b) of such title. This request is to remove the barrier of a 15 month obligation limit and allow states 3 years to expend JVSG funds, under 31 U.S.C. §1553(a). This change in the JVSG appropriations language will improve state grantees' ability to hire and maintain a workforce of qualified individuals to provide services to veterans facing significant barriers to employment. This change is also expected to result in decreased unexpended balances by states. The extended period of performance will provide the grantees sufficient time to recruit, develop, and maintain a full-cadre of staff. It will also provide financial security and stability at the grantee level.

2. VETS is proposing to include Gold Star spouses as an approved nonveteran group eligible for DVOP services. On May 9, 2018, the President issued Executive Order, Enhancing Noncompetitive Civil Service Appointments of Military Spouses. The Order notes that military spouses make critical contributions to the personal and financial success of our military families and emphasizes the Administration's policy to enhance employment support for military spouses. VETS requests this legislative change to support Gold Star spouses, who are widows/widowers whose spouses died while serving in the Armed Forces. The loss of their spouses' income has a significant adverse impact on family finances. In situations where the surviving spouse needs employment or training to become more employable, they should be able to receive individualized career services from a DVOP specialist. DVOP specialists are often veterans themselves and are trained to provide services to those who have to overcome significant barriers to employment.

3. VETS proposes an exemption from the VETS-4212 annual reporting requirement for Federal contractors that are recipients of a HIRE Vets Medallion Award in the calendar year following receipt of the award. This exemption will be included in the General Provisions section of the appropriation language. In accordance with 38 U.S. Code, Section 4212, Federal contractors and subcontractors, whose contract meets certain criteria, are required to report annually by September 30th on their affirmative action efforts in employing veterans. On May 5, 2017, the HIRE Vets Act was enacted for the purpose of recognizing, through a HIRE Vets Medallion Award, efforts by employers, including Federal contractors and subcontractors, to recruit, employ, and retain veterans. In order to receive a HIRE Vets Medallion Award, an employer must establish that it met or exceeded the criteria for hiring, retaining, and supporting veterans in employment under the HIRE Vets Act and its implementing rules and regulations. Based on their receipt of a HIRE Vets Medallion Award, selected Federal contractors and subcontractors have already demonstrated in their applications that they met or exceeded the criteria for hiring, retaining, and supporting veterans in employment under the HIRE Vets Act and its implementing rules and regulations. The requirement for such Federal contractors and subcontractors to report

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annually on their affirmative action efforts in employing veterans during the same time period would be redundant and cumulative. Elimination of this requirement by Federal contractors and subcontractors would serve the purpose of removing an additional administrative burden from such employers, and further incentivize employers to hire, retain, and support veterans in employment.

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision

New provision:
Provided, That for expenses described in section 4102A(b)(5)(C), which shall be available for expenditure by the States through September 30, 2023.

Explanation

This provision expands the expenditure period by states for JVSG funds from the current 15 months for obligation to a total of 3 years for expenditure. This will allow states more time to expend their formula funds and better serve veterans by improving the continuity of services.

New provision:
Provided, that Gold Star spouses are eligible for JVSG employment services.

This provision will allow for Gold Star spouses to receive individualized career services from JVSG funded Disabled Veterans' Outreach Program specialists.

New provision in General Provisions:
SEC. 118. Employers awarded the HIRE Vets Medallion under the HIRE Vets Act (38 U.S.C. 4100 note) shall be exempt from filing the report required by 38 U.S.C. 4212(d) in the year after receiving such award.

This provision provides that based on their receipt of a HIRE Vets Medallion award, selected federal contractors and subcontractors that have already demonstrated in their applications that they met or exceeded the criteria for hiring, retaining, and supporting veterans in employment under the HIRE Vets Act, will be exempt from filing the 38 U.S. Code, Section 4212 report in the subsequent year after receiving the award. This change will be in the General Provisions section of the appropriation language.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$50,000	0	\$55,000	0	\$55,000
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$50,000</i>	<i>0</i>	<i>\$55,000</i>	<i>0</i>	<i>\$55,000</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	232	\$250,041	223	\$256,341	223	\$257,000
Fees	1	\$74	1	\$150	3	\$300
<i>Subtotal</i>	<i>233</i>	<i>\$300,115</i>	<i>224</i>	<i>\$311,491</i>	<i>226</i>	<i>\$312,300</i>
B. Gross Budget Authority	233	\$300,115	224	\$311,491	226	\$312,300
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	-1	-\$74	-1	-\$150	-3	-\$300
Shared Services Realignment	-3	\$0	-3	\$0	-3	\$0
<i>Subtotal</i>	<i>229</i>	<i>\$300,041</i>	<i>220</i>	<i>\$311,341</i>	<i>220</i>	<i>\$312,000</i>
C. Budget Authority Before Committee	229	\$300,041	220	\$311,341	220	\$312,000
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	\$0	0	\$1,593	0	\$0
Fees	1	\$74	1	\$150	3	\$300
<i>Subtotal</i>	<i>230</i>	<i>\$300,115</i>	<i>221</i>	<i>\$313,084</i>	<i>223</i>	<i>\$312,300</i>
D. Total Budgetary Resources	230	\$300,115	221	\$313,084	223	\$312,300
Unobligated Balance Expiring	-21	-\$63	0	\$0	0	\$0
Additional FTE Usage	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	-\$1,593	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Shared Services Realignment	3	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	212	\$298,459	221	\$313,084	223	\$312,300

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2020 Enacted	FY 2021 Request	Net Change
Budget Authority			
General Funds	\$55,000	\$55,000	\$0
Trust Funds	\$256,341	\$257,000	+\$659
Total	\$311,341	\$312,000	+\$659
 Full Time Equivalents			
General Funds	1	3	2
Trust Funds	220	220	0
Total	221	223	2

Explanation of Change	FY 2021 Change							
	FY 2020 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	221	\$24,365	0	\$523	0	\$0	0	\$523
Personnel benefits	0	\$6,859	0	\$258	0	\$0	0	\$258
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$28	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$29	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,715	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$963	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$270	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$505	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$325	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$34,451	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$7,745	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	\$3	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$3,331	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$228	0	\$0	0	\$0	0	\$0

