

U.S. DEPARTMENT OF LABOR
Veterans' Employment & Training Service



Annual Report to Congress
Fiscal Year 2011



**Office of the Assistant Secretary
for Veterans' Employment and Training
U. S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210**

TABLE OF CONTENTS

INTRODUCTION	3
EXECUTIVE SUMMARY.....	4
VETS' PROGRAMS AND OUTCOMES.....	5
• <u>PERFORMANCE GOALS 08-1.E (VETS)</u>	5
• <u>PERFORMANCE ANALYSIS METHODOLOGIES</u>	5
JOBS FOR VETERANS STATE GRANT PROGRAM.....	7
• <u>DISABLED VETERANS' OUTREACH PROGRAM (DVOP)</u>	7
• <u>LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE (LVER) PROGRAM</u>	8
• <u>AVERAGE EARNINGS, WEIGHTED MEASURES AND NATIONAL THRESHOLD</u>	10
• <u>INCENTIVE AWARD ANALYSIS</u>	11
HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP).....	12
• <u>HOMELESS VETERANS STAND DOWNS</u>	13
VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP).....	14
TRANSITION ASSISTANCE PROGRAM (TAP).....	15
• <u>TAP EMPLOYMENT WORKSHOPS</u>	15
• <u>DOMESTIC ACTIVITY</u>	16
• <u>RESERVE AND NATIONAL GUARD</u>	16
• <u>OVERSEAS ACTIVITY</u>	16
COMPLIANCE AND INVESTIGATIONS	17
• <u>UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994</u>	17
• <u>VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)</u>	18
• <u>FEDERAL CONTRACTOR REPORTING</u>	20
• <u>VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974</u>	21
VETS' COLLABORATIVE INITIATIVES	22
• <u>RECOVERY AND EMPLOYMENT ASSISTANCE LIFELINES</u>	22
• <u>VOCATIONAL REHABILITATION AND EMPLOYMENT</u>	23
VETERANS' PRIORITY OF SERVICE	25
• <u>VETERANS' PRIORITY OF SERVICE SUMMARY</u>	29
APPENDIX (PROGRAM YEAR 2010 FINAL REPORTS).....	30

INTRODUCTION

This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), 4215(d), and 2021(d). The report describes the programs and compliance activities for which the Office of the Assistant Secretary of Labor for Veterans' Employment and Training (OASVET) has primary responsibility.

Some of the activities described in this report are carried out on a Program Year (PY) basis while others operate on a Fiscal Year (FY) basis. Because only one quarter of PY 2011 occurs during FY 2011, the performance measure data reported for 2011 is for PY 2010 which ended June 30, 2011. Information from the prior PY and FY has been included in this report to facilitate comparisons of results.

VETS' Mission Statement

VETS proudly provides resources and expertise to assist and prepare Veterans and Service Members to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.



EXECUTIVE SUMMARY

In Fiscal Year 2011, the U.S. Department of Labor's Veterans' Employment and Training Service (DOL/VETS) continued to provide comprehensive services to meet the employment and training needs of eligible Veterans, especially those with disabilities and severe injuries, and to help employers find well-qualified, reliable, industrious, and resilient Veterans to fill any job vacancies.

The Jobs for Veterans State Grant (JVSG) program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. These personnel provide intensive case management services to Veterans and promote the hiring of Veterans through direct marketing and outreach activities with employers. The Homeless Veterans' Reintegration Program (HVRP) continues to be an exemplary program for reintegrating homeless Veterans into society and the workforce. As in the past, for a relatively small investment in FY 2011, the HVRP successfully helped place thousands of previously, sometimes chronically, homeless Veterans on a path to self-sufficiency. The Transition Assistance Program (TAP) Employment Workshops continued to provide critical assistance to Service Members and their spouses by giving them the tools necessary for a successful transition from military to civilian life.

Innovations and improvements continue to increase positive outcomes in the majority of VETS' programs and in other special projects undertaken on behalf of Veterans. The Recovery & Employment Assistance Lifelines (REALifelines) initiative, which focuses on services to those transitioning Service Members and Veterans wounded and injured in the wars in Iraq and Afghanistan, has expanded existing staff-assisted services and led to successfully securing new and meaningful employment for some of those who are most in need. VETS is responsible for annually collecting the VETS-100 and VETS-100A Reports from Federal contractors that show the number of Veterans employed and recently hired. In addition, it is responsible for investigating claims of any Federal agency's failure to provide Veterans' Preference in hiring or during a reduction-in-force, and claims of access to Federal agencies' opportunities covered by the Veterans' Employment Opportunities Act (VEOA).

VETS accepts and investigates complaints under the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994. The Act prohibits discrimination in employment based on an individual's prior service in the uniformed services, current obligations as a member of the uniformed services, or intent to join the uniformed services. It additionally prohibits discrimination against individuals following attempts to enforce their rights under USERRA and prohibits retaliation against those who testified in any proceeding under the Act. USERRA also provides reemployment rights with the pre-service employer following qualifying service in the uniformed services. In general, the protected person is entitled to be reemployed with the status, seniority, and rate of pay as if continuously employed during the period of military service. USERRA applies to private employers, the Federal Government, and state and local governments. VETS provides its USERRA Annual Report to Congress by July 1 of each year. During Fiscal Year 2011, VETS opened 1,548 USERRA cases.

Finally, the following Report also demonstrates VETS' compliance with the requirements of the Jobs for Veterans Act (JVA) of 2002 and collaborative activities with partner departments, such as the Departments of Defense and Veterans' Affairs, and such other DOL agencies as the Employment and Training Administration (ETA) and the Office of Federal Contract Compliance Programs (OFCCP).

This Annual Report also describes the successful implementation of a variety of program changes and new initiatives that illustrate a continuing focus on serving and protecting the rights of Veterans and preparing them to succeed in the 21st century workforce.

VETS' PROGRAMS AND OUTCOMES

DOL PERFORMANCE GOAL 08-1.E (VETS)

Improve the employment outcomes for Veterans who receive One-Stop labor exchange services. Indicators, Targets and Results for Participants - Program Year (PY) based (July-June) data:

Goals for Participants	PY 2009 Target	PY 2009 Result	Target Reached	PY 2010 Target	PY 2010 Result	Target Reached
Percent (%) of Veterans employed in the first quarter after exit	58.1%	46.2%	N	44.8%	45.6%	Y
% of Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	78.9%	75.6%	N	71.2%	77.6%	Y
Average earnings of Veterans in the second and third quarter after exit	\$14,923	\$15,922	Y	\$16,535	\$16,710	Y
% of disabled Veterans employed in the first quarter after exit	53.9%	43.9%	N	41.7	43.1%	Y
% of disabled Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	78.0%	75.8%	N	70.8%	78.3%	Y
Average earnings of disabled Veterans in the second and third quarter after exit	\$15,310	\$16,449	Y	\$16,969	\$17,357	Y

PERFORMANCE ANALYSIS METHODOLOGIES

The workforce investment system supports economic growth; provides workers with the information, advice, job search assistance, and supportive services they need to obtain and retain good jobs; and it provides employers with skilled workers in demand industries and occupations.

The federally-funded workforce system supports the One-Stop Career Center system and programs to serve employers and job seekers at no cost to either the employer or the job seeker. The workforce system also provides priority of service to Veterans, disabled Veterans and other eligible persons (*see* 38 U.S.C. § 4215) by the staff of all programs supported wholly or in part through the funds provided by the U.S. Department of Labor.

In PY 2010, VETS continued to rely upon a system of Common Measures to assess the performance of the One-Stop Career Center system regarding services to Veterans. Common Measures are an integral part of the performance accountability system. The value of implementing Common Measures is the ability to describe the outcomes of the workforce system across agency and program lines. Common Measures answer three key questions:

- How many unemployed people went to work after receiving services?
- How many of those employed remained at work after receiving services?
- What are the average earnings of individuals who are employed after receiving services?

The three key measures of performance set for those State-based programs operated by State Workforce Agencies (SWAs) in PY 2010 were:

- Entered Employment Rate (EER), which is the % of the participants served who are employed in the first quarter after exit;
- Employment Retention Rate (ERR), which is the % of those entering employment who are still employed in the second and third quarters following the quarter in which these participants exited; and
- Average Earnings (AE), which is calculated based on the wages paid to those entering employment who are still employed in the second and third quarters following the quarter in which these participants exited. Average earnings reflect wages paid in only two of the four quarters in a 12 month period. Approximate annual earnings can be obtained by doubling average earnings reported for the second and third quarter after participants' exit.

These three performance measures are applied to the outcomes achieved separately for disabled Veterans (DVs) and for all Veterans (including DVs). These three measures are defined under the Employment and Training Administration's (ETA's) Common Performance Measures Policy. The EER, ERR and AE performance measure numerical targets were negotiated between VETS' Director for Veterans' Employment and Training (DVET) located in each state and appropriate State Agency administrative staff. One set of negotiated performance measure targets covers all Veterans receiving employment services through the One-Stop Career Center system, and the second set covers those Veterans served by DVOP specialists and LVER staff (Grant-Based Measures) both of which are covered by this report. There is an expectation that states will set their targets for outcomes high enough to be challenging, but still remain achievable. If a state falls short of its negotiated targets VETS provides technical assistance, through the appropriate DVET, to help the state achieve success in providing Veterans with services that lead to viable opportunities for employment. Mutually agreed upon targets for Veterans were included in each state's plan of service under the Jobs for Veterans State Grant program.

JOBS FOR VETERANS STATE GRANT PROGRAM

VETS offers employment and training services to eligible Veterans through the Jobs for Veterans State Grant (JVSG) program. Services are provided to maximize employment and training opportunities for Veterans. VETS allocates program funds to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands according to a formula that relates: 1) the number unemployed in the general population in each state compared with the total number unemployed in the general population across all states; and 2) the number of Veterans in the civilian labor force in each state compared with the total number of Veterans in the civilian labor force across all states.

JVSG program funds support services to Veterans provided by two primary types of staff positions, Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff members. DVOP and LVER staff provide direct client services and refer qualified Veterans and other eligible persons to training opportunities developed with businesses and other training providers through employer outreach, serve individuals in Vocational Rehabilitation and Employment (VR&E) funded training through the Department of Veterans' Affairs, assist those participating in available training funded under the Workforce Investment Act obtain employment. Eligible Veterans receive priority consideration in all Department of Labor funded employment and training programs in accordance with 38 U.S.C. § 4215.

DISABLED VETERANS' OUTREACH PROGRAM (DVOP): The DVOP is authorized by the Veterans' Rehabilitation and Education Amendments of 1980 (Public Law (P.L.) 96-466), as amended by P.L. 107-288, the Jobs for Veterans Act (JVA) of 2002, and is codified at 38 U.S.C. § 4103A. The primary duty of DVOP specialists is to provide intensive services to Veterans. Newly appointed DVOP specialists have eighteen months from date of appointment to receive certain core training from the National Veterans' Training Institute (NVTI). During FY 2011, 208 DVOP specialists completed the Labor and Employment Specialist course (representing a 19% increase over FY 2010) and 216 DVOP specialists completed the Case Management Training course (a 10% increase), the two core required courses for DVOP Specialists at the NVTI.

DVOP specialists service target Veterans and transitioning Service Members with barriers to employment. They may be located within the One-Stop Career Centers or co-located with other service providers such as the Department of Veterans Affairs (VA). DVOP Specialists:

- Provide intensive services to meet the employment needs of special disabled, disabled, and other eligible Veterans; and,
- Provide a full range of employment services to Veterans with maximum emphasis on assisting economically or educationally disadvantaged Veterans.

In accordance with flexibility given the states by the JVA, each state establishes the appropriate mix of DVOP specialists and LVER staff based upon local economic conditions and related factors and allocates a corresponding share of its JVSG funds to support those staff members each year. In FY 2011, states requested 54% of JVSG funds available by formula to support DVOP specialists. The actual total DVOP FTE position level supported in FY 2011 rose by nearly 90 full-time equivalent positions compared to FY 2010 while the average cost per position decreased slightly.

DVOP Specialists	FY 2010	FY 2011
DVOP Funding	\$80,429,000	\$84,952,000
Projected DVOP Staffing	1,128	1,144.5
Actual DVOP Positions Supported	1,036	1,126
% of Planned Level Supported	92%	98%
Average Cost per Position	\$77,667	\$75,446

PY 2009 Productivity

During PY 2009, DVOP specialists served 351,069 transitioning Service Members, Veterans and other eligible persons. Of this total, 54,605 (16%) were disabled Veterans, 134,193 (38%) were campaign badge Veterans, 7,801 (2%) were transitioning Service Members and 55,022 (16%) were recently separated Veterans.

