



**Annual Report to Congress
Fiscal Year 2012**

U.S. Department of Labor
Veterans' Employment & Training Service
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Contents

INTRODUCTION.....	2
PROGRAM YEAR AND FISCAL YEAR	2
VETS’ MISSION STATEMENT.....	2
EXECUTIVE SUMMARY	2
I. THE WORKFORCE INVESTMENT SYSTEM.....	4
II. PERFORMANCE MANAGEMENT.....	6
COMMON MEASURES USED TO EVALUATE PERFORMANCE.....	6
JOBS FOR VETERANS STATE GRANTS (JVSG).....	7
DISABLED VETERANS’ OUTREACH PROGRAM.....	7
LOCAL VETERANS’ EMPLOYMENT REPRESENTATIVE.....	7
DVOP AND LVER STAFFING LEVELS.....	8
PY 2011 PERFORMANCE	11
WEIGHTED OUTCOMES.....	11
IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS’ EER.....	12
INCENTIVE AWARD ANALYSIS	12
HOMELESS VETERANS’ REINTEGRATION PROGRAM (HVRP)	13
HOMELESS VETERANS’ STAND DOWN GRANTS	15
VETERANS’ WORKFORCE INVESTMENT PROGRAM (VWIP).....	15
THE TRANSITION ASSISTANCE PROGRAM (TAP) DOL EMPLOYMENT WORKSHOP.....	16
DOMESTIC WORKSHOP PERFORMANCE.....	17
OVERSEAS WORKSHOP PERFORMANCE	17
COMPLIANCE AND INVESTIGATIONS	18
THE UNIFORMED SERVICES EMPLOYMENT & REEMPLOYMENT RIGHTS ACT (USERRA) OF 1994.....	18
VETERANS’ EMPLOYMENT OPPORTUNITIES ACT (VEOA).....	19
FEDERAL CONTRACTOR REPORTING.....	21
VIETNAM ERA VETERANS’ READJUSTMENT ASSISTANCE ACT OF 1974 (VEVRAA).....	23
INTERAGENCY COLLABORATION	24

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 of the Department of Labor's (DOL) Veterans' Employment and Training Service (VETS).

PROGRAM YEAR AND FISCAL YEAR

Some of the workforce activities described in this report are provided on a Program Year (PY) basis to align with the DOL Employment and Training Administration's program reporting, while others operate on a Fiscal Year (FY) basis. Because only one quarter of PY 2012 occurred during FY 2012, the performance measure data reported for 2012 are data for PY 2011, which ended June 30, 2012. Information from the prior PY and FY has been included in this report to facilitate comparisons of results.

VETS' MISSION STATEMENT

To serve America's veterans and separating service members by preparing them for meaningful careers, providing employment resources and expertise, and protecting their employment rights.

Executive Summary

In Fiscal Year 2012, VETS continued to provide comprehensive services to meet the employment and training needs of eligible veterans, especially those with significant barriers to employment, and to connect employers across the country with work-ready veterans through a number of signature programs and initiatives.

The **Jobs for Veterans State Grants (JVSG)** program, for example, provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. DVOP specialists provide intensive services to veterans, which includes a comprehensive and specialized assessment of skill levels and job training needs, the development of an individual employment plan, group and individual career counseling and planning, and short-term skills development (such as interview and communication skills). LVER staff promote the hiring of veterans in communities through outreach activities that build relationships with local employers.

The **Homeless Veterans' Reintegration Program (HVRP)** continues to address the most vulnerable veteran population by reintegrating homeless veterans into society and the workforce. As in the past, for a relatively small investment in FY 2012, the HVRP successfully helped place thousands of previously, sometimes chronically, homeless veterans on a path to self-sufficiency.

The **Transition Assistance Program (TAP), DOL Employment Workshop**, provides critical assistance to transitioning service members and their spouses by giving them the tools necessary for a successful transition from military to civilian life. The VOW to Hire Heroes (VOW) Act (Title II of P.L. 112-56 enacted in November 2011) mandated that nearly all transitioning service members participate in the Employment Workshop. The Act also required that VETS transition the instructional delivery of these workshops to a staff comprised of facilitators under contract with VETS, rather than using JVSG staff to provide instruction in some domestic sites.

In addition, VETS receives and investigates claims arising under the **Uniformed Services Employment and Reemployment Rights Act of 1994** (USERRA), 38 U.S.C. 4301-4335. The Act prohibits discrimination in employment based on prior service in the uniformed services, an individual's current service in the uniformed services, or intent to join the uniformed services. USERRA also provides reemployment rights with the pre-service employer following qualifying service in the uniformed services. USERRA also prohibits discrimination against individuals who attempt to enforce their rights under USERRA and prohibits retaliation against those who testify in any proceeding under the Act. VETS provides its USERRA Annual Report to Congress each year, which includes more detailed information regarding program and enforcement outcomes.

In addition, under the **Veterans' Employment Opportunities Act** (VEOA), 5 U.S.C. 3330a-3330c, VETS is responsible for investigating claims alleging a Federal agency failed to apply Veterans' Preference in hiring or during a reduction-in-force, and claims from veterans alleging a lack of access to a Federal agency's covered employment opportunities.

VETS is also responsible for collecting annual reports from Federal contractors. The **VETS-100** report applies to government contracts entered into prior to December 1, 2003, with a value of \$25,000 or greater, and the VETS-100A applies to government contracts entered into on or after December 1, 2003, with a value of \$100,000 or greater. The reports include the total number of a contractor's employees who belong to the categories of veterans protected under the Vietnam Era Veterans' Reemployment Assistance Act of 1974 (VEVRAA), 38 U.S.C. 4212(d), and the total number of those employees who were hired during the period covered by the report.

VETS routinely collaborates with other component agencies within DOL, as well as other Federal agencies, to carry out its programmatic and enforcement activities on behalf of the Nation's service members.

I. THE WORKFORCE INVESTMENT SYSTEM

VETS coordinates with DOL's Employment and Training Administration (ETA) to contribute to the national workforce investment system – a system that supports economic growth and provides workers with the critical resources and training they need to maximize their employment opportunities and careers. Each year, over 20 million Americans, including over 1.5 million veterans, receive employment assistance through the workforce investment system. This assistance may include job search services, career planning and counseling, or job training.

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Act was amended in 1998 to make the Employment Service part of the One-Stop service delivery system under the Workforce Investment Act (WIA), now known as the American Job Center (AJC) system. This system provides universal access to an integrated array of labor exchange services so that workers, job seekers, and employers can find the employment services they need in “one stop,” easy-to-find locations.

Primarily, the workforce investment system offers assistance through the nation-wide network of American Job Centers, and includes, but is not limited to, the following programs:

VETS-administered programs

- Jobs for Veterans State Grants (JVSG) Program (discussed further on page 11)

ETA-administered programs

- WIA Adult, Dislocated Worker and Youth Programs¹;
- Wagner-Peyser Act Employment Service Programs²;
- Trade Adjustment Assistance Programs under the Trade Act of 1974³;
- National Emergency Grants (NEG)⁴;
- Senior Community Service Employment Program⁵;
- Indian & Native American Program⁶;
- Migrant & Seasonal Farm Worker Program⁷;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and grants under the Reintegration of Ex-Offenders Program;⁸ and

¹ Workforce Investment Act of 1998, 29 U.S.C. 2801, *et seq.*

² Wagner-Peyser Act of 1933, 29 U.S.C. 49, *et seq.*

³ Trade Act of 1974, 19 U.S.C. 2101-2321 and 2395.

⁴ Workforce Investment Act of 1998, 29 U.S.C. 2918.

⁵ Title V of the Older Americans Act of 1965, as amended, 42 U.S.C. 3056, *et seq.*

⁶ Workforce Investment Act of 1998, 29 U.S.C. 2911

⁷ Workforce Investment Act of 1998, 29 U.S.C. 2912.

⁸ Workforce Investment Act of 1998, 29 U.S.C. 2916.

- National Registered Apprenticeship System.

As these programs are administered by VETS' workforce partner, ETA, they will be discussed in further detail on page 24 of this report.

Priority of Service for Veterans in the Workforce Investment System

Section 2 of the Jobs for Veterans Act (JVA) of 2002, as codified in 38 U.S.C. 4215, established "Priority of Service" for veterans, which allows veterans and their eligible spouses to receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies both to program participation and to priority access to the full range of services offered by each DOL-funded program. To obtain Priority of Service, a veteran or eligible spouse must meet the statutory definition of a "covered person"⁹, as well as other statutory requirements that pertain to the program for which services are sought. The Department is committed to Priority of Service for veterans. As military engagements are winding down, Priority of Service will continue to play a critical role in assisting military personnel returning from active duty to transition into the civilian workforce.

To help assess the effectiveness of this Priority of Service, in FY 2014, VETS and ETA will compare the date at which veterans enter a specific DOL-funded training program to the date that veteran first seeks assistance through the American Job Center system. In addition, the VOW Act amended 38 U.S.C. 4215 to require that this Report include an evaluation on whether eligible veterans receive Priority of Service and are fully served when accessing Departmental programs. Under 38 U.S.C. 4215(d), this evaluation must include: 1) an analysis of Priority of Service implementation at the local level; 2) an analysis of whether the representation of veterans in DOL programs is proportional to the representation of veterans in the labor market; and 3) performance measures developed by the Secretary to ensure that Priority of Service is being fully implemented. Currently, ETA and VETS have the ability to capture data on characteristics, services, and outcomes of participating veterans. Additional data collection is being implemented for Priority of Service, in conjunction with reporting modifications that were recently approved for WIA and Wagner-Peyser Employment Service data collections. Accordingly, PY 2012 data under these collections will be included in next year's report.

⁹ The term "covered person" under 38 U.S.C. § 4215 means any of the following individuals:

- A veteran,
- The spouse of any of the following:
 - i. Any veteran who died of a service-connected disability.
 - ii. Any member of the Armed Forces serving on active duty who, at the time of application for assistance under this section, is listed, pursuant to section 556 of title 37 and regulations issued thereunder, by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than 90 days: missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
 - iii. Any veteran who has a total disability resulting from a service-connected disability.
 - iv. Any veteran who died while a disability so evaluated was in existence.

II. Performance Management

The Department's Strategic Plan outlines three Strategic Goals to help achieve the Department's mission, one of which is to "Prepare Workers for Good Jobs and Ensure Fair Compensation." VETS helps meet this Strategic Goal through three of six Outcome Goals, as follows:

- 1.1: Increase workers' incomes and narrow wage and income inequality*
- 1.3: Help workers who are in low-wage jobs or out of the labor market find a path into middle-class jobs*
- 1.4: Help middle-class families remain in the middle class*

As is more fully developed below, VETS programs have materially contributed to these Outcome Goals, yielding favorable results for service members who are transitioning to the civilian workforce.

COMMON MEASURES USED TO EVALUATE PERFORMANCE

In PY 2011, VETS continued to rely upon a metric of "Common Measures," which allows for a comparison of outcomes across programs, to assess the performance of the American Job Center system in providing employment and training services to veterans. VETS uses three Common Measures to evaluate the efficacy of its grant programs' services to veterans, and to compare them to similar programs administered by ETA, which serves the entire American workforce:

- **Entered Employment Rate (EER)**, which is the percentage of the participants served who are employed in the first quarter after exit from the program. *This measure answers the question, "How many unemployed people went to work after receiving services?"*
- **Employment Retention Rate (ERR)**, which is the percentage of program participants who entered employment and who are still employed in the second and third quarters following their exit from the program. *This measure answers the question, "How many of those employed after receiving services remained at work for at least 6 months after receiving services?"*
- **Average Earnings (AE) for six months**, which is calculated based on the average of wages paid to program participants who entered employment and who are still employed in the second and third quarters following the quarter in which they exited the program. *This measure answers the question, "What are the average six month earnings of individuals who are employed for at least six months after receiving services?"*

DOL measures outcomes for all participants in programs of the workforce investment system. For its part, VETS measures outcomes for the Common Measures in its formula grants program, the Jobs for Veterans State Grants program, and its competitive grants program, the Homeless Veterans' Reintegration Program, and the Veterans' Workforce Investment Program, all three of which are discussed in more detail in the report.