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FY 2021 Change

Explanation of Change	FY 2020 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	\$1,942	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	\$51,900	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$176,492	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	221	+\$311,341	0	+\$781	0	\$0	0	+\$781
B. Programs:								
Wounded Warrior Curriculum Development Initiative	0	\$0	0	\$1,000	0	\$0	0	\$1,000
Transition Assistance Program	0	\$29,379	0	\$500	0	\$0	0	\$500
Programs Subtotal			0	+\$1,500	0	\$0	0	+\$1,500
Total Increase	221	+\$311,341	0	+\$2,281	0	\$0	0	+\$2,281
Decreases:								
A. Built-Ins:								
To Provide For:								
One day less of Pay	0	\$0	0	-\$122	0	\$0	0	-\$122
Built-Ins Subtotal	0	\$0	0	-\$122	0	\$0	0	-\$122
B. Programs:								
Remove One-Time Increase for TAP Military Spouse Curriculum	0	\$29,379	0	-\$1,500	0	\$0	0	-\$1,500
Programs Subtotal			0	-\$1,500	0	\$0	0	-\$1,500
Total Decrease	0	\$0	0	-\$1,622	0	\$0	0	-\$1,622
Total Change	221	+\$311,341	0	+\$659	0	\$0	0	+\$659

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Request		Diff. FY21 Request / FY20 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	23,379	0	29,379	0	29,379	0	0
Unemployment Trust Funds	0	23,379	0	29,379	0	29,379	0	0
Homeless Veterans' Reintegration Program	0	50,000	0	55,000	0	55,000	0	0
General Funds	0	50,000	0	55,000	0	55,000	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	209	43,248	221	43,548	223	44,207	2	659
General Funds	0	0	1	0	3	0	2	0
Unemployment Trust Funds	209	43,248	220	43,548	220	44,207	0	659
Total	209	300,041	221	311,341	223	312,000	2	659
General Funds	0	50,000	1	55,000	3	55,000	2	0
Unemployment Trust Funds	209	250,041	220	256,341	220	257,000	0	659

NOTES: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
	Full-Time Equivalent				
	Full-time Permanent	229	220	220	0
	Other	3	3	3	0
	Total	232	223	223	0
	Average ES Salary	\$181,453	\$192,300	\$192,300	\$0
	Average GM/GS Grade	13/1	13/2	13/3	0
	Average GM/GS Salary	\$99,327	\$102,378	\$104,426	\$2,048
11.1	Full-time permanent	23,603	24,145	24,546	401
11.3	Other than full-time permanent	220	220	220	0
11.5	Other personnel compensation	0	0	348	348
11.9	Total personnel compensation	23,823	24,365	25,114	749
12.1	Civilian personnel benefits	7,275	6,887	7,145	258
13.0	Benefits for former personnel	29	29	29	0
21.0	Travel and transportation of persons	1,700	1,715	1,715	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	940	963	963	0
23.3	Communications, utilities, and miscellaneous charges	263	270	270	0
24.0	Printing and reproduction	505	505	505	0
25.1	Advisory and assistance services	325	325	325	0
25.2	Other services from non-Federal sources	29,292	34,451	34,731	280
25.3	Other goods and services from Federal sources 1/	9,254	11,079	10,579	-500
25.4	Operation and maintenance of facilities	0	228	228	0
25.7	Operation and maintenance of equipment	778	1,942	1,594	-348
26.0	Supplies and materials	90	90	90	0
31.0	Equipment	50	50	50	0
41.0	Grants, subsidies, and contributions	225,667	228,392	228,612	220
42.0	Insurance claims and indemnities	50	50	50	0
	Total	300,041	311,341	312,000	659
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,218	7,745	7,745	0
	DHS Services	0	3	3	0
	HHS Services	81	40	40	0
	Services by Other Government Departments	1,955	3,291	2,791	-500

NOTE: FTE for all years reflect the Shared Services Realignment.

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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
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	\$279,595	\$284,051		\$295,041	228
2019					
Base Appropriation...4/	\$281,595		\$300,041	\$300,041	219
2020					
Base Appropriation...5/ 6/	\$306,041	\$316,341		\$311,341	220
2021					
Base Appropriation...6/	\$312,000				220

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/ 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.

5/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

6/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

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 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.

This Fiscal Year (FY) 2021 budget request reflects DOL's commitment to supporting the employment needs of veterans and employers in the job markets of today and tomorrow. The budget supports the Administration's priority of "improving employment opportunities for our Nation's veterans, transitioning service members, and their spouses as they transition from active duty to civilian life." Recognizing the impact of veteran employment success on the recruitment of our all-volunteer force, this budget seizes the opportunity to provide transitioning service members a better trajectory into long term career success and to modernize the ways we address the employment needs of transitioning service members, veterans, and their spouses to ensure their continued career success.

For FY 2021 VETS is requesting \$312,000,000.

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 \$55,000,000
- National Veterans' Training Institute (NVTI), in the amount of \$3,414,000
- Federal Administration - USERRA Enforcement, in the amount of \$44,207,000

Major initiatives in the budget that will benefit both veterans and military families include:

- **TAP National Directory of New Hires (NDNH) Initiative.** This request would enable the Department to expand the existing capabilities of the Veteran's Data Exchange Initiative (VDEI) to more efficiently interact with the National Directory of New Hires (NDNH) in order to better track and analyze the employment outcomes of transitioning service members. The Department is in the process of expanding the DOL data analytics platform to a cloud-based system for a variety of purposes, including securely storing, matching, and analyzing NDNH data. This request is for a module that would focus specifically on tracking and analyzing veterans' employment outcomes.
- **Wounded Warrior Curriculum Development.** This request would fund the development of an employment curriculum specifically designed for Wounded Warriors and their caregivers.

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- **Gold Star Spouses as Eligible Recipients of DVOP Services.** This request would allow for Gold Star Spouses to receive individualized career services from Disabled Veterans' Outreach Program (DVOP) specialists.
- **JVSG Expenditure Period.** This request would revise appropriation language to extend the state expenditure period. This language revision would result in a more efficient use of funds to serve veterans.
- **Reduction of Administrative Burden for Federal Contractors Receiving the HIRE Vets Medallion Award.** This request would exempt HIRE Vets Medallion Award recipients from filing the form 4212 in the year subsequent to receiving the Medallion, thus reducing the administrative burden on federal contractors that are award recipients.