PY 2010 Productivity

In comparison, during PY 2010, DVOP specialists provided staff-assisted services to 331,281 transitioning Service Members, Veterans and other eligible persons. Of this total, 54,626 (17%) were disabled Veterans, 93,970 (28%) were campaign badge Veterans, 8,420 (3%) were transitioning Service Members and 46,942 (14%) were recently separated Veterans. Most of these Veterans faced barriers to employment and were served using the case management approach to delivering intensive services. The table below depicts the outcomes achieved as a result of services provided by DVOP specialists in PY 2010:

PY 2010 Employment Outcomes for Veterans Served by DVOP Specialists	Veterans/ Eligible Persons	Disabled Veterans
Number of Veterans who Entered Employment	116,539	17,194
Entered Employment Rate	48.2%	44.5%
Employment Retention Rate	77.4%	77.3%

LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE (LVER) PROGRAM: LVER staff members have been providing employment services to Veterans for the past 67 years. The local office positions were first authorized under the original "GI Bill;" the Servicemen's Readjustment Act of 1944 (Public Law (P.L.) 78-346). The LVER program is codified at 38 U.S.C. § 4104. LVER staff members are primarily responsible for conducting outreach to employers to assist Veterans in gaining employment. Newly appointed LVER staff have eighteen months from date of appointment to receive certain core training from the NVTI. During FY 2011, 129 LVER staff completed the Labor and Employment Specialist course (representing a 15% increase over FY 2010) and 178 LVER staff completed the Promoting Partnerships in Employment course (a 2% increase), the two core required courses for LVER staff at the NVTI.

LVER staff members are located in service delivery points -- such as One-Stop Career Centers-- throughout the states. In accordance with 38 U.S.C. § 4104, their specific responsibilities are to:

- Conduct outreach to employers in the area to assist Veterans in gaining employment;
- Provide seminars for employers and, in conjunction with employers, conduct job search workshops and establish job search groups for job-seeking Veterans; and
- Facilitate employment, training, and placement services furnished to Veterans in states under the applicable state employment service delivery system.

In accordance with the JVA, each state establishes the appropriate mix of DVOP and LVER staff based upon local economic conditions and related factors and allocates a corresponding share of its JVSG funds to support those staff members each year.

The JVSG grantees requested 45.7% of the formula JVSG funds available in FY 2011 to support LVER staff. These funds supported LVER employer outreach, job development and related activities. The requested funds supported three (3) additional LVER full-time equivalent (FTE) positions than in FY 2010 and filled 94% of planned staff positions at a slight decrease in the cost per position over FY 2010.

LVER STAFF	FY 2010	FY 2011
LVER Funding	\$73,372,000	\$71,592,000
Projected LVER Staffing	963	971
Actual LVER Positions Supported	905	908
% of Planned Level Supported	94%	94%
Average Cost per Position	\$81,074	\$78,846

PY 2009 Productivity

During PY 2009, LVER staff members served 357,936 transitioning Service Members, Veterans and other eligible persons. Of this total, 42,506 (12%) were disabled Veterans, 144,780 (40%) were campaign badge Veterans, 11,851 (3%) were transitioning Service Members, and 42,971 (12%) were recently separated Veterans.

PY 2010 Productivity

During PY 2010, LVER staff members served 312,680 transitioning Service Members, Veterans and other eligible persons. Of this total, 41,132 (13%) were disabled Veterans, 103,423 (40%) were campaign badge Veterans, 11,355 (4%) were transitioning Service Members, and 42,917 (14%) were recently separated Veterans. Comparative outcomes appear in the table below:

PY 2010 Employment Outcomes for Veterans Served by LVER Staff	Veterans/ Eligible Persons	Recently Separated Veterans
Number of Veterans who Entered Employment	117,223	15,853
Entered Employment Rate	49.0%	48.1%
Employment Retention Rate	77.5%	76.9%

AVERAGE EARNINGS, WEIGHTED MEASURES AND NATIONAL THRESHOLD

PY 2010 Average Earnings

Veterans who entered employment exclusively through the efforts of the DVOP and LVER program staff members had average earnings of \$15,992 in the second and third quarters after exit (a six month period). The comparable average earnings for disabled Veterans who entered employment through DVOP and LVER program staff efforts was \$16,776. In comparison, the average six month earnings for all Veterans who entered employment as a result of receiving labor exchange services available through the One-Stop Career Center system was \$16,682, and for all disabled Veterans similarly served it was \$17,302. Many Veterans served by DVOP specialists and for whom LVER staff develop jobs had significant barriers to employment and were not as job ready as those provided labor exchange services through other One-Stop Career Center staff. Veterans who are most in need and hardest to serve tend to have lower average earnings than those job-ready Veterans without significant barriers to employment. It also appears that Disabled Veterans, who are highest in priority, earned more as a group than other Veterans who retained employment during the covered period.

Weighted Outcomes

DVOP and LVER program measures take into account the difficulty of serving Veterans with particular barriers to employment by “weighting” those measured outcomes. The three measures that most accurately reflect the efforts that DVOP specialists and LVER staff members provide when serving Veterans with barriers to employment are:

- Number of Veterans who Entered Employment (EE)
- Number of Veterans who received Intensive Services
- Number of Veterans who EE after receiving Intensive Services

The most appropriate weighted measure of the JVSG program’s effectiveness is the consolidated Entered Employment Rate Following Staff Assisted Services for Total Veterans and Eligible Persons. The weighting is implemented by adjusting the value for that measure based on the number of Veterans who Entered Employment following Intensive Services.

The table on the next page depicts the weighted outcomes achieved as a result of intensive services provided by DVOP specialists and LVER staff during PY 2010 as compared with PY 2009. The outcome numbers are unduplicated counts obtained from the VETS-200 C Report. Although individuals and services clearly declined during PY 2010, the numbers of Veterans receiving intensive services and who entered employment declined by far less, resulting in a comparably greater weighted entered employment rate for Veterans served by a DVOP specialist and/or LVER staff:

Weighted Veterans' Measure for PY 2009-2010	PY 2009	PY 2010
Number of Veterans who Received Services	624,387	527,832
Number of Veterans who Entered Employment (EE)	206,815	204,409
Number of Veterans who received Intensive Services	153,531	147,828
Number of Veterans who EE after receiving Intensive Services	44,652	44,581
Un-Weighted Entered Employment Rate	48.2%	48%
Weighted Entered Employment Rate	50.8%	51.1%

Developing a Uniform National Threshold Veterans' EER

The Jobs for Veterans Act (JVA), Public Law 107-288, was signed into law on November 7, 2002. JVA amended Title 38 to include Section 4102A(c)(3)(B), which requires the Secretary of Labor to establish in regulations a uniform national threshold Entered Employment Rate (EER) for Veterans, for use in evaluating states' performance in assisting Veterans to meet their employment needs. On February 18, 2011, the Department published a Notice of Proposed Rulemaking (NPRM, 76 FR 9517) proposing a rule to implement a uniform national threshold EER for Veterans applicable to state employment service delivery systems.

The NPRM explains how the threshold will be used in the process of determining whether an EER below the threshold reflects a deficiency in a state's performance, or is attributable to other factors beyond the state's control. In those cases in which a state's EER is determined to reflect a deficiency in that state's performance the NPRM identifies the procedure for the subsequent submission and review of a corrective action plan, the delivery of technical assistance and the initiation of the necessary steps to implement corrective actions to improve the state's performance in assisting Veterans to meet their employment needs. During FY 2012, it is anticipated that additional rulemaking activities will be undertaken, culminating in the publication of a Final Rule.

INCENTIVE AWARD ANALYSIS

The JVA requires a program of performance incentive awards for quality employment, training and placement services to be administered by states. The JVA stipulates that 1% of a state's total grant allocation shall be used for this purpose. The intent is to:

- Encourage the improvement and modernization of employment, training and placement services for Veterans; and
- Recognize eligible employees and employment service offices for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to Veterans.

Generally, incentive awards are cash awards for individual recipients. However, non-financial incentives may be awarded in lieu of, or in combination with, cash awards as outlined in an approved state Veterans' Services Plan. States are provided the additional flexibility to include employment service offices and One-Stop Career Centers as eligible recipients of Incentive Award funds which can be used for any purpose (38 U.S.C. § 4112).

VETS set aside 1% of the total JVSG funds appropriated in FY 2011 (\$1,634,000) for incentive awards or exigencies. Thirty-four State Agencies (including the District of Columbia and the Virgin Islands) requested and were awarded \$1,083,000 in FY 2011 incentive award funds. Twenty State Agencies declined use of any incentive award funding due to legislative restrictions, state policies, union agreements or other unspecified reasons.

Of the 34 states awarded incentive award funds, 19 states fully utilized all of the incentive funds authorized, 10 states expended a portion of their funding for a total of \$915,584 expended on incentive awards, and the remaining five states with acceptable incentive award plans did not use any of their incentive award funds. Of the \$915,584 expended on incentive awards, a total of \$431,099 was awarded to DVOP specialists or LVER staff, \$119,120 was awarded to other employment staff, and \$365,364 was awarded to One-Stop Career Center offices.

HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

The HVRP provides employment and training services to assist in reintegrating homeless Veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless Veterans. The HVRP is authorized by 38 U.S.C. § 2021 and has been reauthorized through FY 2012 (Public Law 112-37). HVRP is the only nationwide program focusing exclusively on employment of Veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in the annual Solicitation for Grant Applications. Eligible entities in PY 2010 included state and local workforce investment boards, state and local public agencies, and private non-profit organizations including faith-based and community organizations. HVRP grantees provide an array of services utilizing a holistic case management approach that directly assists homeless Veterans as well as providing critical linkages for a variety of supportive services available in their local communities. HVRP applicants need to specifically describe how their outreach approach will establish contact and build an effective level of collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development (HUD) Veterans' Affairs Supportive Housing (VASH) resources, Health and Human Services (HHS) Pathways Out of Poverty grantees (POP), that encounter homeless Veterans to inform potential participants about HVRP services.

The program is employment-focused and homeless Veterans receive customized employment and training services to assist them to successfully transition into the labor force. Homeless Veterans receive occupational, classroom, and on-the-job training as well as job search and placement assistance, including follow-up services. During the program year July 1, 2010 through June 30, 2011 (PY 2010), VETS received \$36.330 million for HVRP, a 37% increase over the prior year's allocation of \$26.330 million. Of the total, \$33.767 million was awarded to 140 grantees. Inclusive within this \$33.767 million are two additional programs designed to address difficult to serve subpopulations of homeless Veterans, the Homeless Female Veterans and Veterans with Families Program (26 grants awarded), and the Incarcerated Veterans Transition Program (16 grants awarded). Of the \$36.330 million, VETS also funded two Cooperative Agreements totaling nearly \$850,000 dollars and obligated a total of \$742,405 during FY 2011 for 96 Stand Down events.

During PY 2010, the number of participants receiving employment-related training and services was 15,951 (an 11% increase over PY 2009) and the number of Veterans who were placed in employment was 9,447 (12% increase). While the placement rate remained the same at 59 percent, the employment retention rate rose slightly from 62 to 64 percent. See the table below for costs per participant, cost per placement, and average hourly wage at placement:

Program	Number Served	Cost per Participant	Cost Per Placement	Average Wage at Placement
Homeless Veterans' Reintegration Program	13,315	\$1,740	\$2,848	\$10.46
Homeless Female VETS & Veterans with Families	1,406	\$3,203	\$6,574	\$11.01
Incarcerated Veterans' Transition Program	1,230	\$2,808	\$5,518	\$10.09
Totals/National Averages	15,951	\$1,952	\$3,295	\$10.48

DVOP and LVER staff are essential to HVRP grantees because they provide necessary employment assistance to assist grantees achieve their entered employment and retention goals through the provision of case management, direct employer contact, job development and follow-up to ensure retention. VETS awarded a total of 143 HVRP grants, including 23 newly competed grants and 120 grantees approved to receive second or third year funding in PY 2011. Among these were 26 grants in 15 states and the District of Columbia totaling over \$5 million to support partnerships that ensure that homeless women Veterans and Veterans with families have meaningful training and career opportunities.

HOMELESS VETERANS' STAND DOWNS

VETS utilizes a portion of HVRP funds to support "stand down" activities. Stand Down events are a gateway for many homeless Veterans into a structured housing and reintegration program. A "stand down" is an event held in a local community where a variety of social services are provided to homeless Veterans. Stand down organizers partner with local business and social service providers to provide critical services such as:

- shower facilities/haircuts;
- meals;
- legal advice;
- medical examinations and dental treatment;
- hygiene care kits;
- immunizations;
- information on Veterans' benefits;
- information on training and employment opportunities
- information on support services, including child care; and
- emotional support and camaraderie among other Veterans.

The maximum amount awarded to HVRP eligible entities to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event. VETS awarded \$742,405, obligated during FY 2011, for 96 non-competitive Stand Down events that provided direct services to homeless Veterans.

VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP)

The statutory intent of the Workforce Investment Act (P.L. 105-220), Section 168, Veterans' Workforce Investment Programs (VWIP), is to support employment and training programs, through grants or contracts, to meet the needs for workforce investment activities of certain groups targeted in law for VWIP services. The primary objective of VWIP described in Section 168 is to provide resources for the training necessary to prepare eligible Veterans for meaningful employment within the labor force and to stimulate the development of effective service delivery strategies that will address the complex problems facing those Veterans eligible for VWIP. Eligible Veterans include:

- Veterans with service-connected disabilities (disabled Veterans);
- Veterans who have significant barriers to employment;
- Veterans who served on active duty in the armed forces during a war or in a campaign/expedition for which a campaign badge has been authorized (campaign Veterans); and
- Veterans who were discharged four years or less prior to entering participation (recently separated Veterans).

VWIP funds are awarded to eligible organizations through a competitive grant process. Eligible organizations in PY 2010 included state and local workforce investment boards, states and State Agencies, local public agencies, and private non-profit organizations including faith-based and community-based organizations.

VWIP grantees provide an array of services utilizing a case management approach that directly assist Veterans and that also provide critical linkages with a variety of supportive service agencies available in their local communities. The program is employment-focused and Veterans receive the employment and training services they need in order to re-enter the labor force. VWIP allows for specialized employment, training, and educational resources, tailored to meet the needs of the specific target populations of Veterans served. In many programs, minority, female, economically disadvantaged, homeless Veterans, and/or disabled Veterans receive these specialized resources.

During PY 2010, VWIP grants totaling \$9.487 million provided training for 4,269 Veterans to include 425 homeless Veterans. A total number of 2,401 Veterans were placed in jobs, yielding a 56.5% placement rate. During 2011, VETS awarded 22 VWIP grants all of which were grant modifications. Five (5) VWIP grant modifications were awarded to VWIP grantees in the second year of their three year budget cycle; and seventeen (17) VWIP grantees were in the final year of their three-year budget cycle. All of these grants were awarded with an emphasis on "green jobs."

TRANSITION ASSISTANCE PROGRAM (TAP)

The TAP for separating and retiring Service Members is a cooperative effort between VETS, the Department of Defense (DoD), Department of Homeland Security (DHS) and the VA. Since 1990, TAP Employment Workshops have provided job preparation assistance to over two million separating and retiring military Service Members.

Title 10 U.S.C. Chapter 58 requires DOL to assist the DoD, Department of Homeland Security (DHS), and the VA in providing transition assistance services to separating Service Members and their spouses. In September 2006, these agencies signed a Memorandum of Understanding for the TAP and Disabled TAP (DTAP). VETS plans employment search workshops based on projections made by each of the Armed Services and the DHS (for the U.S. Coast Guard). P.L. 108-183 added Section 4113 to Chapter 41 of Title 38, U.S.C., mandating VETS to provide TAP services at military installations overseas. DVOP and LVER staff members are the primary source for facilitation of the TAP Employment Workshops in most states. However, where logistical and other cost factors indicated need for augmentation of the staffing for workshop delivery, VETS' provides contracted personnel.

In the fourth quarter of FY 2011, VETS awarded a contract for the redesign of the TAP Employment Workshop curriculum. By the end of FY 2011, the contractor had completed the first draft of the new curriculum. VETS completed the work of redesigning the TAP Employment Workshop on this contract during the first quarter of FY 2012. VETS, in coordination with the Department of Defense, will begin implementation of the redesigned TAP Employment Workshop in FY 2012 and complete implementation in the first quarter of FY 2013.

TAP EMPLOYMENT WORKSHOPS

TAP Employment Workshops are standardized so that all attending Service Members and spouses receive the same high level of instruction. Participants also receive an evaluation of their employability relative to the current job market. The course curriculum covers two and one-half days of classroom instruction and provides information on a variety of topics including:

- Career exploration;
- Resume preparation;
- Strategies for an effective job search;
- Interview techniques;
- Reviewing job offers;
- Prevention of homelessness;
- Entrepreneurship information; and
- Other available support and assistance.

VETS requires that all TAP facilitators receive training conducted by the NVTI at the University of Colorado in Denver. All TAP attendees receive the same student manual and all TAP facilitators receive the same facilitator manual. Links to both the TAP Employment Workshop manual and the facilitator manual are available via the Internet through VETS web site at: <http://www.dol.gov/vets/programs/tap/main.htm>.

DOMESTIC ACTIVITY

The table below compares TAP activity between FY 2010 and FY 2011.

National Rollup of Domestic TAP Activity – Comparison of FY 2010 & FY 2011

	FY 2010	FY 2011	# Difference	% Difference
Workshops	3,510	3,602	+ 92	+ 3%
Participants	119,064	132,366	+ 13,302	+ 11%

RESERVE AND NATIONAL GUARD

In FY 2005, VETS began offering TAP Employment Workshops to members of the Reserve and National Guard returning from active duty assignments. VETS' Directors for Veterans' Employment and Training (DVETs) coordinate closely with VETS' grantees to ensure that staff members are available to facilitate TAP Employment Workshops for returning Reserve and National Guard component Service Members. Additionally, DVETs work directly with officials of the State Adjutant General offices and local reserve unit commanders to advertise the availability of TAP Employment Workshops to their returning Service Members. VA representatives provide pertinent information on benefits, education assistance, and Post Traumatic Stress Disorder during most TAP workshops. Spouses are also invited to attend these workshops and are included in the number of reported participants.

OVERSEAS ACTIVITY

As noted above, P.L. 108-183 requires VETS to assist in providing TAP workshops at military installations overseas. Status of Forces Agreements (SOFA) with host countries are needed to allow contractor and VETS staff to provide workshops on a regularly scheduled basis. VETS currently delivers TAP Employment Workshops at 50 sites in Germany, the United Kingdom, Guam, Japan, Korea, Belgium, Italy, Bahrain, Turkey and the Azores (Portugal).

The table below provides a comparison of the number of workshops delivered and total participants between FY 2010 and FY 2011.

Rollup of Overseas TAP Activity – Comparison of FY 2010 & FY 2011 Data

	FY 2010	FY 2011	# Difference	% Difference
Workshops	555	601	+ 46	+ 8%
Participants	10,548	11,876	+ 1,328	+ 13%

Although there has been a relatively small increase in the number of workshops conducted during FY 2011, a larger number of participants completed TAP training. The across the board increase in the size of TAP classes reflects our success in getting commanders to allow more of their personnel to attend scheduled TAP employment workshops.

COMPLIANCE AND INVESTIGATIONS

VETS is responsible for administering three Federal compliance programs which provide employment protections for Veterans:

- As noted earlier, USERRA (38 U.S.C. § 4301 *et seq.*) guarantees reemployment rights and protects Veterans from service-related employer discrimination. VETS field staff accepts and investigates complaints filed by employees against public and private sector employers in accordance with protections contained in the statute. Where claims cannot be resolved by VETS, the cases may be referred to the Department of Justice or the Office of Special Counsel; or, the Veteran may seek private counsel to attempt resolution. The annual report for the USERRA compliance program is separately submitted by July 1st of each year.
- The Veterans' Employment Opportunities Act (VEOA) of 1998 (5 U.S.C. § 3330a) provides protection to those who are eligible for preference when applying for Federal jobs and during a Federal reduction-in-force. In addition, the VEOA allows certain Veterans who served in the military for three years or more under honorable conditions and other preference-eligible persons to compete for job openings that a Federal agency announces under merit promotion procedures.
- The Federal Contractor Program, authorized by 38 U.S.C. § 4212 (d), requires covered Federal contractors and subcontractors to report at least annually, the number of covered Veterans employed and new hires in their workforce by job category and hiring location.

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA) OF 1994

There are three levels of federal assistance available to individuals who believe their USERRA rights (38 U.S.C., Chapter 43) may have been violated. The DoD's Employer Support of the Guard and Reserves' (ESGR) Ombudsmen services is the most informal level at which resolution can be sought. If the issue cannot be resolved by the ESGR Ombudsman, or if the individual prefers to bypass informal resolution, VETS receives, formally investigates and attempts to resolve complaints filed by aggrieved parties. In FY 2011, VETS opened 1,548 USERRA cases.

If, following VETS' investigation and attempts at resolution, the claimant is not fully satisfied with the outcome, VETS informs the individual of his or her right to have the case referred for consideration of legal representation at no cost to the claimant. Referrals are made to the Department of Justice in cases involving a private or state or local government employer, or to the Office of Special Counsel in cases involving a Federal Agency or Department. Claimants also have the right at any time to withdraw their case to pursue enforcement at their own expense, either on their own or with the assistance of a private attorney. VETS files a detailed Annual USERRA Report to Congress by July 1, which describes USERRA activities and outcomes.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)

The VEOA, 5 U.S.C. § 3330a, was signed into law on October 31, 1998, providing improved redress for preference-eligible persons and transferring certain administrative responsibilities for assuring that they receive applicable preferences in Federal employment to VETS. Veterans who are disabled or who served on active duty in the Armed Forces during certain recognized time periods, or in military campaigns, are entitled to preference over other qualified candidates from competitive lists of eligible applicants and are also provided protection for retention consideration during reductions-in-force (RIFs).

Veterans are entitled to employment preference for most Federal civil service jobs based on when they served, how long they served, and having any service-connected disabilities. Veterans' Preference entitles preference-eligible persons to five or ten additional points on examinations that are scored numerically, provides for the consideration of preference-eligible persons ahead of non-preference eligible persons within a quality category under category rating procedures, and protects preference-eligible persons during RIFs.

The VEOA also allows preference-eligible persons or Veterans who have been separated from the armed forces under honorable conditions after three years or more of active military service to apply for certain Federal merit promotion opportunities. This group of individuals is able to compete for vacant positions for which the agency is accepting applications from individuals outside its own workforce under merit promotion procedures. Those Veterans mentioned above with three years of active service are not required to be preference-eligible persons to gain access to jobs under the VEOA.

VETS, rather than the Office of Personnel Management, investigates complaints of violations of Federal Veterans' Preference law and denial of access to vacant positions for those individuals described above in accordance with VEOA. When VETS determines that a violation of the VEOA has taken place, based on a Memorandum of Understanding between VETS and the Office of Special Counsel (OSC), a copy of the case file is forwarded to OSC for review as a possible Prohibited Personnel Practice (PPP) under 5 U.S.C. 2302(b)(11). If VETS cannot bring about voluntary resolution within 60 days, the claimant may appeal to the Merit Systems Protection Board (MSPB). If the MSPB issues an adverse decision, an appeal may be taken to the Court of Appeals for the Federal Circuit. If the Federal Circuit fails to issue a judicially reviewable decision within 120 days, the claimant may seek judicial redress in U.S. District Court.

VETS has developed a "Veterans' Preference Advisor" that provides electronic information and advice to employers and employees on Veterans' Preference issues, enables Veterans to determine the type of preference and benefits to which they are entitled, explains how to file a complaint, and provides an electronic claim form. The Advisor can be found on the Department's e-laws site at <http://www.dol.gov/elaws/vetspref.htm>. VETS provides investigators with a "Veterans' Preference Operations Manual" in an electronic and print format. It contains uniform guidance for processing complaints brought by preference-eligible persons alleging denial of their rights under the provisions of the VEOA.

The table below indicates the total number of Veterans' Preference cases investigated during FY 2011 based upon data in the Veterans' Preference Information Management System (VPIMS). Of the 844 complaints received in FY 2011 and the 74 cases carried over from FY 2010, VETS closed 873 cases (*Note: One case was a duplicate, reducing the number carried in from FY 2010 to 73*).

On average, those cases were resolved in 34 days. Of the 854 Veterans' Preference cases closed in FY 2011 with a merit or no-merit determination, 21 (2.5%) were found to have merit (including 10 cases unresolved in FY 2011). Investigations were completed in 80.4% or 687 of those 854 cases. The other 19.6% or 167 cases were closed administratively, withdrawn by the claimant, or merit was not determined.

Of the 687 completed investigations, 21 (3.1%) were meritorious, and 666 (96.9%) were found non-meritorious due to untimely filing (42), claimant ineligibility (37), or the claim lacked merit (587). There were 44 cases carried over into FY 2012.

