

**U.S. Department of Labor**

Office of the Assistant Secretary for  
Veterans' Employment and Training  
Washington, D.C. 20210



May 4, 2012

Library of Congress  
Federal Advisory Committee Desk  
Government Documents Section  
ATTN: Richard Yarnall  
101 Independence Avenue, SE  
Washington, DC 20540-4174

Dear Mr. Yarnall:

As the Designated Federal Official (DFO) for the Department of Labor's Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO), I have enclosed eight copies of the Committee's Report for Fiscal Year 2011 as required by section 552 of title 5, United States Code.

If you have any questions, please feel free to contact me at (202) 693-4700.

Respectfully,

A handwritten signature in black ink, appearing to read "Nancy L. Hogan", with a long horizontal flourish extending to the right.

Nancy L. Hogan  
ACVETEO, DFO



**DECISION**

March 20, 2012

**MEMORANDUM FOR THE SECRETARY**

FROM:

Ismael "Junior" Ortiz, Jr.  
Deputy Assistant Secretary

A handwritten signature in black ink, appearing to read "Ismael Ortiz, Jr.", written over the printed name and title.

SUBJECT:

Report of the 2011 Advisory Committee on Veterans Employment,  
Training, and Employer Outreach (ACVETEO)

**BACKGROUND**

In 1982, the Secretary's Committee on Veteran Employment by Public Law 97-306, Title III, Section 302(a) was established. It was reestablished in 1991 as the Advisory Committee on Veterans' Employment and Training, Public Law 102-16, Section 8(a). The Advisory Committee's name was changed to the Advisory Committee on Veterans Employment, Training and Employer Outreach (ACVETEO) by the Veterans' Housing Opportunity and Benefits Improvement Act 2006, Public Law 109-233, Title II, Section 202. That amendment also added new outreach duties to the ACVETEO. The authorizing legislation was further amended by the Veterans' Benefits, Health Care, and Information Technology Act of 2006, Public Law 109-461, Title VI, Section 604(b), and by the Veterans' Mental Health and other Care Improvements Act of 2008, Public Law 110-387, Title IX, Section 901 (a)(4). The authorizing legislation is codified at 38 U.S.C., Section 4110. The ACVETEO is subject to the Federal Advisory Committee Act (FACA).

In accordance with the authorizing statute, the membership shall be at least 12, but not more than 16 individuals, appointed by the Secretary. The statute requires that members represent various stakeholders in Veterans employment. Seven individuals nominated must represent the following organizations: The National Society of Human Resource Managers, The Business Roundtable, The National Association of State Workforce Agencies, The United States Chamber of Commerce, The National Federation of Independent Business, A nationally recognized labor union or organization and The National Governors Association.

No more than five individuals are representatives of Veterans service organizations that have a national employment program; and not more than five members are recognized authorities in the fields of business, employment, training, rehabilitation, or labor and who are not employees of DOL.

The charge of the Advisory Committee is to assess the employment and training needs of Veterans and their integration into the workforce; determine the extent to which the programs and activities of the Department of Labor (DOL) are meeting such needs; assist the Assistant Secretary of Labor for Veterans' Employment and Training Service (VETS) in carrying out outreach activities to employers with respect to the training and skills of Veterans and the advantages afforded employers by hiring Veterans; make recommendations to the Secretary, through the Assistant Secretary of Labor for Veterans' Employment and Training, with respect to outreach activities and employment and training needs of Veterans; and carry out such other activities necessary to make required reports and recommendations. The ACVETEO is required to meet at least quarterly and annually report no later than December 31 of each year to the Secretary and to the Committees on Veterans' Affairs on the Senate and House of Representatives on the employment and training needs of Veterans, with special emphasis on disabled Veterans for the previous fiscal year.

The report required under Title 38 U.S.C., Section 4110 for FY 2011 is attached and below is a summary of it. Within 60 days of receiving the report, the Secretary shall transmit to Congress a copy of the report together with any comments concerning the report that the Secretary considers appropriate. Attached, as well, are copies of the transmittal letters. Pursuant to FACA, VETS will provide 8 copies of the ACVETEO Report to the Library of Congress for public inspection.