VETS prepares transitioning service members for civilian careers through the TAP, which includes employment workshops that assist service members transitioning to civilian employment. DOL is responsible for the employment components of TAP and contract services on military installations, both domestically and abroad.

VETS provides state workforce funding for employment services to those veterans and eligible spouses most in need. Homeless, disabled, and veterans with other significant employment barriers are eligible for individualized career services to address any challenges preventing gainful employment. VETS awards formula and competitive grants to provide employment services and support through the states' American Job Center (AJC) network and through organizations in local communities.

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

VETS promotes employment opportunities for veterans by connecting employers with job-ready veterans who have the skills the employer needs. We utilize Regional Veterans' Employment Coordinators (RVECs) and Local Veterans' Employment Representatives (LVERs) to help the American Job Centers build a network of resources to connect them with veteran job seekers. Through the Veterans' Employment Outreach Program, VETS also makes it easier for employers to find, hire, train, and retrain veterans. The recently implemented HIRE Vets Medallion Program promotes veteran employment by recognizing employers who recruit, employ, and retain our nation's veterans.

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

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2021 request is \$180,000,000.

JVSG is the largest component of the VETS budget, providing the resources to serve nearly 80,000 veterans during PY 2018. JVSG assists veterans to obtain and maintain meaningful employment through services provided at AJCs and other locations. 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 AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide individualized career services targeted at meeting the employment needs of veterans with significant barriers to employment; and
- Local Veterans' Employment Representative (LVER) staff, who conduct outreach to employers to increase employment opportunities for veterans.

The FY 2021 request will support up to 1,800 DVOP specialists and LVER staff across the country, consistent with current levels.

VETS will continue to focus on the provision of services to veterans with significant barriers to employment, including 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 also work to provide increased flexibility to states in the provision of employment services to veterans.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) Service by encouraging the location of DVOP specialists at VA Regional Offices and other points of entry to help VR&E participants find good careers.

(2) **Transition Assistance Program (TAP)** –The FY 2021 request is \$29,379,000.

DOL offers a 1-day mandatory workshop, as well as two 2-day elective workshops on employment preparation and vocational training as part of TAP to assist service-members transition to civilian employment. Approximately 6,000 employment workshops are conducted each fiscal year. VETS works closely with the Department of Defense 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 be delivered to approximately 150,000 transitioning service members and spouses. TAP supports the Department's priority that workers have the skills they need to obtain family

VETERANS' EMPLOYMENT AND TRAINING SERVICE

sustaining careers and improve employment opportunities for our Nation's veterans, transitioning service members, and their spouses.

At the request level, VETS would improve the quality of employment related services to transitioning service members, with a focus on improved outcomes. Those services would include career counseling and resume review.

(3) Homeless Veterans' Reintegration Program (HVRP) –The FY 2021 request is \$55,000,000.

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 nearly 20,000 homeless veterans last year. HVRP 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-based and community organizations.

Grantees provide an array of services to homeless veterans through a case management approach, which includes linkages to a variety of support services available in local communities. Grantees also provide services to homeless veterans through collaboration with other federal programs, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing grantees, and U.S. Department of Health and Human Services (HHS) grantees.

(4) National Veterans' Employment and Training Services Institute (NVTI) –The FY 2021 request is \$3,414,000.

NVTI was established in 1986 by Public Law 100-323 to ensure a high level of proficiency and training for staff that provide employment services to veterans. NVTI provides training to approximately 3,325 participants¹ each fiscal year, including DVOP specialists and LVER staff who provide or oversee grant services, and federal staff who perform grants management as well as compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and Veterans' Employment and Opportunities Act.

At the request level, NVTI would 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.

¹ This number includes individuals who have taken more than one course.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

(5) **Federal Administration – USERRA** –The FY 2021 request is \$44,207,000.

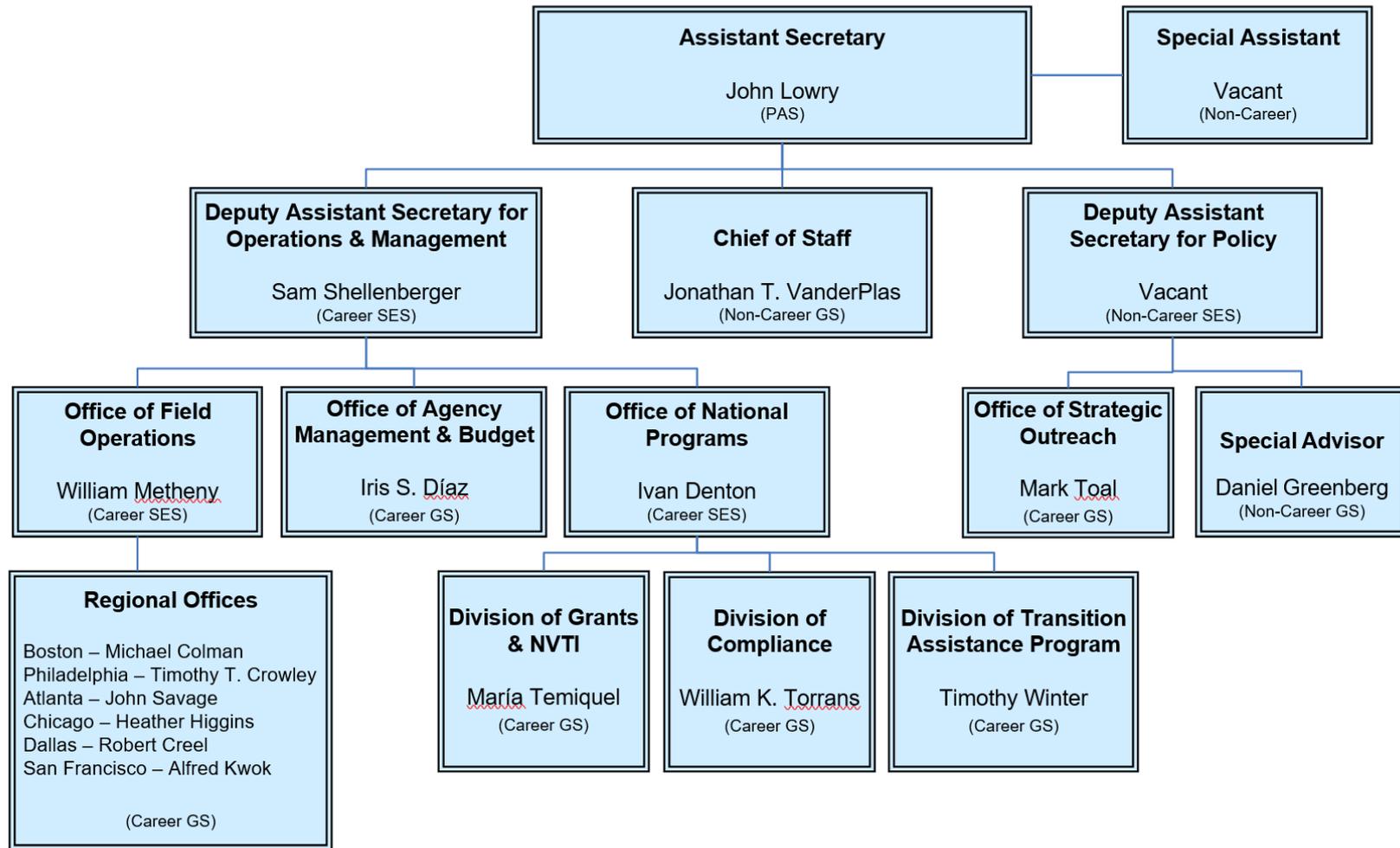
The Federal Administration budget activity supports the management and oversight necessary to implement the Agency's programs. The request will fund VETS staff distributed across each state, the District of Columbia, Puerto Rico, six regional offices; and the national office.