<u>VETERANS' PREFERENCE CASES FY 2011</u> <u>(Based on VPIMS entries through 9-30-2011)</u>		
Cases carried in from FY 2010:		73
Issue Hiring:	820	
Issue RIF:	24	
Cases opened during FY 2011:		844
Total carried from 2010 and opened in 2011:		917
Cases Closed in FY 2011 by Case Age		
% Closed within 60 days:	751 (86%)	
% Closed within 90 days:	864 (99%)	
Total cases closed FY 2011:	873 (100%)	
Average numbers of days open:	34 Days	
Case Investigative Findings:		
Merit Finding		21
Issue – Hiring:	21	
Issue – RIF:	0	
No Merit Finding		
Issue – Hiring:	577	
Issue – RIF:	10	
Total:		587
Not Eligible:	37	
Untimely Filed (Equitable Tolling):	42	
Cases Closed Before Investigations Completed		
Administratively closed:	96	
Claim Withdrawn:	52	
Merit Undetermined	19	
Duplicate:	19	
Converted to USERRA:	0	
Total		186
Cases Opened – Carries Over to FY 2012:		44

FEDERAL CONTRACTOR REPORTING

Federal Contractor Veterans' Employment Program (VETS-100) Report

The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1972 (P.L. 92-540) and the Vietnam Era Veterans' Readjustment Amendments Act of 1974 (P.L. 93-508) requires Federal contractors and subcontractors awarded a qualifying Federal contract to report the number of new hires in certain categories of Veterans. The Jobs for Veterans' Act (JVA) of 2002 changed the reporting requirements for contracts entered into on or after December 1, 2003. In accordance with 38 U.S.C. § 4212 (a) and (d), as revised by the JVA, the minimum dollar amount of the Federal contract that triggers a contractor's obligation to report on Veterans' employment using a VETS-100 form increased from \$25,000 to \$100,000, and revised the categories of Veterans that must be tracked and reported to include:

- Disabled Veterans;
- Other protected Veterans (Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded);
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated Veterans (within three years from discharge from active duty).

In 2008, DOL promulgated new regulations to implement the change to the reporting requirements and established a VETS-100A Report for those contractors who meet the requirements set forth in the JVA. The regulations are published in 41 Code of Federal Regulations (CFR) Part 61- 300. In addition, DOL revised the regulations in 41 CFR Part 61-250 to incorporate the amendment to VEVRAA made by the Veterans' Benefit and Health Care Improvement Act (VBHCIA) of 2000. These new reporting requirements apply to reports beginning in FY 2010.

Covered Federal contractors can submit the VETS-100 and the VETS-100A either electronically or via hard copy. In the 2010 reporting period, 99.0% of the VETS-100 Reports and 97.7% of the VETS-100A Reports were submitted electronically. The electronic filing of the reports significantly reduces employer costs, improves the accuracy of the data reported, and reduces the clerical cost of manually inputting paper reports. In addition, VETS is now able to provide nearly real-time data; in past years, VETS had to provide preliminary data to meet its reporting requirements. The amount of time required to file an electronic VETS-100 Report and the VETS-100A Report has been reduced by half -- from one hour per report to approximately 30 minutes, saving employers approximately 200,000 work hours.

The VETS-100 Reports are collected from employers on an annual calendar year basis. The table below provides a comparison of the 2011 calendar year numbers to those reported in 2010 for certain VETS-100 and VETS -100A Reports. As the table below indicates, the number of covered Veterans employed by Federal contractors increased in all categories of Veterans in the VETS-100A and VETS-100 Reports since last year (*Note DNA = Data not yet available; n/r = not required to be reported).

ANNUAL FEDERAL CONTRACTOR REPORTING COMPARISON TABLE
January 15, 2012

Category	2010 VETS-100A	2010 VETS -100	2011 VETS-100A	2011 VETS-100
Total Federal Contractors Filing	13,536	8,880	56,915	18,049
Single Establishments	9,664	6,461	11,116	3,742
Multiple Establishment Organizations	5,665	3,543	7,176	2,959
Multiple Establishment Hiring Organizations	208,435	85,998	244,202	58,706
Multiple State Consolidated Reports	61,626	17,099	85,985	14,288
Total Reports Submitted	285,390	113,101	348,429	79,695
Special Disabled Veterans	n/r*	49,368	n/r	45,083
Vietnam Era Veterans	n/r	217,600	n/r	220,885
Other Protected Veterans	n/r	184,510	DNA*	332,002
Newly Hired Special Disabled Veterans	n/r	8,131	n/r	10,837
Newly Hired Vietnam Era Veterans	n/r	15,968	n/r	17,533
Newly Hired Recently Separated	n/r	5,457	96,957	64,699
Newly Hired Other Protected Veterans	n/r	28,035	233,612	60,207
Disabled Veterans	155,386	n/r	303,028	n/r
Other Protected Veterans	784,593	n/r	DNA	DNA
Armed Forces Service Medal	161,759	n/r	DNA	n/r
Recently Separated	124,523	n/r	146,132	n/r
Newly Hired Disabled Veterans	54,601	n/r	71,459	n/r
Newly Hired Other Protected Veterans	133,333	n/r	233,612	n/r
Newly Hired Armed Forces Service Medal	58,056	n/r	125,127	n/r
Newly Hired Recently Separated Veterans	52,118	n/r	95,957	64,699

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974

Veterans' Employment Emphasis by Federal Contractors and Subcontractors

The DOL's Office of Federal Contract Compliance Programs (OFCCP) administers and enforces the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended (see 38 U.S.C. § 4212). VEVRAA requires the Secretary of Labor to include, as part of this annual report, the number of complaints filed pursuant to 38 U.S.C. § 4107(b). In FY 2011, OFCCP processed 136 complaints brought under the VEVRAA, accounting for 19% of the 699 total complaints processed during the year. In addition, OFCCP conducted 4,014 compliance evaluations, among which 732, or 18 percent, resulted in conciliation agreements remedying violations of VEVRAA in the areas of recruitment and other affirmative action requirements.

VETS' COLLABORATIVE INITIATIVES

RECOVERY AND EMPLOYMENT ASSISTANCE LIFELINES (REALIFELINES)

The REALifelines initiative is a VETS project conducted in collaboration with the DoD and the military service branches. Its purpose is to create a seamless, personalized assistance network to ensure that seriously wounded and injured Service Members from the conflicts in Iraq and Afghanistan (and their spouses) are offered opportunities to be trained for and employed in rewarding careers in the civilian labor force. The initiative started at Walter Reed Army Medical Center and Bethesda National Naval Medical Center in FY 2004 which are now merged as listed first below. As of Fiscal Year 2011, VETS has fulltime REALifelines personnel at the following military medical treatment facilities:

- Walter Reed National Military Medical Center (WRNMMC) (Washington DC)
- Madigan Army Medical Center (Ft. Lewis, WA)
- Navy Medical Center San Diego (San Diego, CA)
- Brooke Army Medical Center (Ft Sam Houston, TX)
- Tripler Army Medical Center (Honolulu, HI)
- Medical Holding Company (Ft. Carson, CO)

Additionally, REALifelines outreach personnel trained to work with wounded and injured transitioning Service Members on an “as-needed” basis have worked at other medical treatment facilities in Alabama, California, Colorado, the District of Columbia, Florida, Georgia, Hawaii, Kentucky, Maryland, Massachusetts, New Mexico, New York, Mississippi, North Carolina, South Carolina, Texas, Virginia and Washington State.

REALifelines personnel have also established solid working relationships with the U.S. Army Warrior Transition Units and the U.S. Marine Corps Warrior Transition Battalions by improving their overall networking to better serve our injured/wounded Service Members and their families. REALifelines staff located at these facilities assist each person to discover his or her special interests and unique talents to help them better guide their own career paths. They also answer questions and provide insight into the processes for exploring and selecting new job and vocational training opportunities.

An invaluable component of the REALifelines initiative is the connection made to the local One-Stop Career Center in the home region to which the Service Member will return. This connection ensures that those wounded or injured Service Members who cannot return to active duty are trained for rewarding new careers or are assisted to return to their pre-military service employers. The DVET in each state is responsible for referring returning Veterans for services. In addition to assisting wounded and injured Veterans, job training and employment services also are made available to spouses in families that have suffered an active duty casualty, as well as to family members who have temporarily left their jobs to be with their loved ones during their recovery.

An additional tool, developed by VETS as part of the Department's elaws Advisors is the REALifelines Veterans' Employment and Career Transition Advisor. This Advisor is available 24/7 at: www.dol.gov/elaws/realifelines.htm, and provides valuable information by state and territory, to contact information for one-on-one employment assistance and online resources to assist transitioning Service Members and Veterans in their reintegration into the civilian workforce and a rewarding career.

The REALifelines initiative uses a draft Technical Assistance Guide to standardize service across Regions, and a Memorandum of Understanding between DoD and DOL improves the ability to collect and share data between Departments. Current data will be collected during FY 2012 and provided regarding the numbers of Service Members, spouses or Veterans assisted in some way since the beginning of the initiative with more current outcomes from this beneficial initiative.

VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E) ASSISTANCE

During FY 2011, VETS renewed the focus of DVOP specialists on serving those disabled Veterans who participate in the Vocational Rehabilitation and Employment (VR&E) program, which is administered by the Department of Veterans' Affairs (VA). The ultimate goal in this partnership is successful job placement and adjustment to employment for disabled Veterans without duplication, fragmentation, or delay in the services provided.

Interagency initiatives to increase the employment opportunities and placements for service-connected disabled Veterans who participate in VR&E continue to improve. DOL/VETS and VA/VR&E have been implementing an updated Memorandum of Agreement (MOA) outlining the process – and responsibility – to work together to maximize the services both agencies provide on behalf of disabled Veterans and their dependents.

During FY 2011, a joint VETS and VR&E work group, including three individuals from each agency, met to improve the quality of employment services provided to and job placements for Veterans with disabilities. The work group engaged in redesigning:

- Performance Measures for Assessment of Partnership Program Results;
- Capacity-building Curriculum Design for State Agency, DOL and VR&E staff ; and
- Joint Data Collection, Analysis, and Reporting.

Much of VETS' interface with the VR&E program is through the workforce investment system. Accordingly, VETS continues to work in partnership with its Jobs for Veterans' State Grant recipients on behalf of VR&E job-ready Veterans who are referred to the State Workforce Agencies for intensive employment services. Therefore, in conjunction with the interagency initiatives underway at the national level, most of the grantees and their counterpart VA/VR&E agencies also have updated, as needed, their local written agreements.

VR&E Participants and Outcomes, FY 2011

During FY 2011 the VA referred 6,144 Veterans for employment services. Of the 6,144 Veterans referred, 1,407 (22.9%) were referred for Labor Market Information prior to being enrolled into a training program by the VA, leaving 4,737 (77.1%) job-ready Veterans seeking employment. During FY 2011, 948 (20%) of the job-ready Veterans were either interrupted for extended illness or reenrolled into school for additional training. An additional 3,075 (64.9%) job-ready Veterans were listed as having exited from the program, either due to entering suitable employment or discontinued for other reasons. Over 50% (50.6%) or 1,556 of the Veterans who exited from the program entered suitable employment. The average hourly wage of the Veterans who entered suitable employment was \$17.26.

Fiscal Year 2011 VR & E Data	
Services and Outcomes	Individuals / Average Entry Wage
Veterans Referred from VR&E	6,144
Carried In	3,511
Operation Enduring Freedom/Iraqi Freedom Veterans	978
RLL Participants	42
Coming Home To Work (CHTW) Participants	30
Referred Veterans Registered	7,352
Referred Veterans Not Registered	2,303
Interrupted/Operation Iraqi Freedom (OIF)	479
Discontinued	826
In School	469
Provided Labor Market Information	1,407
Closed, Other	369
Registered Veterans Available for Work	3,478
Entered Suitable Employment	1,556
Average Entry Hourly Wage	\$17.26
Rehabilitated	1,403

VETERANS' PRIORITY OF SERVICE

The Jobs for Veterans Act of 2002 (JVA) (P.L. 107-288) established provisions for Priority of Service (POS) to Veterans. The purpose is to provide Priority of Service to Veterans and certain eligible spouses for the receipt of employment, training, and placement services in any workforce preparation program directly funded, in whole or in part, by the Department of Labor. To obtain Priority of Service for a specific program, a Veteran or eligible spouse must meet the statutory definition of a “covered person” and also must meet any other statutory eligibility requirements applicable to that program. The Department issued regulations to implement Priority of Service in qualified job training programs on January 19, 2009. On November 10, 2009, the Employment and Training Administration (ETA) and VETS issued joint guidance through Training and Employment Guidance Letter (TEGL) 10-09 and Veterans’ Program Letter (VPL) 07-09 to provide additional details on the expectations for implementing Priority of Service for Veterans and eligible spouses under Department of Labor funded job training programs. The ETA programs in which Veterans receive priority of service include, but are not limited to:

- Wagner-Peyser Funded Programs;
- Trade Act Programs;
- Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth Programs;
- National Emergency Grants;
- Senior Community Service Employment Program;
- Indian/Native American and Migrant/Seasonal Farm Worker Programs;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and Offender grants under the Reintegration of Ex-Offenders Program;
- Virtual Workforce Information Tools; and
- High Growth Grants.

Other Partner Agencies/Offices:

- Job Corps
- The Women’s Bureau;
- Office of Disability Employment Policy Pilot & Demonstration grants; and
- Bureau of International Labor Affairs Grants.

DOL Strategies for Enhancing Services to Veterans

ETA has made it a strategic priority to develop and implement innovative and enhanced strategies for connecting Veterans to good jobs and career opportunities. On November 10, 2010 ETA and VETS jointly released a Protocol for Implementing Priority of Service for Veterans and Eligible Spouses. The protocol’s goal is to encourage recipients of the Department’s funding to review, and if necessary, enhance their policies and procedures, to ensure that Veterans and eligible spouses receive priority access to the workforce investment system.