### **FISCAL YEAR 2011 ACVETEO REPORT SUMMARY**

The ACVETEO only met once during FY 2011. The Committee's charter and its membership expired in the first quarter of FY 2011 (December 31, 2010). Therefore the charter had to be renewed and new membership appointed. The charter was renewed on March 30, 2011 for two years. A correction to the charter was filed on July 7, 2011. Secretary Solis appointed 16 individuals on July 7, 2011. Fifteen of the sixteen accepted this appointment. Two of the newly appointed members had served on the previous committee.

The Committee's only meeting was mostly informational to provide the newly appointed members with a better understanding of issue of Veterans' employment and the various services and programs that are available within DOL. They felt there is a lack of awareness among Veterans, transitioning Service Members and their families, as well as employers, of the resources and efforts available to effectively prepare, recruit, and retain Veterans in the civilian workforce. The members also believe misinformation is creating barriers to employment for Veterans.

The Committee agreed that the Secretary is key to “lead the charge” on educating the nation on the valuable asset any Veteran brings to the workforce and dispelling the rumors and fears among those not familiar with military service.

Based on this one meeting, the only recommendation is:

- Develop a strategic nationwide communication plan about Veterans’ employment, resources available, and the value of a Veteran.

VETS supports this recommendation and would like to work with OPA and OPE to coordinate a strategic nationwide communication plan about Veterans’ employment, resources available, and the value of a Veteran.

Looking into 2012, the members are enthusiastic about fulfilling the Committee’s statutory role of fully assessing and evaluating DOL’s programs and efforts with respect to the employment and training needs of Veterans.

### **OPTIONS FOR ADDRESSING THE ACVETEO REPORT AND RECOMMENDATION**

#### **Option 1:**

Do you approve VETS working with OPA and OPE to coordinate the recommended communications plan?

#### **Option 2:**

Do you approve your transmittal letter conveying the report to Congress?

### **RECOMMENDED COURSE OF ACTION**

Transmit the Committee’s recommendation to Congress and VETS’ proposed course of action.

### **LATEST DATE (S) FOR ACTION**

Within 60 days after receiving this report, the Secretary of Labor shall transmit to Congress a copy of the report with any comments concerning the report the Secretary considers appropriate.