Jobs for Veterans State Grants (JVSG)

VETS offers employment and training services at American Job Centers and other locations through the JVSG program to veterans with significant barriers to employment and other eligible individuals, which helps facilitate their transition to civilian employment.

Through the JVSG program, VETS provides funds to states to support two types of staff positions: Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff, both of which are described in detail below:

DISABLED VETERANS' OUTREACH PROGRAM

The primary duty of DVOP specialists is to provide intensive services to veterans, specifically those with significant barriers to employment. Intensive services are designed to mitigate an individual's barriers to employment through comprehensive and specialized assessments of skill levels and needs, the development of an individual employment plan, group and individual career counseling and planning, and short-term instruction to augment skills development (such as interview and communication skills). DVOP specialists may be located at American Job Centers, or co-located with other service providers, such as the Department of Veterans Affairs (VA).

LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE

LVER staff conduct job development activities to facilitate veterans' transition into civilian employment. This includes outreach to and engagement of business and community leaders, to identify job prospects for veterans and promote veteran hiring. LVER staff coordinate with DVOP specialists and other American Job Center staff to seamlessly transition veteran clients into appropriate employment in the local community.

JVSG Services for Participants

In PY 2011, JVSG grantees provided staff-assisted services to 474,063¹⁰ participants, which include services to the specific categories of veterans shown in the table below. Please note, however, that the categories in the table below include overlapping data because a veteran may be counted under more than one category (*e.g.*, a veteran could be categorized as both female and as a recently-separated veteran). Veterans are identified under these categories during the initial intake process at American Job Centers.

Table 1. JVSG Participant Statistics

Population or Sub-Population	PY 2010	PY 2011
Veterans and other eligible persons served	542,664	474,063
Disabled veterans	77,654 (14%)	79,979 (17%)

¹⁰ This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists and LVER staff, as reported in the Labor Exchange Reporting System, VETS-200C: Participant Services and Outcomes of DVOP/LVER, and by the ETA form 9133 for the States of Texas and Pennsylvania.

Campaign badge veterans ¹¹	170,580 (31%)	178,198 (38%)
Recently separated veterans	66,403 (12%)	74,322 (16%)
Female veterans	43,483 (8%)	48,865 (10%)
Transitioning service members ¹²	18,781 (3%)	18,095 (4%)

Development and Training for DVOP Specialists and LVER Staff

Newly-appointed DVOP specialists and LVER staff must receive core training, within 18 months of their appointment.

This training is provided by the National Veterans’ Employment and Training Institute, which is administered by VETS. As part of this core training, in FY 2012, 244 staff completed case management courses, 421 staff completed labor employment specialist courses, and 250 staff completed employment partnership promotion courses.

DVOP AND LVER FUNDING AND STAFFING LEVELS

VETS awards JVSG grant funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. The formula is based on the following factors:

1. the number of unemployed individuals in the general population in each state, compared with the total number of unemployed individuals 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.

In accordance with the Jobs for Veterans Act, each state may establish an appropriate ratio of DVOP specialists and LVER staff to meet the needs of veterans in the state. This ratio is based upon local economic conditions and a state’s plan for meeting the employment service needs of the program’s target population. The table below provides FY 2012 funding and staffing levels for DVOP and LVER staff¹³.

Table 2. DVOP Specialists Funding and Staffing, by Fiscal Year

<u>DVOP Specialists</u>	<u>FY 2011</u>	<u>FY 2012</u>
DVOP Funding	\$84,952,000	\$86,413,384
Projected DVOP Staffing	1,144.5	1,186.5

¹¹ A veteran who served on active duty in the armed forces during a war or in a campaign or expedition for which a campaign badge has been authorized.

¹² This number reflects Transitioning Service Members who received employment services from JVSG staff, not those participating in the Transition Assistance Program’s DOL Employment Workshop. Those workshops are now facilitated by contract staff. Though Transitioning Service Members were not included in the eligible population for JVSG services in Program Year 2011, referral processes and continued high demand for services at American Job Centers across the country resulted in a portion of Transitioning Service Members receiving JVSG services.

¹³ As reported in the Veterans’ Employment and Training Operations and Program Activity Report (VOPAR) System, FY 2012 Staffing, Spending and Funding Balance Worksheet.

Actual DVOP Positions Supported	1,126	1,062
Average Cost per Position	\$75,446	\$81,365

PY 2010 PARTICIPANT DEMOGRAPHICS

In PY 2010, DVOP specialists provided staff-assisted services to 331,281 transitioning service members¹⁴, 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.

PY 2011 PARTICIPANT DEMOGRAPHICS

In comparison, in PY 2011, DVOP specialists provided staff-assisted services to 250,830 transitioning service members, veterans and other eligible persons. Of this total, 47,793 (18%) were disabled veterans, 85,912 (33%) were campaign badge veterans, 8,382 (3%) were transitioning service members and 36,033 (14%) were recently separated veterans.

Table 3. PY 2011 Employment Outcomes of Participants served by DVOP Specialists

<u>Employment Outcome</u>	<u>Veterans/ Eligible Persons</u>	<u>Disabled Veterans</u>
Number of Veterans who Entered Employment following Staff-Assisted Services	98,045	16,495
Entered Employment Rate	50%	47%
Employment Retention Rate	78%	78%

Table 4. LVER Staff Funding and Staffing, by Fiscal Year

<u>LVER Staff</u>	<u>FY 2011</u>	<u>FY 2012</u>
LVER Funding	\$71,592,000	\$72,665,247
Projected LVER Staffing	971	1045
Actual LVER Positions Supported	908	900
Average Cost per Position	\$78,846	\$80,739

PY 2010 PARTICIPANT DEMOGRAPHICS

In PY 2010, LVER staff provided staff-assisted services¹⁵ to 331,281 transitioning service members, veterans and other eligible persons. Of this total, 54,626 (17%) were

¹⁴ Though transitioning service members were not included in the eligible population for JVSG services in Program Years 2010 and 2011, referral processes and continued high demand for services at American Job Centers across the country resulted in a portion of transitioning service members receiving JVSG services.

¹⁵ The primary statutory duties of LVER staff are to perform employer outreach and job development functions for veterans. The Department intends to release guidance in FY 2014 that emphasizes the distinct roles of the DVOP specialist and LVER staff and will bar LVER staff from providing direct services to participants to focus them on their statutory duties. However in Program Years 2010 and 2011, LVER staff provided direct services to participants, as outlined above. This will be the final year DOL will provide participant information for LVER staff.

disabled veterans, 93,970 (28%) were campaign badge veterans, 8,420 (3%) were transitioning service members and 46,942 (14%) were recently separated veterans.

PY 2011 PARTICIPANT DEMOGRAPHICS

In comparison, during PY 2011, LVER staff provided staff-assisted services to 207,553 transitioning service members, veterans and other eligible persons. Of this total, 29,809 (14%) were disabled veterans, 65,164 (31%) were campaign badge veterans, 8,983 (4%) were transitioning service members and 28,633 (14%) were recently separated veterans.

Table 5. PY 2011 Employment Outcomes of Participants served by LVER Staff

<u>Employment Outcomes</u>	<u>Veterans/ Eligible Persons</u>	<u>Disabled Veterans</u>
Number of Veterans who Entered Employment following Staff-Assisted Services	88,285	11,939
Entered Employment Rate	51%	48%
Employment Retention Rate	78%	78%

As mentioned previously, workforce investment system programs are measured using Common Measures. The following table provides the performance history for each of VETS' Common Measures, for both all veteran participants and veterans with a disability¹⁶.

Table 6. Common Measure Results, PY 2010-2011, Wagner-Peyser Employment Service and Jobs for Veterans State Grants

<u>Measure</u>	<u>PY 2010 Result</u>	<u>PY 2011 Result</u>
Percent of Veterans employed in the first quarter after exit (EER)	46.2%	48.3%
Percent of Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	75.6%	78.7%
Average six month earnings of Veterans in the second and third quarter after exit (AE)	\$15,922	\$17,012
Percent of <i>disabled</i> Veterans employed in the first quarter after exit (EER)	43.9%	45.2%
Percent of <i>disabled</i> Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	75.8%	78.0%

¹⁶ As reported in the Labor Exchange Reporting System, VETS-200C, and by the ETA form 9133 for the states of Texas and Pennsylvania. VETS 200 C reports unduplicated count of services/outcomes provided by DVOP/LVER staff

Average six month earnings of <i>disabled</i> Veterans in the second and third quarter after exit (AE)	\$16,449	\$18,108
--	----------	----------

PY 2011 PERFORMANCE

As shown in the preceding table, employment outcomes for both veterans and disabled veterans have improved from the previous year. This improvement is primarily a result of improving economic conditions. While average earnings have returned to pre-2009 recession levels, the entered employment rate and employment retention rates are still steadily rebounding to meet these levels.

WEIGHTED OUTCOMES

DVOP and LVER program measures also take into account the difficulty of serving veterans with particular barriers to employment by reporting on “weighted” outcomes. Table 6 depicts the weighted outcomes achieved as a result of intensive services provided by DVOP specialists and LVER staff during PY 2011 as compared with PY 2010. The weighted outcome measure was implemented following a recommendation from the Government Accountability Office (GAO) that DOL “implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of serving veterans with particular barriers to employment.” GAO Report 07-594. Under this system, a veteran who receives intensive services through the JVSG program receives a value, or weight, of 1.25, as opposed to all other participants, who receive a weight of 1.0.

Veterans with significant barriers to employment are referred to DVOP specialists to receive intensive services. These veterans include disabled veterans¹⁷ and special disabled veterans¹⁸, as well as other categories of veterans prioritized by the Secretary of Labor. A veteran who receives intensive services: 1) is provided a skills assessment and 2) is assisted by developing a written individual employment plan.

Although the number of veterans who received employment services declined overall during PY 2011, the numbers of veterans who received intensive services and who entered employment (after receiving both standard and intensive services) declined by far less, resulting in a greater entered employment rate (including the weighted figure) for veterans served by a DVOP specialist and/or LVER staff.

The results of the weighted entered employment rate measure indicate that veterans receiving intensive services fared better at entering employment than those who did not receive intensive

¹⁷ A veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary; or, a person who was discharged or released from active duty because of a service-connected disability.

¹⁸ A disabled veteran who has received a disability rating of 30% or greater from the Department of Veterans Affairs.

services. Accordingly, VETS will continue to promote the use of intensive services for nearly all JVSG veteran participants.

Table 7. Weighted Measure Outcomes

Weighted Veterans' Measure	PY 2010	PY 2011
Number of Veterans who Received Services	527,832	378,087
Number of Veterans who Entered Employment (EE)	204,409	162,979
Number of Veterans who received Intensive Services	147,828	101,026
Number of Veterans who EE after receiving Intensive Services	44,581	40,700
Un-Weighted Entered Employment Rate	48%	50%
Weighted Entered Employment Rate	51%	53%

IMPLEMENTING A UNIFORM NATIONAL THRESHOLD VETERANS' ENTERED EMPLOYMENT RATE

The Jobs for Veterans Act (JVA) amended 38 U.S.C. 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulations, a uniform, national threshold Entered Employment Rate (EER) for veterans, to evaluate states' performance in helping veterans meet their employment needs. The final rule (78 Fed. Reg. 15283) was published on March 11, 2013, with an effective date of May 10, 2013. The uniform threshold will be applied to states' reported employment outcomes beginning in PY 2013.