This budget activity also funds compliance activities required by the Uniformed Services Employment and Reemployment Rights Act (USERRA,) pursuant to 38 U.S.C. 4301, et seq. in order for 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 Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act), was enacted in FY 2017. This program recognizes employers who demonstrate a commitment to recruiting, employing and retaining veterans. VETS conducted a demonstration program in FY 2018, limited to 300 employer applications, to introduce the program to employers prior to implementation of the full program. The full program was successfully initiated January 30, 2019, with 427 employers awarded in November. This budget submission reflects an estimated \$150,000 in fees collected in FY 2020, and an estimated \$300,000 in fees in FY 2021.

Finally, this budget activity supports VETS' Disabled Veteran and Women Veteran activities, by funding the review and assessment of research and best practices that can be implemented throughout VETS programs.

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STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	180,000	180,000	180,000	0
FTE	0	0	0	0

NOTE: FTE for all years reflect the Shared Services Realignment.

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, medical treatment facilities, and Warrior Transition Units. Warrior Transition Units are located at major military medical 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 family caregivers. 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 activity, Homeless Female Veterans and Veterans with Families activity, and Incarcerated Veterans' Transition activity.

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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.

Resource and Program Data State Grants Veterans' Employment and Training Service

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 President's Budget
<u>Resource Data:</u>				
Service Grant	180,000	180,000	180,000	180,000
Formula	180,000	180,000	180,000	180,000
Competitive				
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	180,000	180,000	180,000	180,000
<u>Program Data:</u>				
Total Grants	108	108	108	108
New Starts				
#	54	54	54	54
\$	178,500	178,500	178,500	178,500
Continuing				
#	54	54	54	54
Contracts				
#	3	3	3	3
\$	1,500	1,500	1,500	1,500
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

STATE GRANTS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2016	\$175,000	0
2017	\$175,000	0
2018	\$180,000	0
2019	\$180,000	0
2020	\$180,000	0

FY 2021

The FY 2021 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 employment goals, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2021, the JVSG program will continue to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff will continue to outreach and support the Capstone program at installations nationwide. JVSG staff 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.

The program will capture best practices of the recently established (in FY 2020) Disabled Veteran Program to share and implement program advancements in serving veterans with disabilities. The JVSG appropriation language will be revised to expand the state expenditure period to 3 years. This will result in a more efficient use of grant funding and decreased unexpended balances.

This request also will revise the appropriation language to propose that Gold Star Spouses become eligible recipients of JVSG services. Gold Star spouses are widows/widowers whose spouses died while serving in the Armed Forces. The loss of their spouse's income has a significant impact on family finances. In situations where the surviving spouse needs employment or training to become more employable, they should be able to receive individualized career services from a JVSG funded DVOP specialist.

FY 2020

The FY 2020 enacted level of \$180,000,000 allows 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

STATE GRANTS

installations across the country to assist in the transition of those service members identified in need of employment services. The military services continued to improve 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.

VETS will continue to work with the Office of Disability Employment Policy (ODEP) to identify program policies and practices that can be improved by ODEP expertise to serve veterans with disabilities. In conjunction with this ongoing cooperation, VETS will work with ODEP to establish the new Disabled Veteran Program. This new program will address high unemployment and the low labor force participation rate of veterans with service-connected disabilities.

FY 2019

The FY 2019 enacted level of \$180,000,000 allowed 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 connected employers across the country with work-ready veterans. The JVSG program continued to provide funding to 54 states and U.S. territories for DVOP specialists and LVER staff, located in AJCs and other locations. DVOP specialists continued to provide individualized career services to veterans with significant barriers to employment, including veterans who have a disability. LVER staff promoted 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. LVERs received training and tools to expand awareness of the HVMP among their employer partners.

STATE GRANTS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2018 Enacted		PY 2019 Enacted		PY 2020 Enacted	PY 2021 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	[base]	58.0%	60.0%	--	61.0%	61.0%
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	[base]	57.0%	58.0%	--	59.0%	59.0%
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP	[base]	\$6,420	\$6,400	--	\$6,500	\$6,500

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, and median earnings in the 2nd quarter after exit. VETS aligned with ETA and utilized the first two years of data to set national targets in PY 2019 (July 1, 2019 – June 30, 2020). In PY 2019, those targets are: 60 percent, 58 percent, and \$6,400, respectively for each metric listed above.

In PY 2018, participants who were served by a DVOP representative were employed at a rate of 58 percent in the 2nd quarter after exit, and at a rate of 57 percent during the 4th quarter after exit. Also during the 2nd quarter after exit, those eligible veterans served by a DVOP show a median wage of \$6,420. 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. As overall economic conditions continue to be favorable, JVSG performance outcomes are expected to rise slightly as well.

