Annual Report to Congress
Fiscal Year 2013

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

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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 (ETA) program reporting, while others operate on a Fiscal Year (FY) basis. Because only one quarter of PY 2013 occurred during FY 2013, the performance measure data reported for 2013 are data for PY 2012, which ended June 30, 2013. 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 2013, VETS continued to administer programs to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment, and to connect employers across the country with work-ready veterans.

The **Jobs for Veterans State Grants (JVSG)** program 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 include a comprehensive and specialized assessment of skill levels and job training needs, the development of an individual development plan, group individual career counseling and planning, and short-term skills development (including 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 2013, the HVRP successfully helped place thousands of previously 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.

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.

Under the **Veterans' Employment Opportunities Act** (VEOA), 5 U.S.C. 3330a-3330c, VETS is responsible for investigating claims alleging a Federal agency's failure 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. 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 and employers with critical resources and supports to maximize employment opportunities. Each year, more than 18 million Americans, including nearly 1.4 million veterans, receive employment assistance through the workforce investment system. This assistance may include job search services, career planning and counseling, or job training.

Primarily, the workforce investment system offers assistance through the nation-wide network of American Job Centers, which includes DOL programs as well as other state, local and Federal partners. Below are the programs administered by DOL:

VETS-Administered Programs

- Jobs for Veterans State Grants (JVSG) Program (discussed further on page 7)

ETA-Administered Programs

- Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth Programs[1];
- Wagner-Peyser Act Employment Service Programs[2];
- Trade Adjustment Assistance Programs under the Trade Act of 1974[3];
- National Emergency Grants (NEG)[4];
- Senior Community Service Employment Program[5];
- Indian & Native American Program[6];
- Migrant & Seasonal Farm Worker Program[7];
- 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,
- National Registered Apprenticeship System.

As these programs are administered by VETS' workforce partner, ETA, they will be discussed in further detail on page 23 of this report.

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[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.

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. Priority of Service will continue to play a critical role in assisting military personnel separating from active duty to transition into the civilian workforce.

The Vow to Hire Heroes 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.

In FY 2014, the Department's Chief Evaluation Office will procure a contract to analyze American Job Center (AJC) participant data, to include the timeliness of services to veterans and nonveterans. In addition to gaining a better understanding of AJC customer demographics, services, and outcomes, VETS and ETA will use this analysis to inform the development of a priority of service metric.

II. Performance Management

VETS programs address the Department's Strategic Objective: *Advance employment opportunities for U.S. Workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships.* As is more fully

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[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.

developed below, VETS programs have materially contributed to this objective, yielding favorable results for service members who are transitioning to the civilian workforce.

COMMON MEASURES USED TO EVALUATE PERFORMANCE

In PY 2012, VETS continued to rely upon a set 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 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 six 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 Common Measures in its formula grants and competitive grants programs, all of which are discussed in more detail in the next eight pages of this report.

Jobs for Veterans State Grants (JVSG)

VETS offers employment and training services at approximately 1,490 American Job Centers and other locations, through the JVSG program. This grant program assists veterans with significant barriers to employment and other eligible individuals, to 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. VETS requires each state to provide both a five-year plan and an annual update to the plan, which outlines that necessary staff are employed to carry out the provisions of the JVSG program. In the event that states fail to meet the staffing levels outlined in the plan, VETS may arrange for corrective action. This plan includes methods for reaching the veteran population, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions to improve services and outcomes.

Disabled Veterans' Outreach Program

The primary duty of DVOP specialists is to provide intensive services to veterans with significant barriers to employment, or other populations designated by the Secretary. 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 Refocusing Initiative

Throughout FY 2013, VETS and ETA developed a joint refocusing strategy that provided clarifying guidance to state workforce agencies (SWAs) on the roles and responsibilities of the Wagner-Peyser (WP), Workforce Investment Act (WIA), and JVSG programs.

This guidance consists of three main pillars:

- Ensuring veteran participants are referred to the appropriate program (WP/WIA, JVSG);
- Ensuring DVOP specialists and LVER staff are focused on performing their statutorily-mandated responsibilities; and,
- Increasing the rate of intensive services to JVSG eligible participants.