The preamble to the final rule explains how the threshold will be used to determine if a low EER reflects deficiencies in a state's performance, or whether the low EER is attributable to other factors beyond the state's control. In cases where a state's EER reflects a deficiency in performance, the final rule sets forth procedures for the state to submit a corrective action plan for review and approval by VETS, as well as protocols for VETS to provide technical assistance to the state to help meet the employment needs of veterans.

INCENTIVE AWARD ANALYSIS

Under 38 U.S.C. 4102A and 4112, as amended by the JVA, VETS provides funds for performance incentive awards, to be administered by states, to recognize quality employment, training, and placement services. In particular, the statute reserves one percent of a state's total JVSG Program Year grant allocation to be used for the following:

- Encouraging the improvement and modernization of employment, training, and placement services for veterans; and
- Recognizing 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.

Typically, states use these incentive funds to provide cash awards to individual recipients. However, a state may provide non-financial incentives in lieu of, or in combination with, cash awards, as outlined in its VETS-approved state Veterans' Services Plan.¹⁹ Further, states have the option to decline the allocation of incentive award funds. In FY 2012, twenty-two state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or for other unspecified reasons.

In FY 2012, the accumulated, total set-aside by VETS for the incentive funds was \$1,650,810. Of this amount, \$1,021,000 was awarded to 32 state agencies (including agencies in the District of Columbia and the Virgin Islands).

Homeless Veterans' Reintegration Program (HVRP)

The Homeless Veterans' Reintegration Program (HVRP) provides employment and training services to help homeless veterans transition into meaningful employment and to develop effective methods to address the complex problems facing homeless veterans. HVRP is authorized under 38 U.S.C. 2021. This is the only nationwide, federally-funded program focusing exclusively on the employment of veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Solicitation for Grant Applications. Eligible entities in PY 2011 included state and local workforce investment boards; state and local public agencies; and private non-profit, for profit, and commercial entities. Grantees provide an array of services to homeless veterans through a holistic case management approach, which includes critical linkages to a variety of support services available in local communities. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans' Affairs Supportive Housing (HUD-VASH) grantees, and Health and Human Services (HHS) grantees.

HVRP is employment-focused; each participant receives customized employment and training services to address his or her specific barriers to employment. Services may include occupational, classroom, and on-the-job training, as well as job search, placement assistance, and post-placement follow-up services.

DVOP and LVER staff also support HVRP grantees by providing critical resources to help grantees achieve entered employment and retention goals through case management, direct employer contact, job development, and follow-up services.

In FY 2012, for the PY 2011 award cycle, Congress appropriated \$38.185 million to DOL for HVRP, a nearly 5 percent increase over the prior year's appropriation of \$36.330 million. Of

¹⁹ State Veterans' Services Plans are developed by each state to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

this total, \$33.830 million was awarded to 143 grantees. Specifically, 23 newly-competed grants were awarded, and 120 existing/current grantees were approved to receive second- or third-year funding. Among these awards were allocations to two targeted programs designed to address the employment barriers of specific veteran populations:

- 24 grants, in 14 states and the District of Columbia, totaling nearly \$4.4 million, to support partnerships that ensure homeless women veterans and veterans with families have meaningful training and career opportunities; and
- 16 grants, in 13 states, totaling over \$3.8 million to support the Incarcerated Veterans' Transition Program.

In PY 2011, the number of homeless veterans who were placed in employment was 9,447 (a 13.75 percent increase). See the following table for costs per participant, cost per placement, and average hourly wage at placement²⁰.

²⁰ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, HVRP Program Status Report.

Table 8. HVRP Participant Statistics

<u>PY 2011 HVRP Program</u>	<u>Number Served</u>	<u>Average Cost per Participant</u>	<u>Average Cost Per Placement</u>	<u>Average Hourly Wage at Placement</u>
Homeless Veterans' Reintegration Program	16,413	\$1,952	\$2,981	\$10.75
HVRP Subset: Homeless Female Veterans & Veterans with Families	1,647	\$2,559	\$4,231	\$11.32
HVRP Subset: Incarcerated Veterans' Transition Program	1,420	\$2,531	\$4,184	\$10.53

HOMELESS VETERANS' STAND DOWN GRANTS²¹

In PY 2011, VETS utilized a portion of HVRP funds to support “Stand Down” events. These events, held in local communities, provide a variety of social services to homeless veterans. Stand Down events serve as a gateway for many homeless veterans into structured housing and reintegration programs. In particular, Stand Down organizers partner with local business and social services providers to offer the following critical services:

- 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.

VETS awarded \$448,769 during FY 2012, for 58 Stand Down events that provided direct services to homeless veterans.

Veterans' Workforce Investment Program (VWIP)

The Veterans' Workforce Investment Program (VWIP), as authorized under Section 168 of the Workforce Investment Act of 1998, provides enhanced support, through contracts or grants, to

²¹ 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.

prepare eligible veterans for meaningful employment. Veterans eligible for VWIP services include the following:

- Veterans with service-connected disabilities (i.e., 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; and,
- Veterans who were discharged four years or less prior to entering participation (which VWIP defines as recently-separated veterans).

VWIP participants receive the specific training required to re-enter the labor force. In addition, several VWIP grantees have designed programs specifically targeted to help minority, female, economically disadvantaged, homeless, and/or disabled veterans.

VWIP funds were awarded to eligible organizations through a competitive grant process. Selected grantees in PY 2011 included state and local workforce investment boards, state agencies, local public agencies, and private non-profit organizations, such as faith-based and community organizations.

During PY 2011, VWIP grants totaling \$9.369 million provided training for 4,336 veterans, including 448 homeless veterans. A total of 2,747 veterans were placed in jobs, yielding a 63 percent placement rate²². For PY 2012, VETS awarded 12 new VWIP grants for a 3 year period of performance as a transition to the elimination of new funding for this activity in FY 2013.

The Transition Assistance Program (TAP) - DOL Employment Workshop

The Transition Assistance Program (TAP) for separating and retiring service members and their spouses, provided under 10 U.S.C. 1144, is a cooperative effort between VETS, the Department of Defense (DoD), the Department of Homeland Security (DHS), and the Department of Veterans Affairs (VA). VETS administers the DOL Employment Workshop as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members in entering the civilian workforce. DOL provides Employment Workshops based on the demand of the Armed Services and the U.S. Coast Guard.

Since FY 2010, VETS has worked aggressively to improve the DOL Employment Workshop for exiting service members. Throughout FY 2012, the curriculum was updated to include more current job search techniques and resources. The rollout of the curriculum was pilot-tested, and, as a result, revised to address the concerns raised during the pilot. The new curriculum was then

²² As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, VWIP Program Status Report.

phased-in, and, as of January 2013, all DOL Employment Workshops have been using the new curriculum.

DOL Employment Workshops are standardized so that all attending service members and their spouses receive the same high level of instruction. The redesigned course curriculum includes three days of classroom instruction that is more tightly focused on the mechanics of attaining and retaining employment, including:

- Military Skills Translation
- Researching Labor Market Information
- Resume Writing
- Interviewing Skills
- Salary Negotiation

In August 2012, VETS also awarded a new contract to facilitate all of the DOL Employment Workshops both domestically and abroad. This contract was also phased-in, ensuring DOL Employment Workshops were not interrupted during the transition.

DOMESTIC WORKSHOP PERFORMANCE

As can be seen in the table below, DOL Employment Workshop activity increased between FY 2011 and FY 2012²³.

Table 9. Domestic DOL Employment Workshops and Participants, FY 2011-2012

Category	FY 2011	FY 2012	Variance
Workshops	3,602	3,960	+ 358 (+10%)
Participants	132,366	147,591	+15,225 (+12%)

OVERSEAS DOL EMPLOYMENT WORKSHOP PERFORMANCE

VETS currently delivers DOL Employment Workshops at sites in Bahrain, Belgium, Germany, Guam, Italy, Japan, Korea, Portugal, Turkey, and the United Kingdom.

The table below shows how the number of participants in DOL Employment Workshops overseas increased between FY 2011 and FY 2012.

Table 10. Overseas TAP Workshops and Participants, FY 2011-2012

Category	FY 2011	FY 2012
Workshops	601	600
Participants	11,876	12,591

²³ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, TAP National Roll-up Report.

In coordination with DoD, VETS anticipated an increase in participation in DOL Employment Workshops in FY 2012. This expected increase materialized, due in part to the enactment of the VOW to Hire Heroes Act of 2011 (Title II of P.L. 112-56), which made TAP participation mandatory for all separating and retiring active duty service members (with some exceptions), and to the drawdown of military operations abroad. As the drawdowns in Iraq and Afghanistan continue, VETS expects service member participation to remain high during FY 2013.

Compliance and Investigations

VETS is responsible for administering three Federal compliance programs that provide employment protections for veterans, which are described in turn below.

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

The Uniformed Services Employment and Reemployment Rights Act aims to: encourage non-career service in the uniformed services by eliminating or minimizing disadvantages to civilian careers and employment, which can result from such service; minimize the disruption to the lives of persons performing service in the uniformed services, as well as to their employers, their fellow employees, and their communities, by providing for the prompt reemployment of such persons upon their completion of such service; and to prohibit discrimination against persons because of their service in the uniformed services.

Veterans, under this Act, have three opportunities to resolve disputes concerning employment protection:

1. Informal Mediation - The claimant may request that DoD's Employer Support of the Guard and Reserve (ESGR) Ombudsman Services help resolve the issue through informal mediation;
2. Formal Complaint for Formal Investigation and Resolution - If the issue cannot be resolved through informal mediation, or if the claimant wishes to bypass informal mediation, he or she may file a complaint with VETS for formal investigation and resolution; and
3. Referral to Department of Justice (DOJ) or U.S. Office of Special Counsel (OSC) - If VETS is unable to resolve the complaint, the claimant may request that the case be referred to either DOJ (in the case of a private, state, or local government employer), or OSC (for Federal employees) for further review and possible representation by DOJ in Federal district court or by OSC before the Merit Systems Protection Board. Claimants may also withdraw their complaint at any time to pursue enforcement at their own expense, either pro se or with the assistance of counsel.

VETS also provides a USERRA Advisor (www.dol.gov/elaws/userra.htm), which assists veterans in understanding employee eligibility and job entitlements, employer obligations, benefits and remedies under USERRA. This Advisor also assists employees in determining whether they appear to have valid complaints and provides the ability to electronically file USERRA complaints.

In FY 2012, VETS opened 1,275 USERRA cases. This figure does not include cases transferred to OSC under the terms of a statutorily-mandated demonstration project whereby VETS transfers half of the federal-sector USERRA cases to OSC for review and full investigation. Nor does it include 10 cases referred to OSC that contained additional allegations of prohibited personnel practices (PPP).²⁴ Further details of VETS' USERRA enforcement activities are provided in the Department's Annual USERRA Report to Congress.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)

Under VEOA (5 U.S.C. 3304(f)), preference-eligible persons, and those persons with "derived" preference (e.g., spouses of disabled veterans), as well as veterans who have been separated from the armed forces under honorable conditions after three years or more of active military service, are allowed to apply for certain Federal merit promotion opportunities for which an agency accepts applications from individuals outside its own workforce. VEOA also provides (5 U.S.C. 3330a-3330c) that preference-eligible persons who allege their rights are violated under any statute or regulation relating to veterans' preference may file a claim with VETS.

VETS plays an important role in VEOA administration. In particular, VETS field staff investigate complaints received from preference- and other eligible persons who allege that their rights have been violated by a Federal agency during either the hiring process or a reduction-in-force.

Upon reaching a determination, VETS notifies the agency of the determination and advises actions to be taken to comply with the VEOA. If the agency complies, the case is closed as either settled or granted, based on agreement between the parties. The resolution would depend on the violation that occurred and may include payment of back wages and benefits.

If the agency fails to comply, VETS would close the case and advise the claimant of VETS' inability to resolve the issue. In those circumstances, the claimant would be provided with his or her right to appeal the case to the Merit Systems Protection Board (MSPB) against the agency determined to have violated their VEOA rights. Finally, if the MSPB issues an adverse decision, the claimant may further appeal to the Court of Appeals for the Federal Circuit.