Additionally, another output measure is the rate of veterans receiving individualized career services from DVOP specialists. VETS will continue to monitor this metric, but will not assign a target as there is no statutory requirement and a target could interfere with a state's assessment of how best to serve their veteran population. Individualized career services include career planning and counseling, comprehensive and specialized skill assessment, and providing participants with an individualized employment plan for mitigating employment barriers. During PY 2018, individualized career services were delivered at a rate of nearly 97 percent.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 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	1,035	1,035	1,035	0
25.3	Other goods and services from Federal sources 1/	1,561	1,561	1,561	0
25.7	Operation and maintenance of equipment	0	912	912	0
41.0	Grants, subsidies, and contributions	177,404	176,492	176,492	0
	Total	180,000	180,000	180,000	0
	1/Other goods and services from Federal sources				
	HHS Services	40	40	40	0
	Services by Other Government Departments	1,521	1,521	1,521	0

STATE GRANTS

CHANGES IN FY 2021

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day less 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 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	23,379	29,379	29,379	0
FTE	0	0	0	0

NOTE: FTE for all years reflect the Shared Services Realignment.

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 Employment Workshops 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 2019 NDAA directed responsible agencies to improve TAP. VETS estimates that approximately 150,000 transitioning service members will attend DOL Employment Workshops in FY 2020 based on the total DoD projections of transitioning service members over that timeframe. VETS factors in an average class size of 30 participants 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 FY 2020 enacted appropriation contained additional funding for the implementation of the FY 2019 NDAA TAP curriculum requirements. These requirements include a 1-day employment course mandatory for all transitioning service members, as well as two 2-day elective workshops on vocational training and general employment preparation. These additional resources will also enable VETS to provide employment services, including career counseling, resume review, and warm handovers to the workforce system or community-based organization for additional services and job search assistance. 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 service members to career opportunities prior to transition could reduce the high job turnover rate among recently transitioned veterans and provide better long term employment outcomes.

In addition, funding from base program resources will be used for:

- \$1,000,000 to develop and implement an employment course curriculum for Wounded Warriors, and
- \$500,000 to expand the capabilities of the Veterans Data Exchange Initiative to more effectively interact with the NDNH, and to support the storage, matching and security of NDNH data.

The employment course curriculum for Wounded Warriors would be tailored specifically for service members facing medical separation to address their future employment situation. The TAP Apprenticeship Pilot, as required by FY 2019 appropriations language, will help identify

TRANSITION ASSISTANCE PROGRAM

the best methods to prepare transitioning service members for, and assist their placement in, apprenticeship programs.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2016	\$14,100	0
2017	\$14,600	0
2018	\$19,500	0
2019	\$23,379	0
2020	\$29,379	0

FY 2021

The FY 2021 budget requests \$29,379,000 for TAP. VETS' strategic goal for TAP is to provide a high-quality, standardized and coordinated program so that a transitioning service member is best prepared to pursue an occupation most in-line with their abilities and interests no matter where they will leave the military from or where they will relocate to after service. The requested level will allow VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. The requested level would allow VETS to pilot additional employment assistance outside of the classroom at select military installations as in FY 2020 to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed "not career ready."

GAO Report GAO-18-23 recommended removing subjectivity in Career Readiness Standards (CRS) verification. TAP improvements will allow DOL to assume responsibility for the employment related CRS verification as a subject matter expert, and apply a consistent quality standard correlated with the career success of transitioning service members.

FY 2020

The enacted level of \$29,379,000 will allow VETS to conduct workshops in compliance with TAP improvements outlined in the FY 2019 NDAA, which specifies:

- 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).

TRANSITION ASSISTANCE PROGRAM

In FY 2020, VETS will continue to implement the program requirements enacted in the FY 2019 NDAA that directed the creation of counseling pathways and program content that supports those pathways. In FY 2020, VETS estimates it will offer 11,000² total workshops to comply with enacted TAP improvements.

VETS will 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 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 and digital delivery.

VETS will invest funding to enhance the quality of employment support services for transitioning service members, with a focus on improved outcomes. For example, the TAP program will help facilitate and fund a \$1,000,000 Veterans' Employment Challenge competition aimed at developing a new tool to help transitioning service members of the military in their job searches. Employers recognize the value that veterans offer, yet may miss opportunities to attract and retain them. Service members transitioning into civilian employment often struggle to frame their unique experience and technical skillsets for employers. There is a need for both a more sophisticated matching mechanism and a simpler interface that can pull from existing data sources (from Federal platforms like O*NET, the Credentialing Opportunities On-Line (COOL) program, and the National Labor Exchange, to LinkedIn profiles, resumes, or job descriptions that individuals and businesses have created). VETS, with in-kind support through participation in testing and review from the Departments of Defense and Veterans Affairs, established the competition to challenge software developers to create a better tool to match transitioning service members and employers. The competition will be conducted through five phases, enabling developers to further engage users in the design process and gather feedback on working prototypes. More information can be found at: <https://www.challenge.gov/challenge/vets-match/>

FY 2019

The enacted level of \$23,379,000 allowed VETS to offer services during 6,900 employment workshops and CEPT workshops. This funding level also allowed 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 included \$3,500,000 that allowed 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

² VETS projects delivering 6,000 1-day mandatory workshops (150,000 divided by average class size of 25). VETS projects that 65 percent of those participants will attend one of DOL's two-day workshops accounting for an additional 5,000 2-day workshops (97,500 divided by average class size of 20). Total workshops would be 11,000.

TRANSITION ASSISTANCE PROGRAM

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 Federal obligation in FY 2019 and FY 2020.

TRANSITION ASSISTANCE PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2019 Enacted		FY 2020 Enacted	FY 2021 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	6,000	5,979	5,900	5,900
VETS-TAP-01c	Number of TAP Vocational Training Participants	--	--	[base]	TBD
VETS-TAP-01d	Number of TAP Employment Workshop Participants	--	--	[base]	TBD
VETS-TAP-02	DoD Estimated Number of TAP Employment Workshop Participants	155,000	160,396	150,000	148,000
VETS-TAP-12	Percentage of TAP Facilitators Assessed at 90% or more	100.0%	90.1%	--	--

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 mandatory and optional 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. VETS expects the demand for these courses to remain fairly steady through FY 2021. In FY 2019, 5,979 Employment Workshops were delivered to 160,396 transitioning service members.