DOL released JVSG refocusing guidance to SWAs in FY 2014, and continues to provide technical assistance and training to American Job Centers staff to ensure proper implementation of the guidance. Additionally, VETS will begin formal audits of American Job Centers in FY 2014 to assess compliance with Title 38, as required by the VOW Act.

Development and Training for DVOP Specialists and LVER Staff

Newly-appointed DVOP specialists and LVER staff must receive job-related training within 18 months of their appointment. This training is provided by the National Veterans' Employment and Training Institute, which is administered by VETS. In FY 2013 100% of staff completed training, including 284 staff completing case management courses, 522 staff completing labor employment specialist courses, and 325 staff completing employment partnership promotion courses.

DVOP AND LVER 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, and policy guidance regarding the mix of DVOP Specialists and LVER staff, 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 2013 funding and staffing levels for DVOP specialists and LVER staff[10].

Table 1. DVOP Specialists and LVER Staff Funding

DVOP Specialists	FY 2012	FY 2013
DVOP Funding	$86,413,384	$89,616,600
Projected DVOP Staffing	1,186	1236
Actual DVOP Positions Supported	1,062	1099.50
Average Cost per Position	$81,365	$81,507
LVER Staff	**FY 2012**	**FY 2013**
LVER Funding	$72,665,247	$67,721,000
Projected LVER Staffing	1045	945
Actual LVER Positions Supported	900	822

[10] As reported in the Veterans' Employment and Training Operations and Program Activity Report (VOPAR) System, FY 2013 Staffing, Spending and Funding Balance Worksheet.

Average Cost per Position	$80,739	$82,346

Approximately three percent of the JVSG appropriation is available for transfer to the Agency's Federal Administration budget activity for administrative and support costs associated with operating the program.

JVSG Services for Participants

In PY 2012, 450,843 participants[11] were referred to JVSG grantees that provide 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 2. JVSG Participant Statistics

Population or Sub-Population	PY 2011	PY 2012
Veterans and other eligible persons served	**474,063**	**450,843**
Disabled veterans	79,979 (17%)	85,620 (17%)
Campaign badge veterans[12]	178,198 (38%)	183,782 (37%)
Recently separated veterans	74,322 (16%)	87,132 (18%)
Female veterans	48,865 (10%)	54,158 (11%)
Transitioning service members[13]	18,095 (4%)	12,863 (3%)

Demographics of Participants Who Received Staff-Assisted Services

While the table above provides data on all participants referred to JVSG, a subset of those participants received staff-assisted services. The paragraphs below provide a breakout of participants receiving staff assisted services in Program Years 2011 and 2012.

PY 2011 Participants Receiving Staff-Assisted Services

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 percent) were disabled veterans, 85,912 (33 percent) were campaign badge veterans, 8,382 (3 percent) were transitioning service members and 36,033 (14 percent) were recently separated veterans.

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[11] 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.

[12] 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.

[13] 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 and 2012, 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.

PY 2012 Participants Receiving Staff-Assisted Services

In comparison, in PY 2012, DVOP specialists provided staff-assisted services to 283,688 transitioning service members, veterans and other eligible persons. Of this total, 56,503 (20 percent) were disabled veterans, 118,589 (42 percent) were campaign badge veterans, 6,539 (2 percent) were transitioning service members, and 54,166 (19 percent) were recently separated veterans.

Table 3. PY 2012 Employment Outcomes of Participants served by DVOP Specialists

Employment Outcome	Veterans/ Eligible Persons		Disabled Veterans	
	PY 2011	PY 2012	PY 2011	PY 2012
Number of Veterans who Entered Employment following Staff-Assisted Services	98,045	128,754	16,495	20,743
Entered Employment Rate	50%	54%	47%	49%
Employment Retention Rate	78%	80%	78%	79%

The following table provides the performance history for each of VETS' Common Measures, for both all veteran participants and veterans with a disability[14].