If VETS determines that a VEOA violation has taken place, or there is evidence of a violation, a copy of the complete case file, including the complaint and supporting documentation, is forwarded to the Office of Special Counsel, after the case is closed, as a potential prohibited personnel practice (PPP) case for review under a Memorandum of Understanding between OSC and VETS. OSC's role is to ascertain whether a possible PPP has taken place pursuant to 5

²⁴ The memorandum of understanding (MOU) between the Office of Special Counsel (OSC) and VETS governs a Congressionally-mandated USERRA demonstration project, which continues the long-standing practice between the two agencies, whereby cases in which claimants allege a federal agency committed one or more of the 12 prohibited personnel practices, in addition to violation of their USERRA rights, will also be transferred to OSC for full review and investigation. These cases are in addition to those that would normally be transferred to OSC under the terms of the demonstration project.

U.S.C. 2302(b)(11), which provides that a federal employee who has authority over personnel decisions may not:

- (A) knowingly take, recommend, or approve any personnel action if the taking of such action would violate a veterans' preference requirement; or
- (B) knowingly fail to take, recommend, or approve any personnel action if the failure to take such action would violate a veterans' preference requirement.

OSC's review of the VEOA complaint, if found to be meritorious, does not affect VETS' investigation. OSC's review for PPPs is a separate matter, and OSC's review occurs after VETS' investigation and attempt to settle a case. Further, OSC's review has no impact on the claimant's right to appeal to the MSPB or to the Federal Circuit Court. Instead, OSC reviews cases to determine if PPPs took place that warrant disciplinary actions against the agency or its responsible personnel.

VETS maintains a Veterans' Preference Advisor that provides information and advice in an electronic format to employers and employees regarding Veterans' Preference issues. In particular, the Advisor helps veterans determine the type of preference and benefits to which they are entitled, explains the process for filing a complaint, and provides an electronic claim form. The Advisor can be found on the Department's "elaws" website at <http://www.dol.gov/elaws/vetspref.htm>. VETS also provides its investigators with a "Veterans' Preference Operations Manual," which, among other things, provides uniform guidance for processing complaints brought by preference-eligible veterans who allege a denial of their rights under the provisions of the VEOA.

The table below indicates the total number of Veterans' Preference cases investigated during FY 2012. Of the 609 complaints received in FY 2012 and the 44 cases carried over from FY 2011, VETS closed 615 cases. On average, cases were resolved in 27 days.

Of the 615 Veterans' Preference cases closed in FY 2012, 27 (4.4 percent) were found to have merit. Investigations were completed in 523 (85 percent) of the 615 cases. The remaining 92 cases were closed administratively, withdrawn by the claimant, or merit was not determined (due to the inability to complete the investigation and make a merit determination with 60 days of filing the claim. In these cases, the claimant may request that VETS cease investigative action after 60 days and appeal to MSPB directly on the 61st day after VETS' receipt of the claim. This request to cease investigative action must be made by the claimant in writing.

Table 11. Veterans' Preference Cases, FY 2012, as of 9/30/2012²⁵

<u>Category or Subcategory</u>	<u>Number or Percentage of Cases</u>
Total Cases	653
Cases Carried Forward from FY 2011	44

²⁵ As reported in the Veterans' Preference Information Management System.

Cases Opened During FY 2012	609
FY 2012 Opened Cases - Issue Hiring:	596
FY 2012 Opened Cases - Issue Reduction in Force:	13
Total Cases Closed FY 2012	615
Percent of FY 2012 Cases Closed within 60 days	96%
Percent of FY 2012 Cases Closed within 90 days	98%
Average Number of Days Case Was Open	27

Table 12. FY 2012 Veterans' Preference Case Outcomes

<u>Category or Subcategory</u>	<u>Number of Cases</u>
Total Cases Closed	615
Cases Closed Due to "Merit Finding"	27
<i>Merit Finding - Issue Hiring</i>	27
<i>Merit Finding Issue Reduction in Force</i>	0
Cases Closed Due to "No Merit Finding"	430
<i>No Merit Finding - Issue Hiring</i>	423
<i>No Merit Finding - Issue Reduction in Force</i>	7
Cases Closed Due to "Not Eligible"	30
Cases Closed Due to "Untimely Filed"	36
Cases Closed Due to "Merit Determination Not Made"	92
<i>Merit Determination Not Made - Administratively Closed</i>	27
<i>Merit Determination Not Made - Claim Withdrawn</i>	45
<i>Merit Determination Not Made - Merit Undetermined</i>	11
<i>Merit Determination Not Made - Duplicate</i>	9
Total Cases Converted to USERRA Claims:	0
Total Cases Still pending:	38

FEDERAL CONTRACTOR REPORTING

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. 4212(d), requires that contractors and subcontractors awarded a qualifying Federal contract annually report on the total number of their employees who belong to certain categories of veterans, and the number of those employees who were newly hired during the reporting period. These reporting requirements are satisfied, as follows:

VETS 100 report

The VETS 100 report applies to government contracts entered into before December 1, 2003, in the amount of \$25,000 or more. The VETS 100 report provides data on the following categories of veterans in the contractor's workforce:

- Special disabled veterans (those with disability ratings of 30 percent or greater);
- Vietnam era veterans
- Recently separated veterans (within one year from discharge from active duty); and

- 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);

VETS 100A report

The VETS 100A report applies to government contracts entered into or modified after December 1, 2003, in the amount of \$100,000 or more. Pursuant to 38 U.S.C. 4212(a) and (d), as amended by the Jobs for Veterans Act, contractors submitting a VETS 100A report provide data on veterans under their employ in the following categories:

- 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 2012, VETS began work on a rulemaking proposal to revise and streamline the reporting requirements under VEVRAA.

The VETS-100 and 100A reports must be filed each year by September 30. The following table provides a summary of the reports filed during 2012.

Table 13. Annual Federal Contractor Reporting as of September 2013²⁶

Category	2012 VETS-100	2012 VETS-100A
Total Federal Contractors Filing	5,960	14,714
Total Submitted Reports	75,123	314,825
Single Establishment	3,203	7,052
Multiple Establishment – Headquarters	2,049	6,069
Multiple Establishment - Hiring Location	1,684	5,294
Multiple Establishment - State Consolidated	481	1,769
Disabled Veterans	n/a	123,276
Other Protected Veterans	21,594	637,195
Special Disabled Veterans	17,261	n/a
Vietnam Era Veterans	87,609	n/a
Armed Forces Service Medal Veterans	n/a	182,137
Recently Separated Veterans	7,178	72,402
Total All Employees	n/a	22,646,552
New Hires Special Disabled Veterans	5,597	n/a
New Hires Vietnam Era Veterans	5,597	n/a
New Hires Disabled Veterans	n/a	70,676
New Hires Other Protected Veterans	21,594	108,019
New Hires Armed Forces Service Medal Veterans	n/a	42,522
New Hires Recently Separated Veterans	29,929	42,522
New Hires Total All Employees	1,020,562	4,708,658

VIETNAM ERA VETERANS’ READJUSTMENT ASSISTANCE ACT OF 1974 (VEVRAA)

DOL’s Office of Federal Contract Compliance Programs (OFCCP) administers and enforces 38 U.S.C. 4212(b), the provision under VEVRAA that authorizes a protected veteran to file a complaint with the Secretary of Labor if he or she believes a contractor has not complied with its obligation under 38 U.S.C. 4212(a) to take affirmative action to employ and advance in employment protected veterans. In addition to the annual reporting on veterans’ employment previously discussed, 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. 4212(b). These complaints alleged a range of violations of VEVRAA, including discrimination against an employee or applicant because of his or her protected veteran status and failure to recruit veterans or to take other affirmative action steps required by OFCCP’s VEVRAA regulations. In FY 2012, OFCCP processed 66 complaints filed under VEVRAA, accounting for 8 percent of the 780 total

²⁶Federal Contractors are required to submit reports for all of their hiring locations; hence the number of total reports exceeds the number of total contractors that file. In addition, Federal contractors with hiring locations employing fewer than 50 persons can file a “multiple establishment consolidated report”; hence the number of total multiple establishment consolidated in the total multiple establishment hiring location reports.

complaints processed by the Agency during the year. In addition, OFCCP conducted 4,007 compliance evaluations, of which 945, or 24 percent, resulted in conciliation agreements remedying violations of VEVRAA in the areas of recruitment and other affirmative action requirements.

Interagency Collaboration

THE EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)

As mentioned Section I: The Workforce Investment System, VETS collaborates with DOL's Employment and Training Administration to administer workforce investment programs, primarily at American Job Centers. Primarily, these programs include, but are not limited to, the following.

WIA Adult, Youth, and Dislocated Worker Programs

The WIA Adult, Youth, and Dislocated Worker Program, authorized under Title I of the Workforce Investment Act of 1998, is designed to provide quality employment and job training services to assist eligible individuals to find and obtain meaningful employment, and to help employers find the skilled workers they need to compete and succeed in the 21st century economy.

Trade Adjustment Assistance (TAA)

TAA or the Trade Act Program helps trade-affected workers who have lost or may lose their jobs as a result of foreign trade. Individuals in worker groups certified by the Secretary of Labor as being trade-affected may be eligible for services, training, income support and other allowances to assist them in obtaining new jobs and the skills, credentials, resources, and support they may need to become reemployed.

National Emergency Grant program (NEG)

NEGs temporarily expand the service capacity of WIA's Dislocated Worker training and employment programs at the state and local levels by providing immediate funding assistance in response to large, unexpected economic events that cause significant job losses. NEGs generally provide resources directly to states and local workforce investment boards so they can quickly assist laid-off workers through training to increase occupational skills, leading to faster reemployment.

Senior Community Service Employment Program (SCSEP)

This program enhances employment opportunities for unemployed older Americans. The program promotes the employment of seniors as a valuable resource for entities seeking trained, qualified, and reliable employees in a 21st century economy. SCSEP is committed to providing high-quality job training and employment assistance to maximize employment opportunities for program participants.

Indian and Native American Program

This program provides unemployed and under-skilled Native American, Alaskan Native, and Native Hawaiian adults with intensive training and support services. With this assistance,

members of these indigenous communities are better equipped to find and take advantage of a broad array of employment opportunities.

National Farmworker Jobs Program

This program provides participants with training and supportive services to increase migrant and season farmworkers' skills and help them attain greater economic stability.

Registered Apprenticeship

The Registered Apprenticeship system is a unique, flexible training system that combines job related technical instruction with structured on-the-job learning experiences. The Registered Apprenticeship system provides the opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce.

Veterans' Participation Rates for PY 2011

Veterans make up 7.5 percent of the civilian labor force, ages 18 and over.²⁷ As displayed in the following pie chart, data for PY 2011 indicate that ETA's adult employment and training programs served over 1.6 million veterans among nearly 21.6 million participants, which results in a participation rate for veterans of 7.6 percent, an increase of 0.4 percent from PY 2010.

Among ETA programs, the highest veterans' participation rates were recorded by the Senior Community Service Employment Program (12.6 percent) and the National Emergency Grant program (9.0 percent). These, as well as two additional programs, the WIA Dislocated Worker and the TAA program, had participation rates exceeding the 7.5 percent rate of representation for veterans in the civilian labor force, ages 18 and over²⁸: the WIA Dislocated Worker program (7.9 percent) and TAA program (8.0 percent). The high rates of participation in these programs are encouraging because they offer a wider range of services, such as in-depth assessments, classroom training, and employer-specific on-the-job training. As a result, through these programs, veterans are better prepared to enter the civilian workforce.