### **CONTACT**

Nancy L. Hogan, Designated Federal Official for ACVETEO, Ext. 3-4708

**APPROVAL**

**Approved:**

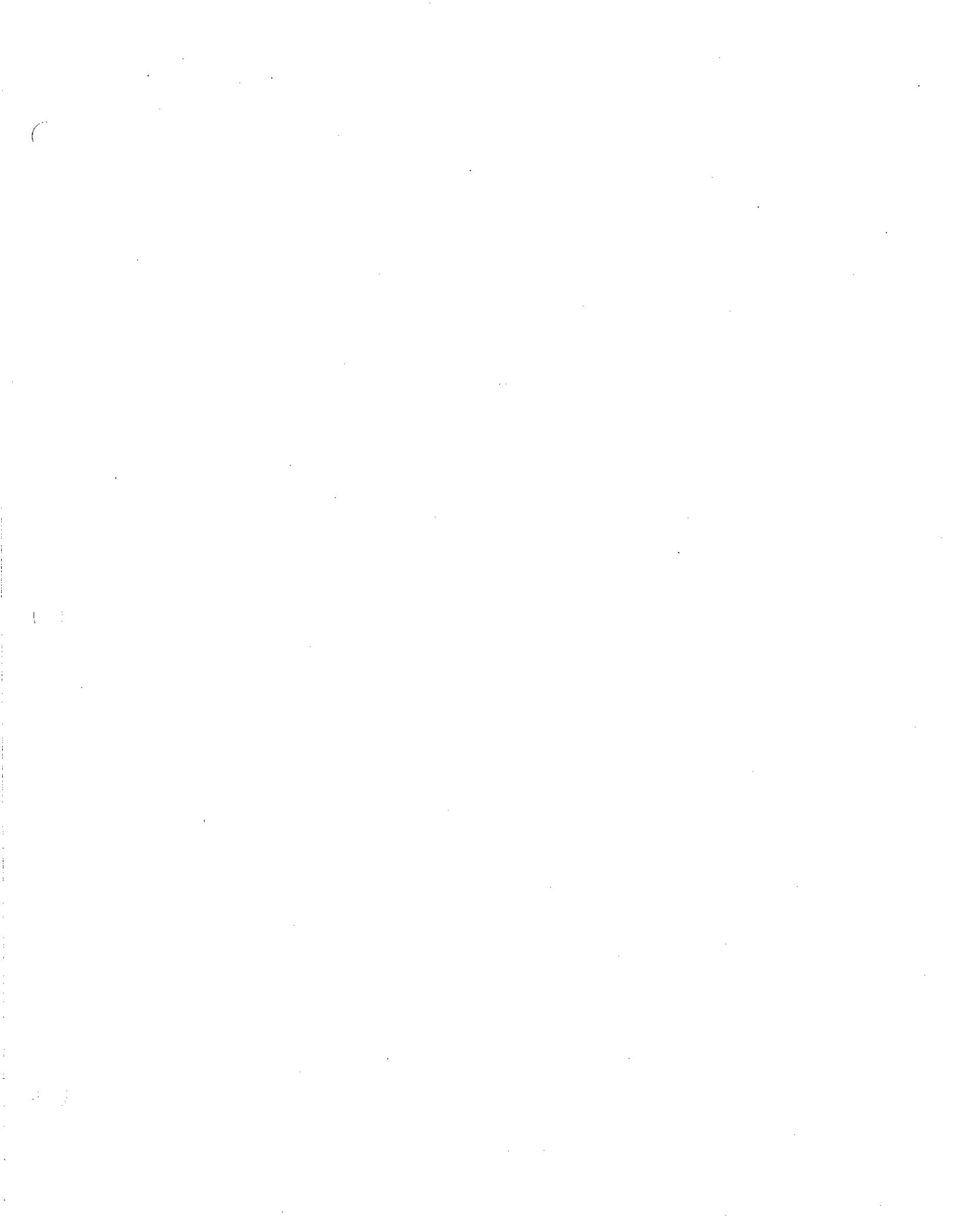
Option 1 Hilda F. Solis Date: MAY 02 2012  
Option 2 Hilda F. Solis Date: MAY 02 2012

**Disapproved:**

Option 1 \_\_\_\_\_ Date: \_\_\_\_\_  
Option 2 \_\_\_\_\_ Date: \_\_\_\_\_

**Attachments:**

- ACVETEO Report 2011
- Transmittal letters to the Committees on Veterans' Affairs of the Senate and House of Representatives
- ACVETEO Charter





## ACVETEO REPORT 2011

### Background

The Advisory Committee on Veterans Employment, Training, and Employer Outreach (ACVETEO) is a Congressionally mandated advisory committee authorized under Title 38, United States Code (USC), Section 4110. The charge of the advisory committee is to assess the employment and training needs of Veterans and their integration into the workforce; determine the extent to which the programs and activities of the Department of Labor (DOL) are meeting such needs; assist the Assistant Secretary of Labor for Veterans' Employment and Training Service (VETS) in carrying out outreach activities to employers with respect to the training and skills of Veterans and the advantages afforded employers by hiring Veterans; make recommendations to the Secretary, through the Assistant Secretary of Labor for Veterans' Employment and Training, with respect to outreach activities and employment and training needs of veterans; and carry out such other activities necessary to make required reports and recommendations. The Secretary appoints members of the ACVETEO to serve terms of two years.

Title 38 USC, Section 4110 requires the committee to meet at least quarterly and to submit to the Secretary of Labor and the Committees on Veterans' Affairs of the Senate and House of Representatives a report on the employment and training needs of Veterans, with special emphasis on disabled Veterans for the previous fiscal year.

The last of these reports was done in 2009 and incorporated work done in 2008 and 2009 because no report was completed in 2008. The committee met once in 2010 by teleconference in March of that year and did not submit a report.

### Activities of the ACVETEO during Fiscal Year 2011

The ACVETEO met once during FY 2011. A meeting scheduled for December 3, 2010 was cancelled in the Federal Register of November 26, 2010 at 75 FR 72841- 72842. The terms of ACVETEO members then expired on December 31, 2010.