In FY 2019, 974 Career Technical Training Track (CEPT) courses were delivered to transitioning service members. The FY 2019 NDAA redefining of the TAP course length and required courses, including adding a second optional course to the DOL menu of available curriculum, will require the existing CEPT course to be reconfigured, renamed, and therefore a baseline participation for both optional courses will be established in FY 2020.

Along with baselining course participation in FY 2020, VETS will also be reviewing monitoring methodologies for on-site assessments. New or revised monitoring measures will roll out and be baselined in FY 2020.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 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
23.3	Communications, utilities, and miscellaneous charges	150	150	150	0
24.0	Printing and reproduction	475	475	475	0
25.2	Other services from non-Federal sources	22,754	28,754	28,754	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	23,379	29,379	29,379	0
	1/Other goods and services from Federal sources				

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2021

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day less of Pay	0
Travel and transportation of persons	0
Transportation of things	0
Communications, utilities, and miscellaneous charges	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 **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$29,379	0
Program Increase	\$1,500	0
Program Decrease	-\$1,500	0

HOMELESS VETERANS’ REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	50,000	55,000	55,000	0
FTE	0	0	0	0

NOTE: FTE for all years reflect the Shared Services Realignment.

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:

- Those proposing 100 percent of their funding to serve homeless female veterans and veterans with families (HFVWWF);
- Those proposing 100 percent of their funding to serve incarcerated veterans (Incarcerated Veterans’ Reintegration activity); and
- Those proposing to serve a combination of homeless veterans, 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 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.”³ VETS HVRP grantees provide wrap-around services to chronically homeless veterans as they work with them to reintegrate them into the workforce.

³ 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

Resource and Program Data Homeless Veterans' Reintegration Program Veterans' Employment and Training Service

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 President's Budget
<u>Resource Data:</u>				
Service Grant	50,000	50,000	55,000	55,000
Formula				
Competitive	50,000	50,000	55,000	55,000
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	50,000	50,000	55,000	55,000
<u>Program Data:</u>				
Total Grants	229	197	189	191
New Starts				
#	106	99	101	67
\$	13,894	17,262	23,017	12,471
Continuing				
#	123	98	88	124
\$	34,598	31,282	29,184	39,730
Contracts				
#	4	4	4	4
\$	1,508	1,456	2,799	2,799
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2016	\$38,109	0
2017	\$45,000	0
2018	\$50,000	0
2019	\$50,000	0
2020	\$55,000	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2021

The FY 2021 budget requests \$55,000,000 for HVRP. This funding level would allow HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. The HVRP will continue to execute employment and training services to help homeless veterans re-enter the labor force. HVRP will continue to work together with local and federal partners to strengthen communities and foster the efficient use of resources in support of best practices. HVRP will provide direct services to include career skills training, job development, career counseling, resume writing, and placement in employment. Support services that may be available include clothing; the provision of (for Incarcerated Veterans Reintegration activity eligible participants) or referral to temporary, transitional, and permanent housing; referral to medical substance abuse treatment; and transportation assistance.

The HVRP program will also support and work with the Disabled Veteran Program that was established in FY 2020. This new program is to address high unemployment and the low labor force participation rate of veterans with service-connected and non-service connected disabilities, attributes that are common in the homeless veteran population.

FY 2020

The FY 2020 enacted level of \$55,000,000 allows HVRP to continue to implement eligibility changes enacted in FY 2019 HVRP appropriation language, allowing those homeless 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. The FY 2020 enacted level also allows VETS to execute employment and training services to help homeless veterans re-entering the labor force. The direct services continue to include placement in employment, skills training, job development, career counseling, and resume writing. Support services included 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 continues its collaboration with other federal and local entities to achieve the goals of the federal strategic plan to prevent and end homelessness.

FY 2019

The FY 2019 enacted level of \$50,000,000 allowed VETS to focus on further strengthening our partnerships with other federal agencies serving homeless veterans. Federal and local partnerships ensure grantees coordinate services for a systemic response to homelessness, or if it can't be prevented, is a rare, brief, and one-time experience. HVRP focused on reintegrating eligible homeless veterans into the workforce and implementing the 2018 update to the Federal strategic plan to prevent and 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 were homeless at some point within the 60 days prior to program entry or

HOMELESS VETERANS' REINTEGRATION PROGRAM

veterans who are at risk of homelessness within the next 60 days. The Veterans Benefits and Transition Act of 2018 also changed the HVRP eligibility standard to include:

- veterans participating in the Department of Veterans Affairs supported housing program for which rental assistance is provided pursuant to section 8(o)(19) of the United States Housing Act of 1937 (42 U.S.C. 1437f(o)(19)) or the Tribal HUD–VA Supportive Housing (Tribal HUD–VASH) program;
- Indians who are veterans and receiving assistance under the Native American Housing Assistance and Self Determination Act of 1996 (25 U.S.C. 4101 et seq.);
- veterans described in section 2023(e) of this title or any other veterans who are transitioning from being incarcerated; and
- veterans participating in the Department of Veterans Affairs rapid rehousing and prevention program.

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY						
	PY 2018 Enacted		PY 2019 Enacted		PY 2020 Enacted	PY 2021 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- Budget-05 Number of HVRP Participants	17,000	19,946	18,000	--	18,000	18,500
VETS-HVRP- WIOA-01 Employment Rate 2nd Quarter After Exit	[base]	53.3%	53.0%	--	54.0%	54.0%
VETS_HVRP- WIOA-02 Employment Rate 4th Quarter After Exit	[base]	49.5%	50.0%	--	51.0%	51.0%
VETS-HVRP- WIOA-03 Median Earnings 2nd Quarter After Exit	[base]	\$4,373.5	\$4,100.0	--	\$4,200.0	\$4,300.0

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 aligned HVRP performance outcomes to the performance indicators used by the core workforce development programs authorized by the Workforce Innovation and Opportunity Act (WIOA).