The veterans' participation rate in the two other WIA formula programs was very close to the representation rate for veterans in the civilian labor force: the participation rate for the WIA Adult program was 7.3 percent (0.2 percent below the corresponding labor force participation rate), while the participation rate for the Wagner-Peyser Employment Service was 7.6 percent (0.1 percent above the labor force rate). It is important to note that the Employment Service is a "universal access" program; there are no eligibility requirements, so anyone may receive services. Since many employment service tools and interventions are now offered on-line in many states, and those tools allow on-line participants to 'self-identify' as veterans, there might well be some veterans who choose not to identify as veterans. Accordingly, the actual rate of

²⁷ http://www.bls.gov/news.release/archives/vet_03202012.pdf, for 2011 (11,320,000 veterans in civilian labor force, ages 18 and over, and 140,424,000 non-veterans, ages 18 and over) 11,320,000/151,744,000 equals a 7.5 percent rate of representation for veterans in 2011.

²⁸ http://www.bls.gov/news.release/archives/vet_03202012.pdf, for 2011 (11,320,000 veterans in civilian labor force, ages 18 and over and 140,424,000 non-veterans, ages 18 and over) 11,320,000/151,744,000 equals a 7.5 percent rate of representation for veterans in 2011.

participation for veterans using the Employment Service might be higher than what the official data shows, and this also could be the case for any program that permits self-identification of veteran status.

With regard to the WIA Dislocated Worker program in PY 2011, 8.6 percent of active participants were veterans; this is over one-half of a percentage point higher than the proportion of exiters of that program (i.e., 7.9 percent). In addition, among those individuals who received intensive or training services in the WIA Adult program, 7.4 percent were veterans; this is .1 percent higher than the proportion of veterans represented in that program (i.e., 7.3 percent) and a 1.6 percent increase from PY 2010.

Table 14. PY 2011 Participation in DOL/ETA Programs

<u>PY 2011 DOL/ETA ADULT PROGRAMS:</u>	<u>Number of Veterans Participating or Exiting²⁹</u>	<u>Number of Individual Participants/Exiters³⁰</u>	<u>Veterans' Participation Rate in DOL Programs</u>
Wagner-Peyser Employment Service	1,457,146	19,257,101	7.6%
WIA Adults	90,561	1,247,220	7.3%
WIA Dislocated Workers	59,797	760,987	7.9%
National Emergency Grants	2,722	30,249	9.0%
Senior Community Services Employment Program – Ages 55+ (Veterans and eligible spouses)	9,701	77,223	12.6%
Trade Act Program	10,088	131,011	7.7%
High Growth Grants	293	3,996	7.3%
Community Based Job Training Grants	2,017	36,837	5.5%
Indian and Native American Program	183	38,822	0.5%
National Farmworker Jobs Program	163	14,308	1.1%
Total³¹	1,632,671	21,597,754	7.6%

Sources: Program data was derived from ETA reporting systems, which track participation levels and services offered to participants. These various systems include: WIASRD (which excludes self-service exiters); Labor Exchange Reporting System; SCSEP Performance and Results Quarterly; Trade Act Performance Report; 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 were counted only once per Program Year per program. The data for PY 2011 programs is for the period of July 1, 2011 - June 30, 2012.

²⁹ The WIA Adult and Dislocated Workers Programs, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters.

³⁰ The term “exiters” means individuals who participated and then exited the program.

³¹ Some programs and states co-enroll participants to ensure integrated service delivery to job-seekers. Accordingly, the “total” in this table represents the sum of participants in all of the programs.

VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E) ASSISTANCE

In FY 2012, VETS continued to strengthen its partnership with the VA, in particular, by connecting DVOP specialists with disabled veterans who participate in the VR&E program. This program's primary function is to help veterans who have service-connected disabilities become employed, maintain employment, or achieve independence in daily living. The goal of VETS partnership with VR&E is successful job placement and transition to employment for disabled veterans, without duplication, fragmentation, or delay in the services provided³².

VETS and the VA have been implementing an updated Memorandum of Agreement outlining the process by which the agencies will work together to maximize the services both agencies provide on behalf of disabled veterans and their dependents.

VR&E Participants and Outcomes

During FY 2012, the VA referred 5,381 veterans for DOL-funded employment services. Of those referred, 760 (14.1 percent) were referred for assistance with Labor Market Information, which is information that includes employment opportunities within a geographical area and the skill sets required to enter those fields, prior to being enrolled in a training program by the VA. The remaining 4,621 (85.9 percent) were job-ready veterans seeking employment. In FY 2012, 559 (12 percent) of the job-ready veterans' participation was either interrupted for extended illness or reenrolled into school for additional training. An additional 2,255 (48.8 percent) job-ready veterans were listed as having exited from the program, either because they entered employment or they discontinued their participation for other reasons. Of those veterans who exited, 1,618 (71.8 percent) entered employment. The average hourly wage of the veterans who entered employment was \$16.85.

³² This data only reflects Veterans referred to DOL for employment services and does not represent all VR&E participants

Table 15. FY 2012 VR&E Statistics³³

Category	Outcomes (number of participants or wages)
Veterans Referred from VR&E	5,381
Carried In from previous year's participation	3,918
Operation Enduring Freedom/Iraqi Freedom Veterans	1,039
Real Lifelines (RLL) Participants	1
Coming Home To Work (CHTW) Participants	34
Referred Veterans Registered	7,423
Referred Veterans Not Registered	1,876
Interrupted/Operation Iraqi Freedom (OIF)	311
Discontinued	637
In School	248
Provided Labor Market Information	760
Closed, Other	498
Registered Veterans Available for Work	2,419
Entered Suitable Employment	1,618
Average Entry Hourly Wage	\$16.85
Rehabilitated	1,497

VETERANS RETRAINING ASSISTANCE PROGRAM (VRAP)

The Department has made it a strategic priority to develop and implement innovative and enhanced strategies for connecting veterans to good jobs and career opportunities. For example, Section 211 of the VOW Act established the Veterans Retraining Assistance Program (VRAP) in VA, which provides up to 12 months of full-time training assistance in high-demand occupations for up to 99,000 eligible unemployed veterans, aged 35-60. DOL assists VA with the administration of VRAP, by, among other things: conducting outreach to veterans; developing technical guidance for the workforce system; identifying high-demand occupations; and verifying applicants' initial eligibility based on age, employment status, and previous participation in other job training programs. In addition, the Department supports veterans before, during, and after their participation in VRAP by providing employment services (such as resume development, job referrals, and case management) through the national network of approximately 2,700 American Job Centers, as well as through an extensive suite of online tools.

At the close of FY 2012, over 60,000 veterans had applied for VRAP, over 48,000 were certified as eligible, and nearly 12,000 have been enrolled in training and are receiving assistance payments. The Congressional authorization for VRAP is set to expire March 31, 2014. The VA and DOL will report to Congress on participants' employment outcomes by July 1, 2014. ETA

³³ As reported in the Veterans' Employment and Training Service Operations and Program Activity Report (VOPAR) System, National VR&E Quarter Data Report.

is leveraging the capabilities of the Wagner-Peyser Employment Service and the LERS to assist with implementing this program.

Online and Electronic Tools

As is noted above, American Job Centers (AJC) provide critical support to help veterans succeed in today's competitive workforce. In PY 2011, for example, over 1.6 million³⁴ of the nearly 21.6 million AJC customers were veterans. Building on this success, DOL continues to make concerted efforts to increase veterans' awareness of, access to, and use of the American Job Center service delivery system, including the Department's extensive suite of on-line electronic tools. The Department also continues to work with VA and DoD on a veterans-focused website to provide one-stop access to a hiring and benefits guide for veterans and employers seeking to hire veterans.

These tools help businesses, job seekers, students, and workforce professionals find employment and provide additional resources through the CareerOneStop suite of websites (www.careeronestop.org) and the Occupational Information Network (O*NET) websites (www.onetonline.org), which support the following:

- **My Next Move for Veterans** (www.MyNextMove.org/vets) – This is a resource that helps veterans transition from military service to the civilian workplace. 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 a career interest inventory the O*NET Interest Profiler.
- **mySkills myFuture** (www.myskillsmyfuture.org) – This resource helps laid-off workers and others seeking career changes, such as transitioning service members, find new occupations to explore based on transferable skills they have gained in past jobs.
- **The Reemployment Portal** (www.careeronestop.org/ReEmployment) – This resource is designed to assist workers following a job loss, and to connect laid-off workers to needed resources for training, reemployment, and career planning. In addition, the portal provides information on where they can receive financial and emotional assistance during the process of job transition. Specifically, the site serves as a single source for information on jobs, career training, and unemployment benefits, as well as information about assistance with regard to 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.
- **Veterans Reemployment Portal** (www.CareerOneStop.org/Vets) – This resource is designed to provide veterans with employment, training, career planning, and mental health

³⁴ Includes all participants and exiters of the Wagner-Peyser Employment Service, WIA Adult and Dislocated Workers Programs, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program.

counseling after their military service. The site links veterans to local resources, and provides a military-to-civilian job search based on military job title or military occupational code.

- **America’s Career Info Net** (www.careerinfonet.org) – This site offers access to a wide array of current and accurate career and labor market information.
- **America’s Service Locator** (www.servicelocator.org) – This tool directs citizens to available workforce services and location information at the Federal, state and local levels.
- **O*NET OnLine** (<http://online.onetcenter.org>) – This site provides access to career information, including detailed occupational requirements and characteristics. It can be accessed readily by selecting a tab, “Military Crosswalk,” and entering either a Military Occupational Classification code or title that will link the user to related civilian occupations and available O*NET employment data.
- **Military to Civilian Occupation Translator** (www.careerinfonet.org/moc) – This site provides easy access to detailed information for transitioning workers to help them identify occupations that match their work-related interests. Users can search by keyword and find military occupational specialties, which can then be matched with jobs in the civilian workforce.
- **America’s Heroes at Work** (<http://www.americasheroesatwork.gov/>) – This technical assistance service focuses on the employment challenges of returning service members living with Traumatic Brain Injury (TBI) and/or Post-Traumatic Stress Disorder (PTSD). The project equips employers and the workforce development system with the tools they need to help returning service members affected by TBI and/or PTSD succeed in the workplace. Through this partnership, hiring managers, human resources professionals, and co-workers are educated through an online training resource on the ways in which TBI and PTSD impact employment, and how stable employment can assist in recovery.

American Job Center Services for Veterans with Disabilities

The Department and other stakeholders have worked diligently to make the American Job Center system increasingly accessible to all individuals with disabilities. In PY 2011, WIA served over 17,000 veteran participants with a disability, and the Wagner-Peyser Employment Service served nearly 148,000 veteran participants with a disability.