A new ACVETEO charter was signed on March 30, 2011 reestablishing the advisory committee and a correction to the charter was filed on July 7, 2011. In accordance with the authorizing statute, the membership shall be at least 12, but not more than 16 individuals. The membership consists of seven individuals nominated representing the following organizations: The National Society of Human Resource Managers, The Business Roundtable, The National Association of State Workforce Agencies, The United States Chamber of Commerce, The National Federation of Independent Business,

A nationally recognized labor union or organization; and The National Governors Association. Not more than five individuals can be from among representatives nominated by Veterans service organizations that have a national employment program. Not more than five individuals can be from representatives nominated who are recognized authorities in the fields of business, employment, training, rehabilitation, or labor and are not employees of DOL.

The following federal officials, or their representatives, are ex-officio, nonvoting members of the ACVETEO: the Assistant Secretary of Labor for Veterans' Employment and Training the Secretary of Veterans Affairs (ASVET), the Secretary of Defense, the Director of the Office of the Personnel Management, the Administrator of the Small Business Administration and the Assistant Secretary of Labor for Employment and Training Administration.

On July 7, 2011, Secretary Hilda L. Solis appointed a diverse group of individuals meeting the requirements above to serve on the committee. The following individuals will serve until July 7, 2013:

Linda Bilmes

Daniel Patrick Moynihan Senior Lecturer in Public Policy Harvard Kennedy School

Paul W. Bucha

Medal of Honor Recipient

Vietnam Veterans of America

Charles Garcia

CEO, Garcia Trujillo

David R. Gergen

Professor, Public Service

Harvard Kennedy School and

Director of Center for Public Leadership

\*Dawn Halfaker

Vice President and Board of Directors

Wounded Warrior Project

J. Michael Haynie

Professor, Whitman School of Management

Syracuse University

Founder, Entrepreneurship Bootcamp for Veterans

Henry G. Jackson

President and CEO

National Society of Human Resource Managers

Richard M. Jones  
Senior Vice President and General  
Tax Counsel for CBS Corporation  
Member, American Legion

Gary K. Kai  
Executive Director  
Hawaii Business Roundtable

Kelly Chapman Meyer  
Founder, The Teaching Garden  
Hollywood Philanthropist and  
Entertainment Industry Influential

Darrell L. Roberts  
Executive Director, Center for Military  
Recruitment, Assessment and Veterans  
Employment (CMRAVE)

Kevin Schmiegel  
Vice President, U.S. Chamber of Commerce

\*Bob Simoneau  
Deputy Executive Director  
National Association of State Workforce Agencies

Robert E. Wallace  
Assistant Adjutant General and  
Executive Director  
Veterans of Foreign Wars

Joan Wodiska  
Director, Education, Early Childhood, & Workforce Committee National Governors  
Association

\* Served on ACVETEO in past

The newly appointed committee met only once in FY 2011 on September 29, 2011, just prior to the end of the fiscal year. Secretary Solis opened the meeting, welcomed the members, and shared her commitment Veterans and their families.

The meeting then discussed some basic FACA material, the ACVETEO charter to highlight the committee's objectives and duties, and ethics training. Ex-officio member Acting Assistant Secretary for VETS, Ismael "Junior" Ortiz, spoke briefly on VETS' mission, programs, and priorities and how they support transitioning Service Members, Veterans and their families.

The committee was given a general overview of VETS' grants and programs designed to prepare Veterans to obtain meaningful careers, provide them the resources and assistance to maximize their employment opportunities and protect their employment rights. They were also briefed on other DOL agencies whose great work also impacts Veterans' employment:

- The Employment and Training Administration (ETA) spoke about ETA's various programs, including the One Stop Career Centers and the roles of Disabled Veteran Outreach Program (DVOP) specialist and Local Veterans Employment Representatives (LVERS).
- The Women's Bureau, spoke briefly on what the agency does and how it works to represent women Veterans in the workforce.
- The Office of Federal Contract Compliance Program (OFCCP), briefed its role in protecting Americans from discrimination in the workplace.
- The Office of Disability Employment Policy (ODEP) shared how ODEP worked with VETS on a program called Real Lifelines that's focus is on the employers. ODEP and VETS created America's Heroes at Work which is an employer toolkit that is designed to assist and educate employers who have made the proactive decision to include transitioning Service Members, Veterans and wounded warriors in their recruitment and hiring initiatives.
- ASVET Ortiz then briefed the committee members on VETS' employer outreach initiatives and outreach plan to underserved Veterans. This briefing included the partnership and hiring fairs conducted with the US Chamber of Commerce, VETS' support of the Joining Forces initiative, the Rural Veterans Outreach Program in Washington State, and the Federal Hiring initiative.