On August 5, 2011, President Obama announced several initiatives for Veterans, including the Gold Card Initiative. This initiative is a joint effort between ETA and VETS, designed to better ensure that intensive services are provided to all Post-9/11 era Veterans in need of such services.

Officially launched on November 7, 2011, the Gold Card Initiative builds on Veterans' Priority of Service for Post-9/11 era Veterans, by facilitating the identification of those eligible Post-9/11 Veterans and providing priority access either to enhanced core or intensive services for a six-month period to help Post 9/11 Veterans get a jump-start on their job search. Gold Card services are offered at One-Stop Career Centers and information about the Gold Card can be found at www.dol.gov/vets/goldcard.html.

Another factor which will enhance ETA's Veterans' priority of service was presented by the enactment of the VOW to Hire Heroes Act of 2011 (Public Law 112-56), referred to as the "VOW Act." The VOW Act was signed into law by President Obama on November 21, 2011. Section 239 of the VOW Act clarifies that Veterans' Priority of Service includes, "giving access to a covered person before a non-covered person, or if resources are limited, giving access to such services to a covered person instead of a non-covered person." Per provisions in the VOW Act, the Department will conduct an evaluation to study the workforce system's progress in implementing Veterans' Priority of Service (POS). The Department is also in the process of modifying its reporting systems to collect data which would identify whether covered individuals are receiving POS within the public workforce system. The agency plans to begin the phase in of these new data reporting requirements during PY 2012.

One-Stop Career Centers have been critical in helping to provide the support Veterans need to be successful and competitive in today's workforce. This past year, over 1.7 million Veterans, among over 24.2 million customers in PY 2010, were served within the workforce investment system – building on this success, ETA continues to strive to increase Veterans' awareness of, access to, and use of the One-Stop service delivery system including ETA's suite of on-line electronic tools.

ETA sponsors an integrated suite of national electronic tools that help businesses, job seekers, students, and workforce professionals find employment and career resources. The Career One-Stop (www.careeronestop.org) and the Occupational Information Network (O*NET) systems are sponsored by the Department of Labor and include the following resources:

- My Next Move for Veterans (www.MyNextMove.org/vets) – is a new resource that helps Veterans transition from one job to the next. Through a simple and quick search engine, Veterans enter their prior military experience (branch of service and military occupation code or title) and link to the information they need to explore civilian careers and related training. In addition, My Next Move for Veterans contains a link to an online assessment, the O*NET Interest Profiler, which provides results comparable to the Strong Interest Inventory being used in the new TAP.
- Veterans Reemployment Portal on CareerOneStop (www.careeronestop.org/vets) – is designed to assist Veterans with employment, training, career planning, financial, and emotional help after their military service. The site links Veterans to local resources, as well as providing a military-to-civilian job search based a military job title or occupation code.
- mySkills myFuture (www.myskillsmyfuture.org) – this resource helps laid-off workers and other career changers such as transitioning Service Members find new occupations to explore, based on transferable skills they've gained in past jobs.

- The Reemployment Portal (www.careeronestop.org/ReEmployment) – this resource is designed to assist impacted workers following job loss, and to connect laid-off workers to needed resources for training, reemployment, career planning, financial and emotional help during the process of job transition. The site serves as a single source for information on jobs, career training, unemployment benefits and assistance with necessities such as food, housing, health care, utility payments and tax help. The resources will prove useful to everyone from recently laid-off workers, transitioning Service Members, and unemployment insurance claimants to individuals who have exhausted their unemployment benefits and those seeking to change careers.
- America’s Career Info Net (www.careerinfonet.org) - a site that offers access to a wide array of current and accurate career and labor market information.
- America’s Service Locator (www.servicelocator.org) - a tool that directs citizens to available workforce services and location information at the Federal, state and local level.
- O*NET OnLine (<http://online.onetcenter.org>) - provides access to career information, including detailed occupational requirements and characteristics. It can be accessed readily by selecting Military Crosswalk and entering either a Military Occupational Classification code or title that will link to related civilian occupations and the related O*NET information.
- Military to Civilian Occupation Translator (www.careerinfonet.org/moc) - a site that provides easy access to detailed information for transitioning workers to identify occupations that match their work-related interests. Users can search by keyword and find military occupational specialties (MOS) with a civilian jobs’ crosswalk.
- Information specifically related to transitioning Service Members and civilian life can be found by accessing the following link: www.careeronestop.org/militarytransition.

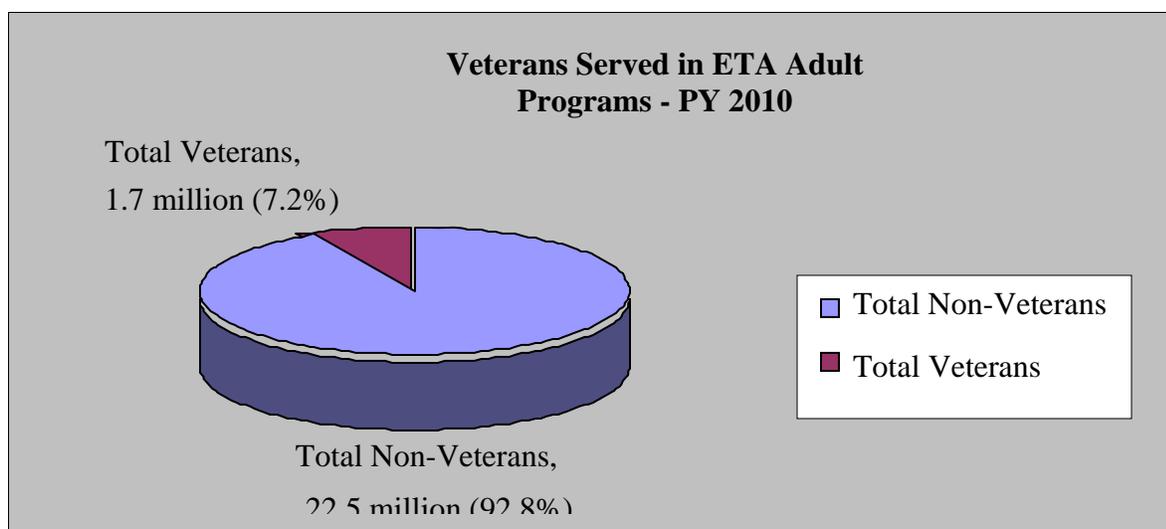
One-Stop Services for Veterans with Disabilities

The One-Stop Career Center system has become increasingly accessible to all individuals with disabilities through current and past initiatives such as the Disability Employment Initiative, Disability Program Navigators and the issuance of a Disability Checklist under Section 188 of the Workforce Investment Act. In PY 2010, WIA served over 20,000 Veterans with a disability and the Wagner-Peyser Employment Service served nearly 177,000 Veterans with a disability.

Veterans’ Participation Rates for PY 2010

The JVA requires the Secretary of Labor to evaluate whether covered persons are receiving Priority of Service and are being fully served by qualified job training programs, and whether the participation of Veterans in such programs is in proportion to the rate of representation of Veterans in the civilian labor force.

Data for PY 2010 as displayed in the pie chart below, indicate that: a) adult employment and training programs subject to Veterans’ Priority of Service provisions (38 U.S.C. § 4215) served 1.7 million Veterans among the 24.2 million participants and exiters; and, b) the participation rate for Veterans in these ETA-funded adult programs was 7.2 percent. This falls somewhat short of the 7.8% rate of representation of Veterans in the adult civilian labor force.



The table on the page below breaks out the participation of Veterans for PY 2010 according to the specific workforce development programs in which they participated. Among the DOL programs, the highest Veterans' participation rates were recorded by the Senior Community Service Employment Program (14.1%) and the National Emergency Grant program (9.0%). Additionally, two of the five largest ETA programs had rates exceeding the 7.8% rate of representation: WIA Dislocated Worker (8.1%) and Trade Adjustment Assistance (8.0%). The higher rates of participation in these programs are positive because they offer a wider range of services, such as in-depth assessment, classroom training, employer specific on-the-job training, etc.

Of the other two major formula programs, Veterans' participation in the WIA Adult program was three-tenths of 1% below their rate of representation, while the Wagner-Peyser Employment Service was seven-tenths of 1% below that rate. Since the Employment Service is a "universal access" program, there are no eligibility requirements and anyone may receive services. Since many ES tools and interventions are now offered on-line in many states and those tools allow on-line participants to 'self-identify' as Veterans, some undercounting of this characteristic (and others that require self identification) may occur.

For the second year, ETA looked at the number of Veterans participating in WIA funded training services, which typically involve the most substantial investment of financial resources and staff effort by local One-Stop Career Centers. Priority of Service applies both to program participation and to priority of access to the full range of services offered by each program. Therefore, the rate at which Veterans enter training compared with their rate of program participation provides an indicator of the extent to which Veterans are receiving access to this substantial investment.

Of those individuals who received training in the WIA Dislocated Worker program, 8.6% were Veterans; this is nearly one-half of a percentage point higher than the proportion of Veterans represented in that program (i.e., 8.1%). On the other hand, of those individuals who received training in the WIA Adult program, 5.8% were Veterans; this is roughly 1.7% lower than the proportion of Veterans represented in that program (i.e., 7.5%). However, this program is also required by law to give priority for training to low-income individuals when training resources are scarce, and over 51% of those served with Intensive or Training Services through the WIA Adult program were identified as low-income.

PY 2010 DOL/ETA ADULT PROGRAMS:	Number of Veterans Participating or Exiting	Number of Individual Participants/ Exiters	Veterans' Participation Rate in DOL Programs	Veterans' Rate of Representation in Adult Civilian Labor Force – PY 2010
Public Labor Exchange/Wagner-Peyser Program.	1,554,702	21,882,473	7.1%	7.8%
WIA Adults	94,629	1,262,573	7.5%	
WIA Dislocated Workers	58,350	722,649	8.1%	
National Emergency Grants	2,081	23,119	9.0%	
Senior Community Services Employment Program – Ages 55+ (Veterans and eligible spouses)	14,976	105,851	14.1%	
Trade Act Program	6,600	82,494	8.0%	
High Growth Grants	525	9,125	5.8%	
Community Based Job Training Grants	2,368	43,830	5.4%	
Indian and Native American Program	213	9,429	2.3%	
National Farmworker Jobs Program – Adult	123	12,901	1.0%	
Total	1,734,567	24,154,444	7.2%	

Sources: Program data was derived from Employment and Training Administration reporting systems including the WIASRD; LERS; SPARQ; TAPR; BearTracks; and discretionary program reporting mechanisms. Most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. Individuals reported count only once per Program Year per program. The data for PY 2010 programs is for the period of July 1, 2010 - June 30, 2011.

Note: The WIA Adult and Dislocated Workers Programs, the Trade Act Program, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters (i.e., individuals who participated and then exited the program).

VETERANS' PRIORITY OF SERVICE SUMMARY

The ETA recognizes that Priority of Service for Veterans will continue to be critical as more military personnel return from abroad. Currently ETA has the ability to capture data on characteristics, services and outcomes of participating Veterans. Additional data collection is planned for Priority of Service which would be done in conjunction with reporting modifications that are pending with WIA and Wagner-Peyser data collections. These modifications will include the new POS reporting requirements from the recently enacted VOW to Hire Heroes Act. ETA plans to consult with the State Workforce Agencies about the revised performance accountability framework. In the meantime, ETA and VETS staff perform joint monitoring of Priority of Service implementation using the Core Monitoring Guide, a tool to gauge, during on-site examinations, the readiness and capacity of grantees to operate programs within the guiding laws, regulations, and agency policies.

ETA also used the WIA state planning process as a tool to ensure that states were developing strategies for implementation of priority provisions. In the WIA state plans submitted to DOL June 30, 2010, states outlined their policies and strategies to ensure that, pursuant to the JVA, Priority of Service is provided to s and certain spouses who otherwise meet the eligibility requirements for all employment and training programs funded by the U.S. Department of Labor. In upcoming planning guidance, states will be asked to attest to POS in their list of assurances and submit their policies. To further assist in the application of Priority of Service, ETA and VETS will continue to provide training related to the implementation protocol that was recently released.

ETA also will continue to highlight the requirement for Priority of Service and to implement overall strategies that support Veterans moving successfully into employment and continue to explore methods of capturing the outcomes of these efforts.