APPENDICES

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/>

VETERAN PARTICIPANTS									
(Data obtained from ETA 9002 B for Period Ending June 30, 2012)									
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	21,483	3,667	82	2,346	4,292	552	10,908	5,852	4,709
Alaska	16,027	3,288	1,868	2,554	5,411	679	8,324	3,997	3,684
Arizona	14,953	2,435	1,073	1,584	4,813	641	5,516	4,363	5,072
Arkansas	17,948	2,509	1,338	2,294	3,096	582	9,229	4,711	3,998
California	138,310	15,599	8,024	23,337	59,782	7,280	64,858	30,376	43,024
Colorado	41,755	7,865	4,201	5,554	7,569	1,562	18,025	11,167	12,552
Connecticut	7,464	721	357	730	2,214	46	2,699	1,984	2,771
Delaware	5,065	737	389	450	1,055	93	1,632	1,469	1,963
District of Columbia	2,509	393	126	197	1,093	60	907	850	747
Florida	110,505	21,115	7,381	13,210	47,607	8,904	49,732	30,438	30,320
Georgia	59,783	7,628	4,110	11,854	24,346	98	27,692	16,791	15,295
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	5,802	940	295	1,362	2,577	299	3,035	1,340	1,426
Idaho	24,033	4,429	1,904	3,987	14,478	684	10,817	5,560	7,653
Illinois	43,761	6,740	3,246	7,919	9,476	604	20,391	10,624	12,702
Indiana	19,954	1,119	185	1,045	173	9	7,839	6,470	5,645
Iowa	19,580	2,509	1,149	2,656	6,924	902	9,337	5,416	4,798
Kansas	13,121	1,753	904	1,448	1,565	2,689	7,365	3,049	2,687
Kentucky	35,780	8,906	2,463	7,525	5,815	279	17,119	9,216	9,409
Louisiana	17,775	2,696	815	1,532	5,576	2,093	10,158	4,056	3,560
Maine	6,827	1,266	683	126	2,760	438	2,593	2,043	2,191
Maryland	13,953	2,587	556	1,143	6,674	456	5,551	4,498	3,904
Massachusetts	13,859	931	481	1,909	4,222	479	4,808	3,681	5,366
Michigan	34,670	3,040	1,457	5,159	7,458	294	14,095	9,558	11,016
Minnesota	17,580	4,186	1,442	3,154	7,498	1,538	8,057	4,088	4,061
Mississippi	10,010	1,230	314	2,259	3,826	871	5,438	2,603	1,969
Missouri	37,391	4,794	2,378	8,083	12,005	1,629	15,741	11,008	10,642
Montana	17,204	1,581	1,738	3,415	6,825	9,140	8,257	3,774	4,366
Nebraska	8,893	1,863	613	845	3,419	711	4,071	2,478	2,344
Nevada	14,529	1,210	362	1,153	1,258	66	4,298	3,379	4,485
New Hampshire	5,166	806	258	348	1,775	131	1,639	1,388	2,138
New Jersey	16,571	1,817	473	1,990	2,725	105	5,428	4,352	6,309
New Mexico	10,494	1,748	581	976	4,692	340	4,375	2,897	3,209
New York	50,485	6,463	2,828	8,888	6,167	3,303	22,140	11,270	17,075
North Carolina	50,990	2,941	1,626	5,775	17,682	69	23,266	14,288	13,436
North Dakota	11,372	2,019	607	1,226	4,420	976	5,626	3,173	2,570
Ohio	72,908	6,287	4,566	2,488	13,118	140	30,125	19,470	23,288
Oklahoma	17,345	3,401	1,657	2,604	3,484	704	8,984	4,052	4,301
Oregon	40,876	7,755	3,386	4,999	17,253	1,185	15,992	10,491	14,381
Pennsylvania	28,908	2,603	1,103	3,106	9,886	78	10,453	8,725	9,730
Puerto Rico	970	110	41	291	139	68	529	233	207
Rhode Island	2,222	341	73	318	872	66	852	614	755
South Carolina	34,411	4,815	1,909	4,235	14,740	771	15,539	9,437	9,420
South Dakota	5,068	1,005	457	552	1,248	276	2,302	1,538	1,228
Tennessee	32,640	4,424	2,287	3,347	18,518	629	14,178	9,353	9,105
Texas	135,650	16,245	9,781	28,413	78,234	5,321	68,434	31,683	35,461
Utah	32,406	3,612	1,825	4,802	9,905	7,015	18,462	6,360	7,415
Vermont	2,863	412	223	417	631	66	1,079	759	1,024
Virginia	42,473	8,502	3,023	7,136	18,533	2,729	21,676	11,502	9,290
Virgin Islands	295	18	1	39	40	1	113	68	41
Washington	30,821	5,110	3,214	5,520	4,401	148	13,562	7,901	9,352
West Virginia	9,045	1,065	590	1,635	3,338	115	4,787	2,230	2,027
Wisconsin	15,158	3,102	1,730	1,856	5,338	243	6,168	4,496	4,494
Wyoming	6,620	1,195	303	603	2,626	324	3,115	1,675	1,824
National Total	1,446,281	203,533	92,476	210,394	503,572	68,481	657,316	372,794	410,439

NDA = No Data Available

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

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	12,666	2,258	52	1,554	2,704	297	6,462	3,562	2,640
Alaska	7,875	1,440	788	1,220	2,502	456	4,200	1,989	1,680
Arizona	12,415	2,022	885	1,307	4,180	474	4,419	3,639	4,357
Arkansas	12,302	1,721	953	1,695	2,197	370	6,333	3,172	2,795
California	30,327	3,967	2,163	5,711	13,711	627	13,320	7,368	9,632
Colorado	30,189	5,630	2,932	3,364	5,485	873	12,187	8,511	9,485
Connecticut	3,386	462	240	469	1,254	17	1,389	841	1,150
Delaware	3,486	488	255	305	733	18	1,003	1,067	1,416
District of Columbia	2,432	378	119	191	1,056	59	879	825	723
Florida	98,021	19,619	6,842	11,425	43,317	4,832	41,977	28,025	28,005
Georgia	57,855	7,390	4,002	11,585	23,537	97	26,877	16,277	14,696
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	5,719	931	292	1,349	2,541	299	3,001	1,324	1,393
Idaho	14,677	2,877	1,245	2,544	8,696	474	6,799	3,563	4,313
Illinois	25,531	4,340	2,166	4,458	7,118	355	11,947	6,653	6,907
Indiana	18,855	1,056	177	976	163	8	7,378	6,123	5,354
Iowa	19,574	2,509	1,149	2,652	6,923	902	9,332	5,415	4,798
Kansas	7,008	904	516	721	862	2,108	4,153	1,513	1,336
Kentucky	26,743	7,242	2,093	5,275	4,683	187	12,546	7,055	7,117
Louisiana	14,387	2,165	652	1,273	4,468	1,861	8,447	3,275	2,665
Maine	5,711	1,069	576	120	2,298	344	2,142	1,731	1,838
Maryland	9,658	1,835	374	786	4,616	302	3,830	3,128	2,700
Massachusetts	12,956	884	455	1,896	3,941	475	4,513	3,407	5,033
Michigan	33,838	2,871	1,375	5,056	7,258	281	13,745	9,321	10,771
Minnesota	8,843	2,125	710	1,755	3,960	894	4,282	1,952	1,961
Mississippi	9,782	1,204	306	2,207	3,731	849	5,296	2,542	1,944
Missouri	26,244	3,319	1,640	5,621	8,294	1,004	10,785	7,930	7,529
Montana	8,987	791	919	1,806	3,586	4,823	4,290	1,946	2,342
Nebraska	7,166	1,468	488	668	2,725	652	3,287	2,007	1,872
Nevada	10,781	1,149	344	1,117	1,204	64	3,775	2,996	3,992
New Hampshire	4,928	772	246	329	1,689	125	1,570	1,332	2,025
New Jersey	13,783	1,614	443	1,798	2,321	63	4,667	3,718	5,338
New Mexico	9,731	1,641	542	921	4,385	311	4,046	2,708	2,964
New York	43,368	5,556	2,425	7,838	5,375	3,249	19,523	9,566	14,279
North Carolina	50,820	2,934	1,623	5,764	17,638	69	23,210	14,243	13,367
North Dakota	11,206	1,990	603	1,206	4,351	965	5,551	3,126	2,527
Ohio	47,386	4,359	3,243	2,358	8,998	43	19,100	13,029	15,245
Oklahoma	9,711	2,007	996	1,678	2,056	276	4,948	2,298	2,462
Oregon	34,530	6,536	2,850	4,297	14,738	960	13,117	8,845	12,558
Pennsylvania	23,945	2,233	932	2,743	8,445	55	8,622	7,183	8,140
Puerto Rico	923	103	40	273	129	65	508	225	189
Rhode Island	2,168	331	70	311	854	66	837	597	733
South Carolina	33,536	4,704	1,873	4,108	14,371	718	15,158	9,228	9,135
South Dakota	4,009	778	376	415	936	151	1,712	1,268	1,029
Tennessee	32,289	4,376	2,265	3,312	18,315	626	13,996	9,259	9,030
Texas	98,100	11,518	6,885	19,173	55,565	3,433	47,639	23,624	26,726
Utah	24,751	2,858	1,449	3,477	7,524	5,671	14,171	4,958	5,465
Vermont	2,106	317	188	305	479	31	754	561	791
Virginia	36,958	7,349	2,616	6,382	16,161	2,503	19,028	9,921	8,005
Virgin Islands	162	17	1	38	38	1	85	46	31
Washington	30,435	5,042	3,168	5,450	4,326	146	13,405	7,804	9,220
West Virginia	6,814	793	432	1,227	2,526	81	3,592	1,702	1,519
Wisconsin	7,300	1,690	961	920	2,660	80	2,841	2,166	2,293
Wyoming	6,581	1,189	301	602	2,609	322	3,096	1,668	1,811
National Total	1,072,954	154,821	69,236	154,031	374,232	44,012	479,770	286,232	305,326

NDA = No Data Available

VETERANS WHO ENTERED EMPLOYMENT									
<small>(Data obtained from ETA 9002 D for Period Ending June 30, 2012)</small>									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	EE					18-44	45-54	55 +	
Alabama	9,083	1,220	38	1,235	1,707	4,904	2,343	1,435	397
Alaska	3,776	603	306	517	1,120	1,850	994	902	29
Arizona	5,375	717	265	503	1,777	1,995	1,668	1,484	228
Arkansas	8,611	947	450	1,206	1,306	4,397	2,185	1,581	446
California	36,408	3,561	1,713	3,569	15,091	15,516	8,646	9,834	2,407
Colorado	14,667	2,074	848	1,396	2,284	6,595	4,241	3,575	254
Connecticut	2,984	231	98	251	811	1,124	886	945	26
Delaware	1,920	269	114	204	447	706	643	543	28
District of Columbia	1,186	151	44	100	574	485	398	282	21
Florida	33,963	6,187	2,035	3,936	14,686	15,757	10,108	6,940	1,155
Georgia	22,686	2,349	1,043	3,538	8,425	11,228	7,089	4,364	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,606	230	60	318	642	791	405	375	35
Idaho	7,832	1,281	521	984	4,510	3,532	1,878	2,314	106
Illinois	16,629	2,392	1,099	2,464	4,124	7,937	4,157	4,289	229
Indiana	9,225	454	61	524	64	3,963	3,072	2,181	9
Iowa	7,315	809	375	940	2,352	3,411	1,856	1,466	568
Kansas	4,846	514	234	538	639	1,905	1,130	829	980
Kentucky	10,468	2,784	516	1,753	1,768	5,073	3,021	2,249	109
Louisiana	7,653	1,056	303	617	2,301	4,277	1,780	1,237	358
Maine	2,395	368	188	52	905	955	713	597	128
Maryland	5,894	854	96	832	3,226	2,623	1,943	1,254	72
Massachusetts	5,044	309	160	555	1,561	1,737	1,506	1,734	67
Michigan	13,972	1,006	393	1,401	2,978	5,811	4,242	3,833	85
Minnesota	4,084	771	230	674	1,411	1,713	974	860	193
Mississippi	4,069	413	141	868	1,397	2,281	987	556	245
Missouri	12,224	1,255	539	2,574	3,768	5,289	3,479	2,875	581
Montana	6,653	383	387	876	1,622	2,203	973	993	2,291
Nebraska	3,587	690	219	367	1,336	1,664	1,062	770	91
Nevada	5,009	401	135	520	591	2,081	1,513	1,350	56
New Hampshire	2,147	294	78	130	612	656	608	846	37
New Jersey	5,052	501	135	576	676	1,868	1,496	1,565	101
New Mexico	4,010	554	156	311	1,703	1,776	1,110	1,007	116
New York	17,825	1,870	744	2,389	1,817	6,849	4,458	4,843	1,675
North Carolina	27,918	1,528	811	2,159	8,637	13,624	8,339	5,871	83
North Dakota	3,263	674	231	405	1,187	1,593	845	633	192
Ohio	15,694	1,336	959	566	2,740	6,945	4,767	3,963	14
Oklahoma	7,249	1,255	533	1,306	1,363	3,815	1,716	1,330	387
Oregon	14,740	2,414	989	1,552	5,521	6,239	3,817	4,331	349
Pennsylvania	0	0	0	0	0	0	0	0	0
Puerto Rico	18	2	1	6	8	16	2	0	0
Rhode Island	831	104	21	111	300	310	249	254	18
South Carolina	14,227	1,648	688	1,692	5,547	6,783	4,189	3,046	201
South Dakota	1,571	284	142	214	346	717	444	354	56
Tennessee	13,856	1,575	747	1,300	7,893	6,579	4,110	3,033	134
Texas	57,498	0	0	0	0	0	0	0	0
Utah	6,683	502	224	954	1,768	2,553	1,086	1,356	1,688
Vermont	1,049	144	77	176	241	429	276	315	29
Virginia	17,614	3,205	1,134	2,563	7,263	8,784	4,793	3,024	1,013
Virgin Islands	53	10	1	11	12	32	8	13	0
Washington	13,041	1,955	1,119	1,962	1,883	6,079	3,589	3,244	124
West Virginia	4,320	423	211	632	1,447	2,409	1,076	803	32
Wisconsin	4,743	821	424	582	1,613	2,130	1,482	1,066	65
Wyoming	3,600	589	135	332	1,380	1,735	882	853	130
National Total	506,166	55,967	22,171	53,241	137,380	203,724	123,234	103,397	17,638