The final portion of the meeting allowed the members to discuss subjects they learned about throughout the day and determine their way forward. Much of this open discussion focused on transitioning Service Members- particularly how far in advance of separation or retirement from the service should the preparation to civilian life begin; accuracy of data and the ability to analyze the data for policy purposes; outreach to Veterans and employer lead by federal leadership; and coordination of federal programs to assist Veterans and employers who want to hire Veterans.

Looking into 2012, the members are enthusiastic about fully assessing and evaluating DOL's programs and efforts with respect to the employment and training needs of Veterans as required in this report. However, the members did briefly address those requirements in their discussions.

#### Employment and training needs of veterans and their integration into the workforce

The committee members raised the concern that data regarding Veterans unemployment is not sufficiently informative. No recommendation emerged from the discussion. But the point was made that when the public talks about the number of unemployed Veterans as reported by the Bureau of Labor Statistics (BLS) they are not clear who they are referring to.

The committee also discussed the need for a more seamless transition from the military to civilian employment in the areas of licensing and credentialing as well as skills translation and networking. The committee was pleased to learn about the Transition Assistance Program (TAP) Employment Workshop redesign, but felt there still needs to be more coordination among the different federal agencies and more time dedicated toward preparing Service Members before they leave the service.

Outreach activities carried out by the Secretary of Labor to employers with respect to the training and skills of Veterans and the advantages afforded employers by hiring Veterans

The committee was pleased to learn of VETS' initiatives to engage and educate employers on the "value of a Veteran." However, many members felt that much more needs to be done. There was discussion about the need to "advertise" the resources and services available to Veterans and employers at DOL and other federal agencies. The efforts currently taken were considered by some members as small scale, whereas they see a need for a national campaign in a wide variety of media to educate employers on the training and skills of Veterans and the advantages of hiring Veterans. They emphasized the need for more effective communication to the Veterans, transitioning Service Members, and their families on where they can go for assistance. There was some discussion about the message of why corporations should hire Veterans-- that not only is it the right thing to do after these men and women sacrificed so much on behalf of our country, but it is "good for business."

Extent to which the programs and activities of the Department of Labor are meeting such needs

The committee will have more input in this area as it becomes more focused on DOL's and other agencies programs and activities. After this, their first meeting, the committee had many questions about current programs and ideas for improving them which they expect to continue discussing next year.

Activities that the advisory committee proposes to undertake in the succeeding fiscal year

Beginning in FY12, the ACVETEO plans to tackle specific challenges facing Veterans and employers in job seeking by using subcommittees. Areas such as, the hiring process and retention in an organization, the interface between Veterans and employers, and the campaign to put Veterans back to work are among those that the committee will address more deeply. The committee is committed to clearly defining its objectives and goals to improve the transition for Veterans into the civilian workforce and achieve results in reducing the number of unemployed Veterans.

### Committee Recommendation for 2011

- Develop a strategic nation-wide communication plan about Veterans' employment, resources available, and the value of a Veteran.

The lack of awareness of the resources and efforts available to effectively prepare, recruit, and retain Veterans in the civilian workforce by Veterans, transitioning Service Members and their families, as well as employers, was apparent during this first meeting of the new group. There also seems to be a lot of misinformation creating barriers to employment for Veterans. The committee believes that the Secretary is key to "lead the charge" on educating the nation on the valuable asset any Veteran brings to the workforce and dispelling the rumors and fears among those not familiar with military service.

Letters

SECRETARY OF LABOR  
WASHINGTON, D.C.

MAY 02 2012

The Honorable Richard Burr  
Ranking Member  
Committee on Veterans' Affairs  
United States Senate  
Washington, DC 20510

Dear Senator Burr:

As required by Title 38 U.S. Code, Section 4110, I am transmitting a copy of the 2011 Annual Report of the Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO). The report was forwarded to you by the Committee as well.

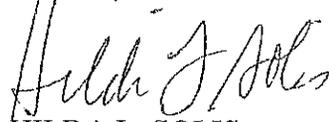
I consider the recommendation in the report to be consistent and supportive of initiatives for Veterans employment being undertaken within the Department, and therefore am in general agreement with that recommendation. I am pleased to report that the Department has and will continue to do what it can to raise awareness on the critical issue of Veterans' employment.