APPENDIX

PROGRAM YEAR (PY) 2011 FINAL REPORTS*

Attachment 1	Veterans Who Were Participants by State
Attachment 2	Veterans Who Received Staff-Assisted Services by State
Attachment 3	Veterans Who Entered Employment by State
Attachment 4	Veterans Who Retained Employment for 60 Days by State
Attachment 5	Veterans Who Received Intensive Services by State
Attachment 6	Veterans Who Were Referred to Employment by State
Attachment 7	Veterans Who Were Referred to Federal Training by State
Attachment 8	Veterans Who Were Placed in Federal Training by State
Attachment 9	Veterans Who Were Referred to Federal Jobs by State
Attachment 10	Veterans Who Entered into Federal Jobs by State
Attachment 11	Adult and Veterans' Entered Employment Rates by State

* Report with all Attachments available on-line at VETS web site at:

<http://www.dol.gov/vets/media/FY2011AnnualReportToCongress.pdf>

ETA 9002 Report
Veterans Participants by State
For All Veterans' and Age Groups

Program Year 2010

Attachment 1

VETERAN PARTICIPANTS									
(Data obtained from ETA 9002 B for Period Ending June 30, 2011)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	23,488	3,638	87	2,222	4,474	464	11,527	6,748	5,187
Alaska	17,323	3,267	1,773	2,409	5,207	1,069	9,010	4,322	3,962
Arizona	18,364	2,839	1,038	1,508	6,388	573	6,448	5,479	6,437
Arkansas	18,397	2,518	94	2,407	2,997	593	9,361	4,875	4,147
California	117,397	12,534	6,279	17,356	52,136	5,329	52,625	27,658	37,068
Colorado	49,639	8,056	3,056	5,042	8,155	3,188	21,333	13,267	15,025
Connecticut	8,245	737	324	951	2,432	51	2,907	2,213	3,117
Delaware	6,157	871	37	617	1,620	66	2,006	1,811	2,340
District of Columbia	3,196	456	144	290	1,409	62	1,239	1,056	900
Florida	104,998	18,619	6,676	12,423	44,721	7,416	45,598	28,925	30,467
Georgia	63,874	6,404	2,548	11,236	22,147	0	28,759	18,932	16,170
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	6,232	946	295	1,441	2,616	291	3,314	1,366	1,552
Idaho	27,323	4,894	2,034	3,488	16,478	539	11,574	6,598	9,145
Illinois	44,274	7,299	3,394	9,996	12,957	46	17,844	10,154	11,287
Indiana	26,265	1,186	198	1,367	246	23	10,097	8,525	7,643
Iowa	19,687	2,492	1,195	2,380	6,566	931	9,298	5,430	4,921
Kansas	11,897	1,606	30	1,180	1,783	1,948	6,323	3,010	2,555
Kentucky	28,316	8,456	1,660	4,897	4,827	227	12,637	7,706	7,890
Louisiana	25,485	3,581	921	2,013	6,728	2,099	14,082	5,877	5,522
Maine	7,693	1,356	705	177	3,011	463	3,057	2,363	2,273
Maryland	14,971	2,042	1,433	1,934	5,974	282	6,196	4,706	4,068
Massachusetts	13,846	987	499	1,597	4,109	335	4,377	3,914	5,555
Michigan	41,767	3,529	1,609	4,932	9,056	294	16,026	11,581	14,159
Minnesota	19,605	4,035	3,948	2,733	6,848	998	7,728	5,191	4,921
Mississippi	13,008	1,487	470	3,799	4,776	935	7,136	3,366	2,506
Missouri	39,320	4,607	2,139	7,523	12,230	1,662	16,242	11,579	11,498
Montana	17,508	2,738	1,360	2,661	5,461	7,685	9,445	3,954	3,974
Nebraska	9,259	1,782	645	974	3,358	464	3,989	2,637	2,631
Nevada	15,655	1,203	402	1,072	1,499	137	4,482	3,698	4,647
New Hampshire	5,534	861	267	303	1,536	107	1,574	1,597	2,363
New Jersey	19,315	1,934	523	1,879	2,527	114	5,530	4,693	6,738
New Mexico	12,499	1,893	579	1,068	5,366	437	5,077	3,483	3,930
New York	52,449	6,249	2,660	8,364	6,005	3,157	22,020	12,245	18,184
North Carolina	76,737	4,560	2,585	6,929	24,339	215	34,433	21,387	20,914
North Dakota	8,734	1,714	539	1,094	3,255	912	4,730	2,149	1,855
Ohio	79,841	6,746	4,771	2,339	14,665	151	32,451	21,492	25,878
Oklahoma	17,332	3,169	80	2,232	3,269	537	8,531	4,256	4,535
Oregon	47,852	8,585	3,760	5,387	16,107	1,282	18,208	12,392	17,224
Pennsylvania	28,125	2,519	1,096	2,930	9,213	96	10,779	8,733	8,612
Puerto Rico	317	41	12	144	106	0	213	66	37
Rhode Island	2,397	331	81	292	828	60	877	662	855
South Carolina	37,985	4,110	1,917	4,331	14,541	462	15,901	10,771	11,303
South Dakota	5,307	1,034	496	592	1,267	256	2,532	1,558	1,216
Tennessee	34,475	4,339	2,085	3,893	20,020	394	15,019	9,966	9,487
Texas	144,023	15,311	8,725	27,093	79,564	4,768	71,336	34,597	38,000
Utah	28,434	3,023	1,435	3,425	8,309	6,690	16,173	5,680	6,422
Vermont	2,593	388	17	318	579	38	931	711	951
Virginia	45,593	8,365	2,916	6,640	18,545	2,262	22,523	12,703	10,365
Virgin Islands	402	28	4	66	74	7	195	67	67
Washington	36,921	6,314	3,778	5,870	5,496	224	15,383	9,980	11,546
West Virginia	11,141	1,126	606	1,539	3,755	94	5,562	2,847	2,732
Wisconsin	13,264	2,510	1,332	1,521	4,682	173	5,450	3,948	3,865
Wyoming	8,219	1,400	339	706	3,156	374	3,754	2,046	2,419
National Total	1,532,678	200,715	85,596	199,580	507,413	60,980	673,842	404,970	441,065

NDA = No Data Available

ETA 9002 Report
Veterans Who Received Staff Assisted Services by State
For All Veterans' and Age Groups

Program Year 2010

Attachment 2

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	12,924	2,087	54	1,322	2,612	200	6,374	3,927	2,616
Alaska	9,536	1,695	908	1,213	2,640	859	5,156	2,375	1,996
Arizona	15,234	2,399	889	1,278	5,321	430	5,274	4,504	5,456
Arkansas	13,910	1,905	75	1,892	2,373	469	7,123	3,679	3,101
California	31,186	3,859	2,086	5,934	14,529	476	13,552	7,678	9,944
Colorado	45,710	7,479	2,817	4,444	7,591	2,858	19,385	12,426	13,889
Connecticut	3,441	427	198	542	1,366	29	1,418	860	1,160
Delaware	4,984	672	23	492	1,318	27	1,499	1,464	2,021
District of Columbia	2,599	380	115	225	1,172	59	987	879	732
Florida	80,911	15,496	5,434	8,811	35,223	3,854	34,076	23,873	22,956
Georgia	62,478	6,283	2,508	11,015	21,576	0	28,247	18,564	15,654
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	5,973	920	291	1,398	2,527	277	3,166	1,318	1,489
Idaho	15,546	3,109	1,300	2,126	9,227	329	6,927	3,915	4,701
Illinois	31,121	5,490	2,629	6,997	10,004	33	12,282	7,664	7,700
Indiana	25,787	1,152	197	1,340	237	22	9,907	8,387	7,493
Iowa	19,666	2,491	1,194	2,378	6,563	930	9,288	5,422	4,918
Kansas	6,628	894	18	645	1,042	1,531	3,656	1,610	1,358
Kentucky	23,765	6,834	1,377	3,924	3,972	172	10,468	6,535	6,685
Louisiana	16,167	2,403	675	1,250	5,009	1,458	9,222	3,872	3,072
Maine	6,730	1,175	606	173	2,648	390	2,612	2,105	2,013
Maryland	12,249	1,802	1,329	1,490	5,360	200	4,829	3,939	3,480
Massachusetts	12,933	940	474	1,575	3,816	332	4,101	3,634	5,198
Michigan	41,002	3,457	1,564	4,883	8,895	282	15,741	11,353	13,907
Minnesota	15,910	3,289	3,206	2,299	5,657	832	6,340	4,174	4,042
Mississippi	12,419	1,439	456	3,603	4,599	905	6,760	3,207	2,452
Missouri	27,776	3,228	1,484	5,252	8,512	924	11,128	8,505	8,142
Montana	15,014	2,533	1,267	2,441	5,037	7,024	7,788	3,608	3,607
Nebraska	7,700	1,485	555	829	2,803	427	3,329	2,211	2,158
Nevada	11,458	1,151	378	1,050	1,463	135	3,970	3,289	4,184
New Hampshire	4,977	786	236	266	1,389	100	1,411	1,443	2,123
New Jersey	15,769	1,890	516	1,842	2,442	113	5,031	4,284	6,308
New Mexico	10,445	1,638	483	853	4,538	381	4,250	2,959	3,229
New York	45,453	5,461	2,314	7,450	5,270	3,129	19,662	10,601	15,190
North Carolina	76,737	4,560	2,585	6,929	24,339	215	34,433	21,387	20,914
North Dakota	8,133	1,617	501	1,004	3,048	849	4,420	2,016	1,697
Ohio	48,786	4,375	3,169	2,090	9,474	48	18,753	13,620	16,403
Oklahoma	8,830	1,699	52	1,285	1,747	156	4,344	2,150	2,334
Oregon	40,833	7,236	3,140	4,612	13,913	1,045	14,955	10,590	15,270
Pennsylvania	23,688	2,212	963	2,609	7,977	85	8,975	7,345	7,367
Puerto Rico	150	17	5	81	55	0	100	30	20
Rhode Island	2,181	302	76	271	759	57	802	599	777
South Carolina	28,768	2,972	1,410	3,137	10,737	219	11,916	8,334	8,512
South Dakota	4,195	797	420	449	961	144	1,894	1,297	1,004
Tennessee	34,377	4,331	2,082	3,882	19,964	393	14,972	9,931	9,471
Texas	109,520	11,213	6,360	19,359	59,493	3,058	52,571	27,002	29,855
Utah	16,415	1,729	841	1,592	4,356	5,232	9,751	3,349	3,169
Vermont	2,128	342	16	263	499	19	747	598	783
Virginia	38,292	7,088	2,473	5,722	15,849	2,072	19,174	10,738	8,379
Virgin Islands	242	26	4	64	70	7	147	41	54
Washington	36,921	6,314	3,778	5,870	5,496	224	15,383	9,980	11,546
West Virginia	7,044	741	405	1,035	2,307	55	3,544	1,814	1,686
Wisconsin	8,328	1,661	873	995	3,035	58	3,284	2,488	2,555
Wyoming	7,220	1,218	296	629	2,766	332	3,334	1,793	2,093
National Total	1,170,189	156,699	67,105	153,110	383,576	43,455	508,458	319,366	336,863

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Employment by State
For All Veterans' and Age Groups