In PY 2018, VETS had a placement rate of 53.3 percent of exiters in the 2nd quarter after exit. The employment rate in the 4th quarter after exit was 49.5 percent, while the median earnings in the second quarter after exit was \$4,373. The slight decrease in employment rate between the 2nd and 4th quarters highlight the difficulties this population has with employment retention. The two placement rate indicators are expected to stay roughly flat over the next fiscal year, while earnings are expected to grow at a similar rate as in the past.

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 and receive a service from the Employment Service (Wagner-Peyser), WIOA, or JVSG programs that will enable data analysis to be conducted through WIPS.

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 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
25.2	Other services from non-Federal sources	1,512	1,352	1,632	280
25.3	Other goods and services from Federal sources 1/	225	1,520	1,020	-500
25.4	Operation and maintenance of facilities	0	228	228	0
41.0	Grants, subsidies, and contributions	48,263	51,900	52,120	220
	Total	50,000	55,000	55,000	0
	1/Other goods and services from Federal sources				
	HHS Services	41	0	0	0
	Services by Other Government Departments	184	1,520	1,020	-500

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2021

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day less 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	\$55,000	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 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

NOTE: FTE for all years reflect the Shared Services Realignment.

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.

Consistent with the Administration's goal to spend taxpayer dollars in the most efficient and effective way possible, NVTI continues to prioritize and transition to leveraging technological training solutions, such as online training modules, to increase access to training resources. This continued use of technology will expand new course offerings, experiences, and learning materials. It aims to continue 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 its training facility located in Dallas, Texas. To date, over 72,300 veterans' employment and training professionals have attended NVTI training.

Training is provided to:

- DVOP specialists, LVER staff, and other DOL-funded staff who provide 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 VETS staff who will be assigned investigations complete the USERRA and Veterans' Preference training sessions prior to actively investigating complaints from veterans, with the majority of these courses being offered online. Federal 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>
2016	\$3,414	0
2017	\$3,414	0
2018	\$3,414	0
2019	\$3,414	0
2020	\$3,414	0

FY 2021

The FY 2021 budget requests \$3,414,000 for the NVTI to continue to instruct approximately 4,100 course completions focused on improving the quality of employment services provided to veterans through professional skills enhancement courses such as 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 the curricula for the USERRA 101 and 102 online e-learning courses as well as the development of one new online scenario-based workshop entitled, "Collaboration among DVOPs and LVERs." This 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 regularly 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 2020

The FY 2020 enacted amount of \$3,414,000 allows VETS to fill 4,100 class seats. The number of attendees in virtual courses and the number of non-JVSG staff who attend NVTI are expected to increase. The courses to be offered through the NVTI will continue to include the five required core JVSG courses for DVOPs and LVERs, in addition to basic courses on veterans' benefits, case management, and leadership skills. In FY 2020, two newly developed courses: Grants Management for federal staff and a course specifically for grantee staff, as well as the 5 core JVSG courses are being revised to reflect policy changes instituted in the past year.

FY 2019

The FY 2019 enacted amount allowed NVTI to provide training to JVSG staff, as required by statute, to improve the quality of employment services offered to veterans served by JVSG staff. The number of courses scheduled for the year doubled from the prior year. In-classroom, self-paced, and instructor led web-based courses total 3,325 course completions. A few states increased the number of non-JVSG staff to attend NVTI. In addition, a community of practice module located within the student portal of the NVTI.org website launched during the year and a primer for newly hired JVSG staff was made available for use.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2019 Enacted		FY 2020 Enacted	FY 2021 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			
	3,762	3,176	4,100	4,100

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 2019, 3,176 trainees completed in-person or distance learning courses. VETS anticipates growth into next year, and is expecting over 4,000 in-person and virtual course attendees.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 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	500	500	500	0
25.2	Other services from non-Federal sources	2,914	2,914	2,914	0
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2021 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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One day less 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 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	43,248	43,548	44,207	659
FTE	209	221	223	2

NOTE: FTE for all years reflect the Shared Services Realignment.

NOTE: FY 2019 reflects actual FTE. Authorized FTE for FY 2019 was 219.

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. This activity provides overall leadership, support, and direction for agency operations and develops operating plans to execute the Administration’s vision.

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, and includes a Deputy Regional Administrator, a Senior and Regional Investigator and one or more Veterans Program Specialists. Each state has a director who serves as the Grant Officers’ Technical Representative for the formula and competitive grantees.

VETS is responsible for administering, interpreting, and helping enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA,) pursuant to 38 U.S.C. 4301, et seq. VETS staff conduct formal investigations of complaints received from individuals who believe their employment or reemployment rights were violated. Upon completion of an investigation, if the evidence supports the allegations raised in the complaint, VETS works with both the employer and complainant to obtain the appropriate relief under the law. If the complainant is dissatisfied with the results of the investigation, he or she may request that the case be referred to either the U.S. Department of Justice for non-federal cases, or to the U.S. Office of Special Counsel for federal cases for consideration of representation in either U.S. District Court or before the Merit Systems Protection Board, as appropriate. In-depth summaries of VETS’ USERRA enforcement activities, including data on cases opened during the last fiscal year, are provided in the Department’s USERRA Annual Report to Congress. VETS also conducts public outreach to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an online USERRA advisory tool to assist veterans in understanding employee eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. This electronic advisory tool helps veterans determine the types of preferences and benefits to which they may be entitled, explains the process for filing a complaint, and provides an electronic claim form.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

VETS is also responsible for investigating complaints received from preference-eligible veterans who allege that their veterans' preference rights in federal employment were violated, pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. 3330a, et seq. VETS conducted 245 VEOA investigations in 2019. In addition, VETS collects federal contractor data reporting pursuant to the Vietnam Era Veterans Readjustment Assistance Act.

In addition, pursuant to 38 U.S.C. § 4212, VETS receives and maintains a database of reports received from Federal Contractors who must report on the number of eligible service members and veterans they employ, and their efforts to hire those individuals each calendar year.