NDA = No Data Available

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2012)

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	9,343	1,343	31	1,192	1,861	5,263	2,453	1,268	355
Alaska	5,250	990	519	657	1,702	2,665	1,440	1,085	58
Arizona	4,867	706	260	450	1,610	1,827	1,655	1,234	151
Arkansas	8,211	1,009	520	1,215	1,293	4,287	2,156	1,405	362
California	39,415	4,170	1,983	2,433	16,208	17,190	10,161	10,326	1,729
Colorado	14,124	2,013	670	1,259	2,136	6,647	3,778	2,913	784
Connecticut	2,006	162	69	154	507	744	592	655	13
Delaware	1,791	228	105	169	446	657	615	504	15
District of Columbia	805	111	33	79	424	345	261	180	19
Florida	31,404	5,642	1,855	3,327	13,284	14,703	9,412	5,985	1,301
Georgia	20,753	2,012	841	2,972	7,493	10,211	6,671	3,867	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,319	195	55	240	523	635	320	331	33
Idaho	9,820	1,595	603	1,012	5,516	4,375	2,598	2,727	120
Illinois	13,928	2,139	935	1,761	3,753	6,729	3,640	3,366	178
Indiana	9,390	449	75	558	105	4,150	3,161	2,068	11
Iowa	8,047	934	440	1,010	2,663	4,045	2,135	1,459	396
Kansas	4,798	571	257	537	763	2,124	1,231	878	563
Kentucky	10,979	2,938	457	1,666	1,871	5,359	3,309	2,199	93
Louisiana	6,494	868	227	451	1,969	3,592	1,596	1,103	203
Maine	3,589	517	254	71	1,250	1,481	1,089	834	184
Maryland	5,942	856	39	966	3,387	2,843	1,971	1,127	0
Massachusetts	4,509	269	138	480	1,301	1,569	1,380	1,508	51
Michigan	15,997	1,106	444	1,323	3,340	6,651	5,046	4,201	99
Minnesota	4,144	663	162	544	1,356	1,733	1,055	837	163
Mississippi	4,577	439	136	992	1,646	2,543	1,150	614	270
Missouri	11,594	1,248	573	2,275	3,563	5,183	3,259	2,534	618
Montana	9,769	658	538	1,236	2,448	3,355	1,471	1,324	3,310
Nebraska	3,414	596	200	429	1,227	1,551	1,006	790	67
Nevada	4,529	377	131	405	546	1,862	1,430	1,179	50
New Hampshire	1,860	252	61	99	493	546	600	686	28
New Jersey	4,618	503	129	467	598	1,724	1,438	1,385	56
New Mexico	3,104	398	111	226	1,363	1,307	921	797	78
New York	16,168	1,810	685	1,986	1,651	6,558	4,420	4,276	914
North Carolina	23,275	1,292	686	1,436	6,983	11,291	7,072	4,839	73
North Dakota	3,006	607	219	372	1,132	1,561	712	546	187
Ohio	12,977	1,090	776	381	2,344	5,829	4,027	3,105	13
Oklahoma	7,084	1,160	533	1,173	1,318	3,829	1,708	1,288	258
Oregon	16,631	2,705	1,033	1,503	4,545	6,994	4,573	4,641	420
Pennsylvania	0	0	0	0	0	0	0	0	0
Puerto Rico	12	6	0	6	5	6	4	2	0
Rhode Island	675	87	14	72	230	264	189	205	17
South Carolina	15,159	1,613	740	1,641	5,523	7,325	4,570	3,147	112
South Dakota	2,296	416	205	292	540	1,138	637	442	78
Tennessee	13,809	1,668	791	1,108	7,904	6,802	4,166	2,708	132
Texas	72,086	0	0	0	0	0	0	0	0
Utah	3,495	307	139	505	991	1,515	599	652	728
Vermont	908	120	71	100	187	339	283	273	13
Virginia	16,842	3,041	1,070	2,171	6,839	8,426	4,622	2,754	1,039
Virgin Islands	65	14	3	11	18	37	12	16	2
Washington	13,130	2,168	1,271	1,722	1,999	5,892	3,825	3,286	120
West Virginia	4,858	444	225	558	1,595	2,714	1,225	887	31
Wisconsin	5,393	967	504	634	1,893	2,535	1,659	1,139	60
Wyoming	3,445	555	116	305	1,361	1,691	821	790	143
National Total	511,704	56,027	21,932	46,631	133,703	202,642	124,124	96,365	15,698

NDA = No Data Available

VETERANS WHO RECEIVED INTENSIVE SERVICES

(Data obtained from VETS 200 C for Period Ending June 30, 2012)

STATE	TOTAL VETERANS AND ELIGIBLE PERSONS	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	3,970	951	21	635	1,028	214
Alaska	1,064	280	164	246	452	285
Arizona	4,947	1,045	489	675	1,890	188
Arkansas	1,357	322	189	249	347	33
California	10,690	1,848	1,025	2,247	4,816	4
Colorado	522	230	154	54	172	17
Connecticut	715	181	95	155	372	3
Delaware	298	95	57	52	93	4
District of Columbia	102	33	11	19	51	5
Florida	2,860	751	298	336	1,585	333
Georgia	5,286	1,021	654	1,156	2,296	24
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,459	285	104	354	707	35
Idaho	3,320	977	472	916	2,078	252
Illinois	5,355	1,261	705	1,209	1,620	74
Indiana	531	98	13	28	7	1
Iowa	568	159	90	100	263	7
Kansas	1,177	305	206	197	282	80
Kentucky	1,193	395	163	366	290	14
Louisiana	451	136	42	57	211	8
Maine	587	153	94	19	270	69
Maryland	1,177	299	66	88	604	23
Massachusetts	4,293	454	231	812	1,477	28
Michigan	667	205	122	161	181	12
Minnesota	674	216	140	308	411	164
Mississippi	571	86	12	137	298	59
Missouri	619	119	75	231	273	0
Montana	712	102	204	194	317	369
Nebraska	2,300	641	224	244	1,049	116
Nevada	1,085	165	65	202	192	27
New Hampshire	860	162	61	57	361	14
New Jersey	1,519	373	104	310	295	5
New Mexico	1,380	312	135	128	720	22
New York	3,825	934	496	950	1,016	139
North Carolina	4,452	402	241	762	1,952	4
North Dakota	347	116	49	47	153	361
Ohio	4,200	958	796	462	993	0
Oklahoma	2,743	733	405	587	720	105
Oregon	2,785	755	415	544	1,419	164
Pennsylvania		16,994	801	2,289	6,714	17
Puerto Rico	47	1	1	19	6	0
Rhode Island	448	101	21	70	212	5
South Carolina	2,886	509	228	373	1,301	40
South Dakota	429	124	72	87	131	3
Tennessee	3,752	798	497	803	2,490	166
Texas		60,887	5,348	12,930	36,183	1,606
Utah	245	65	35	46	119	0
Vermont	398	78	58	77	106	8
Virginia	5,321	1,401	544	899	2,462	339
Virgin Islands	10	4	0	4	6	0
Washington	4,121	1,153	789	819	868	47
West Virginia	1,164	171	96	223	433	12
Wisconsin	3,041	899	560	477	1,258	49
Wyoming	229	71	23	33	107	12
National Total	102,752	100,814	17,960	34,443	83,657	5,566

NDA = No Data Available

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	4,860	730	20	554	963	51
Alaska	5,757	1,139	616	1,008	1,951	8
Arizona	5,491	795	337	534	1,885	218
Arkansas	6,530	901	466	951	1,177	61
California	8,920	1,432	807	1,570	3,873	77
Colorado	23,619	4,439	2,294	2,474	4,394	670
Connecticut	413	66	36	46	145	2
Delaware	976	154	85	81	227	4
District of Columbia	1,083	200	57	94	497	39
Florida	57,541	11,251	3,720	6,323	25,352	2,312
Georgia	22,622	2,809	1,463	3,575	8,517	29
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	2,540	436	139	583	1,141	118
Idaho	11,125	2,134	906	1,810	6,465	318
Illinois	11,191	1,933	923	1,290	3,855	168
Indiana	2,058	111	13	94	26	0
Iowa	16,732	2,139	948	2,070	5,893	783
Kansas	1,878	268	146	279	320	75
Kentucky	11,181	2,607	769	2,053	2,073	140
Louisiana	7,593	1,169	331	756	2,534	321
Maine	4,040	782	422	64	1,684	259
Maryland	5,853	958	193	514	2,665	217
Massachusetts	2,251	191	96	252	632	6
Michigan	1,246	233	100	233	342	27
Minnesota	5,618	1,198	386	907	2,298	508
Mississippi	6,197	693	178	1,424	2,363	531
Missouri	12,304	1,615	782	2,628	3,909	394
Montana	6,705	580	647	1,230	2,671	3,582
Nebraska	4,840	1,014	320	492	1,925	185
Nevada	4,029	427	114	357	491	19
New Hampshire	2,817	452	137	161	989	73
New Jersey	5,320	629	155	569	933	20
New Mexico	5,300	858	276	536	2,404	174
New York	14,726	2,071	877	2,468	2,181	164
North Carolina	32,360	1,790	980	2,972	10,675	40
North Dakota	6,486	1,189	353	757	2,599	417
Ohio	8,328	919	699	434	1,812	4
Oklahoma	5,151	999	457	778	1,040	139
Oregon	16,510	3,095	1,241	1,657	6,936	435
Pennsylvania	4,326	504	167	485	1,526	7
Puerto Rico	246	21	6	71	29	9
Rhode Island	1,204	179	41	168	500	38
South Carolina	17,291	2,534	1,000	2,002	7,313	343
South Dakota	2,802	528	242	272	605	63
Tennessee	17,260	2,422	1,239	1,829	9,643	214
Texas	65,056	7,333	4,308	11,305	35,769	256
Utah	21,724	2,676	1,343	3,209	7,061	3,868
Vermont	382	34	16	53	75	4
Virginia	23,015	4,637	1,665	3,427	10,174	1,393
Virgin Islands	115	14	0	26	28	0
Washington	14,475	2,615	1,653	2,486	2,188	70
West Virginia	4,526	546	287	660	1,607	64
Wisconsin	2,813	734	426	398	1,115	38
Wyoming	4,244	745	176	379	1,696	213
National Total	531,670	79,928	35,058	71,348	199,166	19,168