Program Year 2010

Attachment 3

VETERANS WHO ENTERED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs EE	DISABLED VETERANS EE	SPECIAL DISABLED VETERANS EE	RECENTLY SEPARATED VETERANS EE	CAMPAIGN BADGE VETERANS EE	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS EE
						18-44	45-54	55 +	
						EE	EE	EE	
Alabama	10,373	1,366	29	1,442	2,025	5,804	2,728	1,543	291
Alaska	3,599	553	268	430	1,200	1,777	927	889	6
Arizona	5,555	712	238	467	1,786	2,062	1,819	1,545	129
Arkansas	7,654	893	41	1,252	1,254	4,076	1,873	1,346	355
California	34,911	3,152	1,421	3,255	15,108	14,566	8,702	10,161	1,474
Colorado	13,147	1,619	370	1,164	1,988	6,104	3,664	3,179	196
Connecticut	2,735	201	82	234	681	953	851	907	21
Delaware	1,725	184	11	158	464	602	556	552	15
District of Columbia	1,131	138	46	87	522	449	403	260	19
Florida	34,857	6,255	2,174	3,811	14,340	16,271	10,391	7,110	1,083
Georgia	23,963	2,098	739	3,552	7,991	11,942	7,411	4,608	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,568	214	77	251	644	747	371	410	40
Idaho	7,725	1,221	463	978	4,391	3,488	1,931	2,213	91
Illinois	14,273	1,992	794	2,814	4,250	6,163	3,198	3,116	40
Indiana	10,263	471	87	566	117	4,392	3,452	2,410	8
Iowa	6,094	662	295	796	1,953	2,901	1,475	1,270	445
Kansas	4,336	453	11	502	685	1,796	1,041	774	723
Kentucky	13,084	3,049	453	2,008	2,062	6,394	3,767	2,757	136
Louisiana	8,346	1,027	244	650	2,401	4,615	1,953	1,513	264
Maine	3,059	369	169	62	1,063	1,238	911	760	150
Maryland	5,479	522	445	935	1,683	2,541	1,735	1,040	162
Massachusetts	4,618	273	127	518	1,244	1,559	1,354	1,639	65
Michigan	16,854	1,162	409	1,416	3,435	6,826	5,066	4,870	91
Minnesota	6,246	995	962	632	1,923	2,511	1,736	1,346	176
Mississippi	4,796	430	105	1,407	1,659	2,647	1,245	684	220
Missouri	9,793	978	420	1,859	2,821	4,218	2,697	2,317	561
Montana	6,306	594	278	808	1,379	2,360	947	986	2,007
Nebraska	3,017	440	159	437	1,102	1,375	885	750	7
Nevada	5,414	477	161	502	630	2,172	1,659	1,534	46
New Hampshire	2,061	284	81	127	541	636	657	725	43
New Jersey	5,263	522	143	534	666	1,964	1,601	1,640	43
New Mexico	3,504	435	100	320	1,516	1,500	1,014	910	79
New York	19,720	2,018	773	2,396	1,774	7,524	5,023	5,567	1,606
North Carolina	26,761	1,484	842	1,630	7,785	13,244	7,877	5,521	119
North Dakota	2,541	530	177	348	960	1,292	583	524	142
Ohio	15,135	1,246	906	570	2,733	6,509	4,617	3,992	16
Oklahoma	7,269	1,096	26	1,271	1,358	3,912	1,717	1,411	227
Oregon	14,509	2,271	836	1,363	3,701	6,030	3,992	4,129	354
Pennsylvania	9,736	728	339	1,073	3,122	4,179	3,067	2,441	49
Puerto Rico	27	2	2	9	9	20	4	3	0
Rhode Island	733	96	23	76	229	280	229	211	11
South Carolina	18,768	1,555	825	2,065	6,575	9,018	5,399	4,286	55
South Dakota	1,641	259	114	203	366	752	503	337	49
Tennessee	16,274	2,027	952	1,546	9,221	7,929	4,895	3,293	154
Texas	62,237	5,094	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	7,386	808	387	943	2,385	3,161	1,368	1,424	1,433
Vermont	1,001	126	7	108	192	360	311	318	12
Virginia	18,837	3,275	1,128	2,477	7,261	9,310	5,193	3,426	908
Virgin Islands	87	8	3	15	23	50	19	18	2
Washington	13,895	2,049	1,139	2,038	2,067	6,112	3,990	3,718	68
West Virginia	4,305	401	212	497	1,397	2,479	1,052	737	37
Wisconsin	3,092	488	240	380	1,068	1,361	920	767	44
Wyoming	3,047	477	97	278	1,159	1,407	785	746	109
National Total	528,750	59,779	20,430	53,260	136,909	211,578	129,564	108,633	14,381

NDA = No Data Available

ETA 9002 Report

**Veterans Who Retained Employment at Six Months by State
For All Veterans' and Age Groups**

Program Year 2010

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs ER	DISABLED VETERANS ER	SPECIAL DISABLED VETERANS ER	RECENTLY SEPARATED VETERANS ER	CAMPAIGN BADGE VETERANS ER	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS ER
						18-44 ER	45-54 ER	55 + ER	
Alabama	10,449	1,512	32	1,462	2,023	5,935	2,845	1,452	213
Alaska	4,668	992	520	510	1,700	2,464	1,282	914	7
Arizona	5,100	640	219	459	1,650	2,048	1,600	1,331	121
Arkansas	7,045	785	40	1,178	1,199	3,800	1,770	1,221	252
California	26,086	2,619	1,224	1,955	10,999	11,310	6,712	6,892	1,165
Colorado	14,740	1,999	482	1,264	2,191	7,163	3,830	2,999	747
Connecticut	1,328	112	48	117	353	476	409	432	10
Delaware	1,627	189	9	147	404	566	549	499	13
District of Columbia	1,150	187	55	90	554	472	408	241	27
Florida	31,174	5,697	1,987	3,002	12,679	14,900	9,139	5,716	1,417
Georgia	19,255	1,666	614	2,525	6,361	9,754	5,918	3,577	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,230	184	59	186	481	540	319	344	27
Idaho	12,281	1,856	731	1,424	6,861	5,646	3,209	3,208	217
Illinois	13,579	1,958	792	2,657	4,311	5,957	3,127	2,767	115
Indiana	9,277	442	87	475	116	4,158	3,022	2,094	3
Iowa	7,134	791	374	1,047	2,365	3,755	1,809	1,216	345
Kansas	4,965	570	9	616	808	2,002	1,099	783	1,078
Kentucky	10,579	2,615	405	1,470	1,814	5,290	3,096	2,069	98
Louisiana	6,776	819	194	582	2,077	3,765	1,578	1,205	228
Maine	2,633	337	166	96	945	1,122	770	647	94
Maryland	5,628	671	584	961	1,891	2,694	1,742	1,105	87
Massachusetts	3,496	251	108	374	943	1,228	1,002	1,211	54
Michigan	19,795	1,306	482	1,434	4,026	8,228	6,204	5,263	99
Minnesota	7,814	1,163	1,137	551	2,163	3,130	2,166	1,572	252
Mississippi	3,233	274	70	964	1,053	1,800	907	448	78
Missouri	11,138	1,286	557	2,000	3,414	5,151	3,160	2,335	492
Montana	7,712	750	357	868	1,718	2,902	1,254	1,155	2,396
Nebraska	2,416	373	147	355	873	1,150	711	548	7
Nevada	4,114	410	130	393	486	1,664	1,294	1,139	14
New Hampshire	2,188	272	84	153	588	735	692	721	40
New Jersey	4,608	426	136	438	590	1,801	1,391	1,371	25
New Mexico	3,363	481	140	288	1,469	1,492	994	793	84
New York	17,439	1,895	736	1,925	1,558	6,913	4,707	5,074	745
North Carolina	15,895	908	510	746	4,585	7,794	4,756	3,288	57
North Dakota	2,733	584	184	385	979	1,432	640	501	160
Ohio	12,754	1,051	761	352	2,311	5,556	3,866	3,319	13
Oklahoma	6,919	1,116	34	1,249	1,379	3,815	1,610	1,238	254
Oregon	16,485	2,678	958	1,295	3,911	6,876	4,528	4,692	385
Pennsylvania	9,714	742	355	989	2,949	4,433	3,054	2,164	63
Puerto Rico	1	0	0	1	0	1	0	0	0
Rhode Island	566	93	17	58	177	219	180	158	9
South Carolina	16,664	1,617	879	1,931	5,888	8,137	4,865	3,619	32
South Dakota	2,155	384	183	230	511	1,058	630	400	66
Tennessee	13,599	1,691	814	915	7,647	6,596	4,210	2,664	126
Texas	72,095	4,883	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	9,166	1,183	537	1,305	3,253	4,439	1,782	1,501	1,442
Vermont	920	124	3	106	177	365	306	236	13
Virginia	16,417	2,902	1,020	2,057	6,195	8,295	4,465	2,630	1,026
Virgin Islands	64	4	1	4	11	29	19	16	0
Washington	13,413	2,060	1,182	1,899	1,973	6,031	3,876	3,397	97
West Virginia	3,682	325	183	345	1,251	2,033	926	691	32
Wisconsin	2,310	382	170	283	787	1,095	687	504	24
Wyoming	2,429	389	74	231	895	1,174	652	486	117
National Total	502,001	58,644	20,580	46,347	125,542	199,389	119,767	93,846	14,466

NDA = No Data Available

VETS 200 C Report

**Veterans Who Received Intensive Services by State
(Case Management)**

For All Veterans'

Program Year 2010

VETERANS WHO RECEIVED INTENSIVE SERVICES						
(Data obtained from VETS 200 C for Period Ending June 30, 2011)						
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	3,863	805	21	465	881	145
Alaska	2,411	507	290	268	617	740
Arizona	781	177	78	66	260	17
Arkansas	1,836	405	14	318	421	22
California	15,155	2,188	1,234	2,592	7,103	5
Colorado	888	375	208	126	277	38
Connecticut	662	151	72	198	382	7
Delaware	576	116	4	87	186	5
District of Columbia	126	37	15	20	61	2
Florida	3,279	680	247	293	1,541	362
Georgia	5,217	858	453	963	1,873	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,086	238	89	330	539	28
Idaho	36	22	13	2	19	1
Illinois	6,196	1,367	734	1,421	1,995	2
Indiana	1,523	133	24	66	12	2
Iowa	596	167	92	71	266	6
Kansas	1,004	282	9	158	255	43
Kentucky	765	365	119	145	203	4
Louisiana	231	23	12	6	28	144
Maine	936	208	125	22	393	86
Maryland	768	191	153	92	472	5
Massachusetts	4,561	462	232	695	1,482	21
Michigan	2,453	389	186	400	654	28
Minnesota	528	231	164	189	179	13
Mississippi	588	123	27	152	213	53
Missouri	301	70	47	70	85	2
Montana	1,540	401	261	256	445	529
Nebraska	2,888	780	348	330	1,228	30
Nevada	1,072	148	57	116	126	7
New Hampshire	503	88	26	28	162	5
New Jersey	1,414	290	103	224	201	1
New Mexico	1,582	334	117	132	748	79
New York	4,072	886	424	913	906	114
North Carolina	15,210	1,134	655	1,662	5,253	46
North Dakota	492	123	34	84	181	111
Ohio	2,859	751	623	299	658	0
Oklahoma	2,472	662	19	384	607	39
Oregon	2,255	545	309	357	869	111
Pennsylvania	1,871	514	250	380	1,280	9
Puerto Rico	39	9	4	26	17	0
Rhode Island	674	122	24	94	256	10
South Carolina	3,718	524	264	446	1,390	20
South Dakota	522	164	107	129	160	7
Tennessee	3,210	702	391	665	2,058	34
Texas	29,862	4,595	2,691	6,232	17,180	249
Utah	339	50	19	36	131	15
Vermont	701	119	8	118	174	5
Virginia	3,835	943	393	520	1,668	183
Virgin Islands	3	8	0	18	25	3
Washington	4,812	1,328	919	889	1,036	38
West Virginia	2,403	322	173	355	816	10
Wisconsin	2,377	632	365	350	968	27
Wyoming	435	88	20	45	176	23
National Total	147,526	26,832	13,266	24,303	59,116	3,486

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Employment by State
For All Veterans'

Program Year 2010

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	5,041	658	11	505	936	38
Alaska	6,868	1,398	773	1,018	2,125	3
Arizona	6,398	910	320	534	2,214	199
Arkansas	7,369	969	48	1,052	1,277	50
California	8,765	1,220	682	1,489	4,047	74
Colorado	23,193	4,050	1,654	1,959	4,262	710
Connecticut	343	50	28	65	153	5
Delaware	757	100	0	58	205	4
District of Columbia	1,059	197	58	92	511	31
Florida	47,980	8,782	2,819	4,715	20,579	1,907
Georgia	24,981	2,509	1,028	3,603	7,915	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	2,679	423	124	621	1,179	138
Idaho	11,364	2,094	878	1,494	6,616	234
Illinois	16,679	2,967	1,379	3,400	5,924	21
Indiana	3,187	155	20	136	42	6
Iowa	17,170	2,133	1,012	2,044	5,821	839
Kansas	2,149	321	5	280	417	64
Kentucky	10,422	3,196	615	1,483	2,086	83
Louisiana	9,006	1,344	366	774	3,045	327
Maine	4,790	897	468	102	1,957	306
Maryland	6,322	800	599	726	2,722	43
Massachusetts	2,632	219	113	224	714	7
Michigan	3,305	414	190	448	849	42
Minnesota	14,327	2,850	2,796	1,892	5,032	735
Mississippi	7,549	811	241	2,175	2,685	490
Missouri	15,792	1,844	861	2,858	4,840	343
Montana	11,944	1,974	972	1,925	4,033	5,595
Nebraska	4,373	860	316	484	1,655	116
Nevada	4,027	396	109	286	538	18
New Hampshire	2,697	448	128	123	802	69
New Jersey	4,079	481	130	364	617	2
New Mexico	5,430	849	237	478	2,420	169
New York	14,731	1,918	825	2,097	1,885	99
North Carolina	38,345	2,067	1,144	2,680	11,208	99
North Dakota	4,557	951	274	631	1,774	322
Ohio	8,466	890	643	293	1,887	4
Oklahoma	3,487	587	22	408	676	61
Oregon	18,520	3,243	1,346	1,542	6,589	429
Pennsylvania	2,956	325	115	340	1,025	4
Puerto Rico	18	1	1	6	5	0
Rhode Island	1,451	210	56	180	557	44
South Carolina	17,513	1,961	888	2,009	6,368	178
South Dakota	3,114	563	288	311	693	62
Tennessee	18,699	2,393	1,134	2,229	10,558	140
Texas	69,978	6,767	3,737	11,084	36,954	217
Utah	11,962	1,491	728	1,348	3,678	2,644
Vermont	553	70	3	43	115	5
Virginia	23,408	4,316	1,529	3,136	9,795	1,167
Virgin Islands	136	16	2	31	37	2
Washington	20,798	3,738	2,260	3,441	3,160	129
West Virginia	4,331	436	230	485	1,344	36
Wisconsin	3,170	733	386	413	1,231	27
Wyoming	3,988	678	167	398	1,554	193
National Total	562,858	79,673	34,758	70,512	199,311	18,530