During the last year, the Veterans' Employment and Training Service (VETS) initiated new partnerships and outreach efforts to do just that. In addition, the Department released "The Veteran Labor Force in the Recovery," which lays out the challenges we face in finding employment for our military heroes. Also, our Women's Bureau has dedicated resources to ensuring the needs of the growing number of women Veterans are met.

In FY 2012, with the assistance of the ACVETEO, I envision the Department and VETS continuing to improve upon our services to Veterans through the congressionally mandated programs as well as innovative public-private partnerships and collaboration.

If you have questions or require additional information, please have your staff contact our Office of Congressional and Intergovernmental Affairs at (202) 693-4600.

Sincerely,



HILDA L. SOLIS  
Secretary of Labor

Enclosure

**SECRETARY OF LABOR**  
WASHINGTON, D.C.

**MAY 02 2012**

The Honorable Patty Murray  
Chairman  
Committee on Veterans' Affairs  
United States Senate  
Washington, DC 20510

Dear Chairman Murray:

As required by Title 38 U.S. Code, Section 4110, I am transmitting a copy of the 2011 Annual Report of the Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO). The report was forwarded to you by the Committee as well.

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Sincerely,



HILDA L. SOLIS  
Secretary of Labor

Enclosure

**SECRETARY OF LABOR**  
WASHINGTON, D.C.

**MAY 02 2012**

The Honorable Jeff Miller  
Chairman  
Committee on Veterans' Affairs  
U.S. House of Representatives  
Washington, DC 20515

Dear Chairman Miller,

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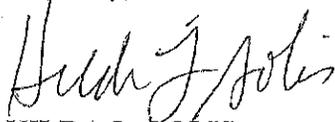
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HILDA L. SOLIS  
Secretary of Labor

Enclosure

SECRETARY OF LABOR  
WASHINGTON, D.C.

MAY 02 2012

The Honorable Bob Filner  
Ranking Member  
Committee on Veterans' Affairs  
U.S. House of Representatives  
Washington, DC 20515

Dear Congressman  Filner:

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If you have questions or require additional information, please have your staff contact our Office of Congressional and Intergovernmental Affairs at (202) 693-4600.

Sincerely,



HILDA L. SOLIS  
Secretary of Labor

Enclosure



## **ADVISORY COMMITTEE CHARTER**

### **1. COMMITTEE'S OFFICIAL DESIGNATION**

Advisory Committee on Veterans' Employment, Training and Employer Outreach (ACVETEO)

### **2. AUTHORITY**

The ACVETEO's authorizing legislation is codified at 38 U.S.C. § 4110. It is established in accordance with the Federal Advisory Committee Act (FACA), 5 U.S.C. App. 2, as amended.

### **3. OBJECTIVES AND THE SCOPE OF ACTIVITIES**

The ACVETEO's objectives are to: assess the employment and training needs of Veterans and their integration into the workforce; determine the extent to which the programs and activities of the Department of Labor are meeting such needs; assist the Assistant Secretary for Veterans' Employment and Training (ASVET) in carrying out outreach activities to employers with respect to training and skills of Veterans and advantages afforded employers by hiring Veterans; make recommendations to the Secretary of Labor, through the ASVET, with respect to outreach activities and the employment and training needs of Veterans; and carry out such other activities necessary to making required reports and recommendations.

### **4. DESCRIPTION OF DUTIES**

The ACVETEO is responsible for assessing the employment and training needs of the Nation's Veterans. Such needs may include transition assistance, protection of employment and reemployment rights, education, skills training, and integration into the workforce, among others, and assisting the ASVET in outreach activities to employers. The ACVETEO is responsible for evaluating the effectiveness with which existing Department of Labor programs deliver required services to America's Veterans and, where deficiencies are detected, to recommend appropriate remedial action.

### **5. AGENCY TO WHOM THE COMMITTEE REPORTS**

U.S. Department of Labor

## 6. SUPPORT

The Veterans' Employment and Training Service is responsible for providing necessary support for the ACVETEO.