VETS staff are also responsible for:

- 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 management;
- 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 the workforce

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 of Labor to establish a program intended to be entirely fee-funded that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a Platinum or Gold HIRE Vets Medallion Award for small, medium, and large employer categories as set forth in 20 CFR 1011, 82 FR 52186. In 2018, VETS conducted a program demonstration, with 300 employer applicants, to prepare for full implementation in 2019. The official program began in January 2019 and 427 employers received the first official HIRE Vets Medallions in November 2019. This budget submission reflects an estimated \$150,000 in FY 2020 fees collected, and an estimated \$300,000 in fees to be collected in FY 2021.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2016	\$40,487	230
2017	\$41,027	237
2018	\$42,127	228
2019	\$43,248	219
2020	\$43,548	220

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

FY 2021

The FY 2021 budget requests \$44,207,000 for Federal Administration. This request includes up to \$500,000 for use, if needed, to continue the HVMP program.

In FY 2021, the Department is committed to implementing the President’s Management Agenda (PMA) and an Enterprise Shared Services delivery model for administrative functions. The purpose of the Enterprise Shared Services initiative is to create an administrative services delivery model that is streamlined, consistent, and efficient. Instead of directly funding information technology, the Department’s current plan is that VETS will use a shared services provider through the proposed IT Working Capital Fund (IT WCF). Under this plan, 3 FTE will be realigned from VETS to the IT WCF as part of the implementation of this model. The FY 2021 President’s Budget reflects this FTE realignment and the corresponding realignment of personnel compensation and benefits. The Budget does not include any related changes to non-personnel funding. The Department continues to develop and implement plans for Enterprise Shared Services. All FTE and funding estimates related to the Enterprise Shared Services initiative are preliminary and will be validated before final implementation.

The requested amount would also allow VETS to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement;
- Grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- 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 Disabled and Women Veterans Programs.

FY 2020

The FY 2020 enacted level of \$43,548,000 allow VETS to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement;
- Grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- Outreach to national and regional employers and veteran advocacy organizations;
- 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; and
- Continued support for the PREVENTS Task Force to reduce and eliminate veteran suicides.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

This program activity also administratively supports the DOL \$1,000,000 Challenge Competition to Better Connect Transitioning Service Members with employment, announced in December 2019.

Funding will also allow VETS to establish a Disabled Veteran Program to address high unemployment and the low labor force participation rate of veterans with service-connected and non-service connected disabilities.

FY 2019

The FY 2019 enacted funding level of \$43,248,000 provided for DOL continued oversight and administration of its grant programs, DOL Employment Workshops, and compliance and enforcement activities. The enacted funding allowed VETS to prepare for full implementation of the HVMP in January 2019.

The following are accomplishments and functions of this activity in FY 2019:

- There were 1,113 open USERRA cases in FY 2019 which included 163 cases pending at the end of FY 2018. By the end of FY 2019, 940 of these cases were closed leaving 173 cases carried over into FY 2020. All cases are closed within 90 days, unless they receive an authorized extension.
- There were 283 open VEOA cases in FY 2019, which included 38 cases pending at the end of FY 2018. By the end of FY 2019, 270 of these were closed leaving 13 cases carried over into FY 2020.
- 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 149 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.
- Conducted and analyzed existing data, research and literature to develop a better understanding of women veteran challenges, and integrated analysis generated into briefing products used by VETS leadership, staff, and stakeholders to accurately reflect women veteran employment issues.
- Finance, performance, IT, and program policy functions.

VETS actively supports and participates in the PREVENTS Task Force, created as a result of Executive Order 13861 on a National Roadmap to Empower Veterans and End Suicide (March 2019).

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Appropriation language authority also permitted the Federal Administration – USERRA Enforcement activity to fund up to \$500,000 for the HIRE Vets Medallion Program to assist with the preparation and processing of employer applications. This funding was necessary to sustain the program in the interim period before employer fees were collected, beginning in the 2nd quarter of FY 2019.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2019 Enacted		FY 2020 Enacted	FY 2021 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.					
HIRE Vets Medallion Program					
VETS- HVMP-01	Number of accepted HIRE Vets Medallion applications	4,152	439	1,000	2,000
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days	87.0%	82.8%	87.0%	87.0%
VETS- USERRA-04	Percent of closed USERRA cases meeting the agency's quality standard (annual)	95.0%	98.0%	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.

VETS establishes targets for these measures to ensure statutory requirements are met, and currently the target to complete an investigation is within 90 days. The 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 2021. The extension rate increased during FY 2019, and VETS finished the year with 82.8 percent of all USERRA cases closed with the 90-day deadline. It should be noted that no cases went beyond the 90-day threshold without receiving an approved extension from the claimant.

The quality of investigations also remained consistent, with approximately 98 percent of closed cases possessing a quality rating; VETS also will continue a 95 percent target throughout FY 2021.

VETS received 439 HIRE Vets Medallion Program (HVMP) applications in FY 2019, although analysis indicates that approximately 4,150 applications would be necessary for the program to be entirely fee-funded, as prescribed by statute. Now that a baseline has been established, VETS has created a target of 1,000 applications during the 2020 HVMP cycle.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
11.1	Full-time permanent	23,603	24,145	24,546	401
11.3	Other than full-time permanent	220	220	220	0
11.5	Other personnel compensation	0	0	348	348
11.9	Total personnel compensation	23,823	24,365	25,114	749
12.1	Civilian personnel benefits	7,275	6,887	7,145	258
13.0	Benefits for former personnel	29	29	29	0
21.0	Travel and transportation of persons	1,200	1,215	1,215	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	940	963	963	0
23.3	Communications, utilities, and miscellaneous charges	113	120	120	0
24.0	Printing and reproduction	30	30	30	0
25.1	Advisory and assistance services	325	325	325	0
25.2	Other services from non-Federal sources	1,077	396	396	0
25.3	Other goods and services from Federal sources 1/	7,468	7,998	7,998	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	778	1,030	682	-348
26.0	Supplies and materials	90	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	43,248	43,548	44,207	659
	1/Other goods and services from Federal sources				
	Working Capital Fund	7,218	7,745	7,745	0
	DHS Services	0	3	3	0
	Services by Other Government Departments	250	250	250	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

CHANGES IN FY 2021

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$523
Personnel benefits	258
Employee health benefits	0
One day less of Pay	-122
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	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
State Administration Workload	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$659**

Net Program **\$0**

Direct FTE **2**

	Estimate	FTE
Base	\$44,207	221
Program Increase	\$0	0
Program Decrease	\$0	0