NDA = No Data Available

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	326	57	3	44	71	0
Alaska	141	29	17	23	50	0
Arizona	293	46	19	32	87	4
Arkansas	27	12	7	2	4	0
California	1,334	179	98	262	608	0
Colorado	1,911	514	297	256	455	55
Connecticut	59	9	3	12	29	1
Delaware	5	3	3	0	2	0
District of Columbia	0	0	0	0	0	0
Florida	6,614	1,785	684	716	2,982	153
Georgia	730	125	85	102	263	1
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	39	13	7	10	17	2
Idaho	49	36	22	13	24	1
Illinois	131	45	30	39	37	3
Indiana	29	5	0	1	1	0
Iowa	62	10	6	3	20	1
Kansas	7	2	1	0	1	0
Kentucky	303	101	47	75	71	2
Louisiana	0	0	0	0	0	0
Maine	263	57	26	10	111	21
Maryland	386	128	35	37	247	6
Massachusetts	202	6	2	18	57	0
Michigan	160	70	26	69	58	4
Minnesota	213	81	35	60	109	20
Mississippi	1	1	0	0	1	1
Missouri	0	0	0	0	0	0
Montana	0	0	0	0	0	0
Nebraska	642	145	44	60	278	11
Nevada	46	4	0	2	2	0
New Hampshire	26	5	1	2	10	3
New Jersey	142	15	4	12	21	2
New Mexico	451	69	31	40	199	9
New York	705	168	87	235	161	11
North Carolina	2,587	136	66	288	882	1
North Dakota	44	15	3	4	16	2
Ohio	181	42	38	22	35	0
Oklahoma	599	125	64	91	108	12
Oregon	694	139	73	114	333	24
Pennsylvania	4,060	732	355	538	1,461	10
Puerto Rico	19	4	2	5	4	0
Rhode Island	419	71	17	44	172	9
South Carolina	724	106	36	62	283	4
South Dakota	201	41	24	25	44	1
Tennessee	881	180	105	100	485	2
Texas	2,334	345	186	372	1,245	74
Utah	1,122	49	16	36	105	747
Vermont	38	13	10	5	4	0
Virginia	334	73	26	44	159	13
Virgin Islands	17	3	0	4	4	0
Washington	189	60	43	47	44	3
West Virginia	1,544	162	85	363	615	9
Wisconsin	373	173	115	65	170	2
Wyoming	7	5	2	1	2	0
National Total	31,664	6,194	2,886	4,365	12,147	1,224

NDA = No Data Available

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	146	20	0	16	31	0
Alaska	61	23	14	18	33	0
Arizona	38	8	5	5	17	0
Arkansas	3	0	0	0	1	0
California	20	4	4	3	10	0
Colorado	0	0	0	0	0	0
Connecticut	1	0	0	1	1	0
Delaware	0	0	0	0	0	0
District of Columbia	2	0	0	0	1	0
Florida	150	38	22	18	77	7
Georgia	38	6	4	7	14	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0
Idaho	10	8	7	3	5	0
Illinois	20	3	2	5	9	0
Indiana	72	3	0	1	1	0
Iowa	1	0	0	0	1	0
Kansas	0	0	0	0	0	0
Kentucky	36	4	0	7	5	0
Louisiana	0	0	0	0	0	0
Maine	77	11	2	0	24	8
Maryland	388	126	35	38	247	6
Massachusetts	176	9	3	10	44	0
Michigan	24	18	6	10	12	1
Minnesota	5	2	2	2	4	2
Mississippi	0	0	0	0	0	0
Missouri	342	41	15	67	97	12
Montana	0	0	0	0	0	0
Nebraska	4	2	0	1	4	0
Nevada	0	0	0	0	0	0
New Hampshire	3	0	0	0	2	0
New Jersey	59	3	0	3	10	0
New Mexico	18	4	3	1	6	0
New York	46	17	13	23	25	0
North Carolina	284	17	11	56	110	0
North Dakota	3	2	0	1	2	0
Ohio	33	13	11	4	7	0
Oklahoma	5	1	1	1	0	0
Oregon	85	28	15	11	40	1
Pennsylvania	797	210	123	38	231	2
Puerto Rico	2	2	0	0	2	0
Rhode Island	87	18	5	17	48	0
South Carolina	12	4	1	1	4	0
South Dakota	54	12	8	5	8	0
Tennessee	3	0	0	0	1	0
Texas	127	17	7	12	55	0
Utah	895	37	13	48	88	638
Vermont	1	1	0	0	0	0
Virginia	0	0	0	0	0	0
Virgin Islands	3	0	0	0	1	0
Washington	75	16	12	11	11	0
West Virginia	88	10	7	4	35	1
Wisconsin	6	1	0	0	2	0
Wyoming	0	0	0	0	0	0
National Total	4,300	739	351	448	1,326	678

NDA = No Data Available

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	9	2	1	0	3	0
Alaska	759	169	99	141	284	1
Arizona	18	5	4	2	7	1
Arkansas	152	35	19	25	36	1
California	0	0	0	0	0	0
Colorado	108	14	9	7	17	2
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	3	0	0	0	2	0
Florida	3,817	865	285	390	1,819	192
Georgia	873	148	81	155	320	2
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	302	60	22	69	144	11
Idaho	157	31	17	22	90	4
Illinois	79	17	9	11	33	1
Indiana	133	5	0	6	2	0
Iowa	48	9	3	11	23	1
Kansas	23	10	9	3	7	1
Kentucky	1,037	249	73	143	189	7
Louisiana	396	71	21	39	137	14
Maine	102	24	15	4	38	13
Maryland	254	68	19	33	157	7
Massachusetts	48	6	2	9	15	0
Michigan	0	0	0	0	0	0
Minnesota	72	38	29	20	45	23
Mississippi	154	16	8	49	74	15
Missouri	6,709	912	425	1,384	2,219	261
Montana	0	0	0	0	0	0
Nebraska	78	17	7	7	29	3
Nevada	157	22	7	27	45	7
New Hampshire	66	11	4	2	17	0
New Jersey	59	16	0	11	21	0
New Mexico	513	97	32	45	254	17
New York	72	18	7	14	12	0
North Carolina	13,866	683	405	1,698	4,719	16
North Dakota	245	54	22	41	94	19
Ohio	57	23	20	7	11	0
Oklahoma	571	138	73	87	116	25
Oregon	516	117	58	81	247	21
Pennsylvania	843	84	31	85	256	4
Puerto Rico	9	2	1	3	1	0
Rhode Island	32	6	2	7	18	1
South Carolina	209	34	9	17	110	4
South Dakota	254	65	29	22	60	9
Tennessee	80	23	13	6	33	0
Texas	327	51	38	60	183	2
Utah	1,600	328	183	383	709	63
Vermont	0	0	0	0	0	0
Virginia	1,190	255	91	182	575	63
Virgin Islands	0	0	0	0	0	0
Washington	238	41	23	34	30	0
West Virginia	280	35	19	40	115	6
Wisconsin	133	44	30	17	55	6
Wyoming	221	50	8	21	91	11
National Total	36,869	4,968	2,262	5,420	13,462	834

NDA = No Data Available

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2012)

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	1	0	0	0	0	0
Arizona	1	1	1	0	1	0
Arkansas	1	1	1	0	0	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	4	1	1	1	3	0
Georgia	49	5	4	5	10	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	8	6	5	1	5	0
Idaho	0	0	0	0	0	0
Illinois	0	0	0	0	0	0
Indiana	2	0	0	0	0	0
Iowa	0	0	0	0	0	0
Kansas	2	2	2	0	2	0
Kentucky	30	6	0	4	2	0
Louisiana	10	2	1	3	4	0
Maine	0	0	0	0	0	0
Maryland	10	5	0	1	7	0
Massachusetts	2	0	0	0	0	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	13	0	0	7	8	2
Missouri	10	1	0	1	5	0
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	3	0	0	1	0	0
New Hampshire	1	0	0	0	0	0
New Jersey	2	1	0	1	1	0
New Mexico	2	0	0	1	1	0
New York	2	0	0	0	0	0
North Carolina	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0
Ohio	54	23	20	6	11	0
Oklahoma	23	9	5	6	4	2
Oregon	13	6	5	1	4	2
Pennsylvania	0	0	0	0	0	0
Puerto Rico	0	0	0	0	0	0
Rhode Island	0	0	0	0	0	0
South Carolina	37	6	1	2	18	1
South Dakota	0	0	0	0	0	0
Tennessee	18	7	4	0	7	0
Texas	0	0	0	0	0	0
Utah	2	0	0	2	2	0
Vermont	0	0	0	0	0	0
Virginia	11	1	1	1	6	2
Virgin Islands	0	0	0	0	0	0
Washington	14	5	2	2	1	0
West Virginia	5	0	0	1	3	0
Wisconsin	0	0	0	0	0	0
Wyoming	6	2	0	0	2	0
National Total	336	90	53	47	107	9

NDA = No Data Available

ADULT & VETERANS ENTERED EMPLOYMENT RATES

(Data obtained from ETA 9002 C & D Reports for Period Ending June 30, 2012)

	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%	51%	49%	60%	75%	82%
Alaska	50%	45%	40%	37%	42%	54%
Arizona	48%	44%	41%	40%	47%	52%
Arkansas	63%	60%	53%	48%	66%	85%
California	41%	35%	33%	31%	23%	40%
Colorado	49%	45%	40%	38%	38%	43%
Connecticut	44%	40%	38%	36%	37%	63%
Delaware	48%	42%	43%	36%	42%	50%
District of Columbia	51%	47%	48%	42%	49%	54%
Florida	55%	54%	49%	45%	52%	50%
Georgia	47%	45%	40%	39%	38%	0%
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	46%	36%	34%	29%	29%	25%
Idaho	57%	51%	47%	45%	48%	44%
Illinois	50%	45%	42%	41%	37%	41%
Indiana	48%	49%	41%	33%	55%	69%
Iowa	64%	60%	55%	52%	63%	68%
Kansas	62%	59%	52%	48%	67%	88%
Kentucky	55%	51%	48%	40%	45%	52%
Louisiana	56%	54%	47%	45%	56%	22%
Maine	55%	49%	46%	46%	51%	50%
Maryland	52%	53%	48%	44%	59%	76%
Massachusetts	52%	49%	44%	45%	43%	32%
Michigan	44%	42%	37%	32%	34%	39%
Minnesota	54%	52%	48%	41%	52%	46%
Mississippi	49%	47%	41%	44%	49%	45%
Missouri	56%	53%	48%	45%	56%	57%
Montana	60%	57%	57%	51%	59%	59%
Nebraska	63%	57%	52%	47%	60%	57%
Nevada	57%	50%	43%	45%	55%	50%
New Hampshire	57%	52%	45%	38%	55%	47%
New Jersey	45%	44%	39%	40%	43%	76%
New Mexico	51%	45%	39%	36%	43%	46%
New York	56%	51%	48%	45%	44%	56%
North Carolina	52%	47%	42%	40%	39%	49%
North Dakota	76%	70%	66%	65%	68%	51%
Ohio	48%	46%	47%	46%	40%	48%
Oklahoma	54%	55%	54%	49%	71%	85%
Oregon	49%	44%	40%	36%	37%	40%
Pennsylvania	55%	0%	0%	0%	0%	0%
Puerto Rico	12%	7%	7%	9%	6%	0%
Rhode Island	53%	49%	42%	36%	47%	42%
South Carolina	49%	50%	47%	45%	49%	51%
South Dakota	60%	58%	54%	53%	63%	62%
Tennessee	52%	51%	46%	45%	52%	48%
Texas	56%	52%	0%	0%	0%	0%
Utah	59%	50%	42%	37%	50%	47%
Vermont	58%	57%	55%	52%	65%	64%
Virgin Islands	29%	31%	63%	100%	30%	0%
Virginia	59%	57%	56%	56%	53%	69%
Washington	54%	50%	47%	45%	46%	76%
West Virginia	54%	51%	46%	42%	48%	57%
Wisconsin	55%	54%	50%	47%	59%	65%
Wyoming	69%	65%	59%	56%	70%	62%
National Total	51%	48%	45%	42%	44%	51%

NDA = No Data Available