## 7. ESTIMATED ANNUAL OPERATING COSTS AND STAFF YEARS

Annual Cost: \$120,000

Staff Years: 0.20 FTE

## 8. DESIGNATED FEDERAL OFFICIAL

The Director, Strategic Outreach and Legislative Affairs will serve as the Designated Federal Official (DFO). The DFO will attend all of the ACVETEO subcommittee meetings in addition to the parent committee meetings. The DFO will approve or call all of the ACVETEO's meetings, prepare and approve all meeting agendas, attend all ACVETEO meetings, adjourn any meeting when the DFO determines adjournment to be in the public interest, and chair meetings when directed to do so by the Secretary of Labor.

## 9. ESTIMATED NUMBER AND FREQUENCY OF MEETINGS

The ACVETEO shall meet at least quarterly.

## 10. DURATION

The ACVETEO has continuing responsibilities.

## 11. TERMINATION

The Advisory Committee shall continue until terminated by law. The charter will expire two years from the date below.

## 12. MEMBERSHIP AND DESIGNATION

The ACVETEO shall consist of at least 12, but no more than 16, representative members appointed by the Secretary of Labor, consisting of: (1) seven individuals, one each from among the representatives nominated by each of (a) the National Society of Human Resource Managers, (b) the Business Roundtable, (c) National Association of State Workforce Agencies, (d) the United States Chamber of Commerce, (e) the National Federation of Independent Business, (f) a nationally recognized

labor union or organization and (g) The National Governors Association; (2) not more than five representatives nominated by Veterans' Service organizations that have a national employment program; and (3) not more than five individuals who are recognized authorities in the fields of business, employment, training, rehabilitation, or labor and who are not employees of the Department of Labor. Members of the Advisory Committee shall serve without compensation.

The following, or their representatives, shall be ex-officio, nonvoting members of the ACVETEO: the Secretary of Veterans Affairs; the Secretary of Defense; the Director of the Office of Personnel Management; the Assistant Secretary of Labor for Veterans' Employment and Training; the Assistant Secretary of Labor for Employment and Training; and the Administrator of the Small Business Administration. The Secretary of Labor shall appoint the Chairman of the Advisory Committee who shall serve in that position for no more than two consecutive years.

Membership on the ACVETEO will be fairly balanced. Members will come from a cross-section of those directly affected, interested, and qualified as appropriate to the nature and functions of the ACVETEO.

The composition of the committee will depend upon several factors, including: i) the committee's mission; ii) the geographic, ethnic, social, economic, or scientific impact of the Advisory Committee's recommendations; iii) the types of specific perspectives required, for example, those of consumers, technical experts, the public at-large, academia, business, or other sectors ; iv) the need to obtain divergent points of view on the issues before the committee; and v) the relevance of State, local or tribal governments to the development of the committee's recommendations.

To the extent permitted by FACA and other laws, committee membership should also be consistent with achieving the greatest impact, scope and credibility among diverse stakeholders. The diversity in such membership includes, but is not limited to, race, gender, disability, sexual orientation and gender identity.

### 13. SUBCOMMITTEES

The DFO has the authority to create subcommittees. Any subcommittees must report back to the ACVETEO, and must not provide advice or work products directly to the Department of Labor.

#### 14. RECORD KEEPING

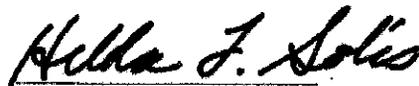
The records of the ACVETEO, formally or informally established subcommittees, or other subgroups of the ACVETEO, shall be handled in accordance with General Records Schedule 26, Item 2, or other approved Department of Labor records disposition schedule. These records shall be available for public inspection and copying, subject to the Freedom of Information Act, 5 U.S.C. 552.

#### 15. REPORTS REQUIREMENTS

No later than December 31 of each year, the Advisory Committee shall submit to the Secretary of Labor and to the Committees on Veterans' Affairs of the Senate and House of Representative a report on the employment and training needs of Veterans for the previous fiscal year with special emphasis on disabled Veterans. Within 60 days after receiving each annual report, the Secretary shall transmit a copy to the Congress with any comments concerning the report that the Secretary considers appropriate.

#### 16. FILING DATE

This charter is filed on the date indicated below.

  
Secretary of Labor

**JUL -7 2011**

\_\_\_\_\_  
Date

expires: March 30, 2013