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Training by State
For All Veterans'

Program Year 2010

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	3	1	0	0	1	0
Alaska	240	31	9	32	63	71
Arizona	601	80	24	39	177	9
Arkansas	9	3	0	3	2	1
California	1,310	189	118	353	633	1
Colorado	2,132	572	279	219	443	174
Connecticut	63	12	7	12	27	0
Delaware	15	15	0	2	7	0
District of Columbia	61	6	3	5	36	0
Florida	4,399	1,360	625	551	1,984	111
Georgia	308	62	34	65	119	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	40	25	14	7	19	0
Idaho	56	43	28	16	31	2
Illinois	115	28	17	37	39	1
Indiana	31	2	1	3	0	0
Iowa	48	5	1	3	13	0
Kansas	21	5	0	3	7	1
Kentucky	192	54	15	61	42	1
Louisiana	0	0	0	0	0	0
Maine	518	91	52	10	213	54
Maryland	266	32	29	32	145	2
Massachusetts	207	16	8	15	59	1
Michigan	157	54	22	50	57	7
Minnesota	308	85	84	63	142	19
Mississippi	4	0	0	0	1	0
Missouri	95	24	11	14	26	0
Montana	0	0	0	0	0	0
Nebraska	777	222	93	111	323	7
Nevada	19	2	1	0	2	0
New Hampshire	22	13	5	0	10	0
New Jersey	1,037	104	35	118	123	1
New Mexico	261	29	11	19	105	6
New York	402	118	64	103	134	4
North Carolina	1,953	105	59	216	623	3
North Dakota	37	13	3	6	14	4
Ohio	78	18	10	5	13	0
Oklahoma	601	110	2	88	101	8
Oregon	535	116	54	98	248	28
Pennsylvania	4,353	654	319	461	1,461	20
Puerto Rico	20	0	0	15	16	0
Rhode Island	745	115	25	93	276	9
South Carolina	190	15	10	27	74	0
South Dakota	130	26	14	20	25	0
Tennessee	715	164	93	127	479	1
Texas	2,254	286	151	346	1,194	91
Utah	145	25	6	17	43	1
Vermont	14	8	0	2	6	0
Virginia	253	56	30	34	107	5
Virgin Islands	40	4	0	15	20	0
Washington	414	128	92	143	80	8
West Virginia	1,325	158	80	292	492	10
Wisconsin	270	138	89	48	123	3
Wyoming	18	4	0	1	7	0
National Total	27,807	5,426	2,627	4,000	10,385	664

NDA = No Data Available

ETA 9002 Report
Veterans Placed in Federal Training by State
For All Veterans'

Program Year 2010

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	34	5	2	9	12	0
Arizona	39	4	1	4	12	18
Arkansas	4	3	0	1	0	0
California	60	12	8	9	28	0
Colorado	0	0	0	0	0	0
Connecticut	2	1	1	0	2	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	228	76	39	56	121	13
Georgia	28	6	5	7	9	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0
Idaho	17	16	11	3	9	1
Illinois	37	10	6	10	10	0
Indiana	158	4	1	3	3	0
Iowa	1	0	0	0	1	0
Kansas	2	0	0	0	0	0
Kentucky	26	4	0	1	6	0
Louisiana	0	0	0	0	0	0
Maine	93	8	6	3	32	3
Maryland	265	31	29	33	140	2
Massachusetts	224	8	2	13	46	1
Michigan	70	19	5	37	29	20
Minnesota	3	2	1	1	0	0
Mississippi	1	0	0	0	0	0
Missouri	1,390	119	50	214	387	52
Montana	0	0	0	0	0	0
Nebraska	3	0	0	1	1	0
Nevada	1	0	0	0	0	0
New Hampshire	15	2	1	0	4	0
New Jersey	61	4	0	3	13	0
New Mexico	5	0	0	0	4	0
New York	54	13	6	17	21	1
North Carolina	397	28	16	43	131	1
North Dakota	6	4	1	2	4	0
Ohio	39	9	7	2	9	0
Oklahoma	2	0	0	0	0	1
Oregon	117	49	29	22	40	6
Pennsylvania	995	216	115	43	220	2
Puerto Rico	0	0	0	0	0	0
Rhode Island	612	105	24	85	229	8
South Carolina	35	5	4	3	16	0
South Dakota	41	14	9	6	11	0
Tennessee	9	2	1	4	6	0
Texas	214	16	7	14	108	0
Utah	1,703	46	17	42	115	1,341
Vermont	0	0	0	0	0	0
Virginia	0	0	0	0	0	0
Virgin Islands	2	0	0	1	1	0
Washington	121	28	17	26	23	2
West Virginia	104	6	3	12	26	0
Wisconsin	489	50	22	13	151	3
Wyoming	9	2	0	0	7	0
National Total	7,716	927	446	743	1,987	1,475

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Jobs by State
For All Veterans'

Program Year 2010

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	15	6	1	2	3	0
Alaska	961	185	101	155	292	0
Arizona	0	0	0	0	0	0
Arkansas	216	25	2	49	56	2
California	0	0	0	0	0	0
Colorado	206	38	20	8	40	6
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	19	6	1	0	9	1
Florida	3,677	861	320	417	1,750	249
Georgia	1,422	184	95	232	455	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	194	34	10	51	95	8
Idaho	296	53	21	34	185	8
Illinois	804	169	83	195	330	0
Indiana	316	13	2	16	5	0
Iowa	33	9	5	2	12	0
Kansas	37	10	0	5	7	2
Kentucky	1,373	439	85	156	286	11
Louisiana	169	33	10	16	58	7
Maine	398	109	65	14	167	27
Maryland	84	15	14	7	36	0
Massachusetts	58	6	4	8	20	0
Michigan	0	0	0	0	0	0
Minnesota	23	19	17	7	12	0
Mississippi	257	29	10	86	108	22
Missouri	5,915	707	308	1,037	1,959	161
Montana	0	0	0	0	0	0
Nebraska	14	6	2	1	7	2
Nevada	150	24	7	14	41	5
New Hampshire	22	5	1	0	7	2
New Jersey	18	4	1	0	7	0
New Mexico	260	45	7	17	124	10
New York	65	10	5	13	15	1
North Carolina	14,887	705	394	1,424	4,630	29
North Dakota	261	59	23	49	105	38
Ohio	38	12	11	2	2	0
Oklahoma	234	77	0	40	58	6
Oregon	429	93	48	34	145	10
Pennsylvania	1,119	111	45	100	332	0
Puerto Rico	19	1	1	7	5	0
Rhode Island	27	6	0	2	7	2
South Carolina	177	19	11	23	74	4
South Dakota	212	41	21	25	36	3
Tennessee	208	44	23	39	133	0
Texas	4	0	0	0	1	0
Utah	720	136	80	123	303	48
Vermont	0	0	0	0	0	0
Virginia	1,059	240	87	153	504	56
Virgin Islands	0	0	0	0	0	0
Washington	145	28	17	34	29	3
West Virginia	121	15	6	16	31	2
Wisconsin	74	22	11	5	41	2
Wyoming	239	51	13	22	97	17
National Total	36,975	4,704	1,988	4,640	12,619	744

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Into Federal Jobs by State
For All Veterans'

Program Year 2010

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2011)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	2	1	0	0	0	0
Arizona	0	0	0	0	0	0
Arkansas	9	2	0	2	3	0
California	0	0	0	0	0	0
Colorado	0	0	0	0	0	0
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0
Florida	37	8	3	4	22	2
Georgia	88	13	9	10	23	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	7	6	5	1	3	0
Idaho	2	0	0	1	1	0
Illinois	1	1	1	0	1	0
Indiana	8	2	1	0	0	0
Iowa	1	0	0	0	1	0
Kansas	0	0	0	0	0	0
Kentucky	10	0	0	1	2	0
Louisiana	4	3	1	0	3	0
Maine	0	0	0	0	0	0
Maryland	0	0	0	0	0	0
Massachusetts	6	2	0	1	3	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	12	1	0	6	4	2
Missouri	4	1	0	0	1	0
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	10	2	0	1	3	2
New Hampshire	0	0	0	0	0	0
New Jersey	9	1	0	0	4	0
New Mexico	6	2	2	0	2	0
New York	9	3	1	2	1	0
North Carolina	0	0	0	0	0	0
North Dakota	1	0	0	0	0	0
Ohio	21	10	9	1	1	0
Oklahoma	4	3	0	1	2	0
Oregon	67	18	9	2	28	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	10	1	1	1	2	0
Rhode Island	0	0	0	0	0	0
South Carolina	4	0	0	1	1	0
South Dakota	4	2	1	1	1	0
Tennessee	34	10	7	4	24	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	0	0	0	0	0	0
Vermont	0	0	0	0	0	0
Virginia	4	2	0	1	2	0
Virgin Islands	0	0	0	0	0	0
Washington	12	6	4	3	2	0
West Virginia	0	0	0	0	0	0
Wisconsin	0	0	0	0	0	0
Wyoming	25	8	3	2	9	2
National Total	411	108	57	46	149	8

NDA = No Data Available

ETA 9002 Report

Adult and Veterans Entered Employment Rates by State

Program Year 2010

ADULT & VETERANS ENTERED EMPLOYMENT RATES

(Data obtained from ETA 9002 C & D Reports for Period Ending June 30, 2011)

	One-Stop Adult Entered Employment Rate	Veterans' Entered Employment Rate	Disabled Veterans' Entered Employment Rate	Special Disabled Veterans' Entered Employment Rate	Recently Separated Veterans' Entered Employment Rate	Transitioning Service Members' Entered Employment Rate
Alabama	47%	50%	49%	41%	73%	85%
Alaska	50%	46%	42%	38%	46%	30%
Arizona	44%	40%	37%	35%	43%	49%
Arkansas	58%	56%	53%	55%	67%	85%
California	39%	33%	31%	29%	23%	38%
Colorado	48%	45%	40%	41%	43%	44%
Connecticut	41%	36%	35%	35%	35%	47%
Delaware	43%	37%	35%	46%	40%	47%
District of Columbia	46%	44%	41%	38%	41%	50%
Florida	50%	48%	43%	39%	48%	47%
Georgia	46%	43%	40%	37%	38%	0%
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	45%	35%	35%	34%	26%	32%
Idaho	54%	48%	46%	42%	49%	46%
Illinois	50%	45%	42%	39%	41%	40%
Indiana	48%	48%	40%	41%	51%	89%
Iowa	62%	57%	52%	49%	60%	65%
Kansas	59%	55%	47%	52%	65%	87%
Kentucky	52%	49%	46%	40%	42%	53%
Louisiana	54%	53%	45%	39%	56%	35%
Maine	54%	48%	41%	36%	54%	50%
Maryland	46%	48%	45%	45%	57%	81%
Massachusetts	49%	47%	39%	37%	46%	22%
Michigan	38%	37%	33%	27%	30%	41%
Minnesota	55%	53%	48%	47%	47%	54%
Mississippi	47%	43%	38%	37%	47%	40%
Missouri	59%	56%	54%	51%	59%	61%
Montana	58%	54%	50%	48%	60%	54%
Nebraska	56%	51%	44%	43%	54%	70%
Nevada	53%	47%	43%	40%	55%	39%
New Hampshire	56%	51%	46%	44%	47%	57%
New Jersey	41%	40%	38%	40%	37%	73%
New Mexico	47%	42%	35%	28%	42%	37%
New York	53%	51%	45%	43%	41%	68%
North Carolina	48%	41%	38%	37%	32%	44%
North Dakota	71%	65%	61%	58%	64%	51%
Ohio	42%	40%	41%	42%	36%	47%
Oklahoma	49%	49%	47%	43%	66%	79%
Oregon	48%	43%	40%	33%	35%	41%
Pennsylvania	52%	51%	45%	46%	53%	52%
Puerto Rico	16%	15%	11%	50%	10%	0%
Rhode Island	51%	46%	41%	40%	48%	48%
South Carolina	48%	46%	41%	40%	47%	72%
South Dakota	60%	59%	53%	47%	66%	68%
Tennessee	51%	52%	51%	49%	56%	48%
Texas	53%	50%	46%	NDA	NDA	NDA
Utah	56%	51%	48%	46%	57%	42%
Vermont	51%	53%	52%	41%	73%	71%
Virgin Islands	38%	35%	47%	50%	25%	40%
Virginia	55%	53%	51%	48%	49%	65%
Washington	50%	45%	44%	42%	43%	62%
West Virginia	52%	48%	42%	41%	43%	49%
Wisconsin	51%	49%	46%	44%	49%	60%
Wyoming	60%	55%	49%	45%	61%	57%
National Total	48%	46%	43%	40%	43%	51%

NDA = No Data Available