Table 4 Common Measure Results, PY 2011-2012, Wagner-Peyser Employment Service and Jobs for Veterans State Grants

Measure	PY 2011 Result	PY 2012 Result
Percent of Veterans employed in the first quarter after exit (EER)	48.3%	50.2%
Percent of Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	78.7%	79.6%
Average six month earnings of Veterans in the second and third quarter after exit (AE)	$17,012	$16,870
Percent of ***disabled*** Veterans employed in the first quarter after exit (EER)	45.2%	47.3%
Percent of ***disabled*** Veterans employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit (ERR)	78.0%	78.4%

[14] As reported in the Labor Exchange Reporting System, ETA-9002D and ETA forms 9132 and 9133 for the states of Texas and Pennsylvania.

Average six month earnings of ***disabled*** Veterans in the second and third quarter after exit (AE)	$18,108	$17,134

PY 2012 PERFORMANCE

As shown in the preceding table, employment entry and retention for both veterans and disabled veterans has improved from the previous year. This improvement is primarily a result of improving economic conditions. However, average earnings have declined for both groups.

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 2012, as compared with PY 2011. 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." [15] 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 veterans[16] and special disabled veterans[17], as well as other categories of veterans prioritized by the Secretary of Labor. Minimally, a veteran who receives intensive services: 1) is provided a skills assessment and 2) is assisted by developing a written individual employment plan.

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

Table 6. Weighted Measure Outcomes[15]

Weighted Veterans' Measure	PY 2011	PY 2012
Number of Veterans who Received Services	378,087	353,556
Number of Veterans who Entered Employment (EE)	162,979	188,625

[15] Government Accountability Office Report 07-594: Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact, May 2007.
[16] 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.
[17] A disabled veteran who has received a disability rating of 30 percent or greater from the Department of Veterans Affairs.

Number of Veterans who received Intensive Services	101,026	144,230
Number of Veterans who EE after receiving Intensive Services	40,700	67,714
Un-Weighted Entered Employment Rate	50%	53%
Weighted Entered Employment Rate	53%	58%

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 (UNTEER) 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. In accordance with the final rule, the uniform threshold will first be applied to states' reported employment outcomes beginning in PY 2013 (or the period ending June 30, 2014).

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 DOL, as well as protocols for VETS field staff to provide technical assistance to the state agency to better 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.[18] Further, states have the option to decline the allocation of incentive award funds. In FY 2013, 22 state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or for other unspecified reasons.

[18] 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.

In FY 2013, the accumulated, total set-aside by VETS for the incentive funds was $1,596,000. Of this amount, $982,000 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 resulting in homelessness. 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 (SGA). Eligible entities in PY 2012 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.

Each HVRP 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 staffs also support HVRP grantees by providing critical resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services.

In FY 2013, for the PY 2012 award cycle, Congress appropriated $35.3 million to DOL for HVRP. Funds were awarded to 159 grantees. Specifically, 68 newly-competed grants were awarded, and 91 existing/current grantees were approved to receive second- or third-year funding. These include awards for two targeted programs designed to address the employment barriers of specific veteran populations:

- 21 grants, in 14 states and the District of Columbia, totaling over $3.6 million, to support partnerships that ensure homeless female 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 2012, 17,480 homeless veterans were enrolled, of which 11,317 were placed in employment. See the following table for costs per participant, cost per placement, and average hourly wage at placement[19].

Table 6. HVRP Participant Statistics, PY 2012

PY 2012 HVRP Program	Participants Enrolled	Average Cost per Participant	Average Cost Per Placement	Average Hourly Wage at Placement
Homeless Veterans' Reintegration Program	17,480	$1,964	$3,034	$11.22
HVRP Subset: Homeless Female Veterans & Veterans with Families	1,433	$2,424	$3,656	$12.24
HVRP Subset: Incarcerated Veterans' Transition Program	1,408	$2,546	$4,014	$10.69

HOMELESS VETERANS' STAND DOWN GRANTS[20]

In PY 2012, 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 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 $666,110 during FY 2013 for 94 Stand Down events that provided direct services to homeless veterans.

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

[20] 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.

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 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 2012 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 2012, VWIP grants totaling nearly $5.5 million provided training for 1,964 veterans, including 179 homeless veterans. A total of 1,052 veterans were placed in jobs, yielding a 53.6 percent placement rate[21]. VWIP funding for future grants was eliminated 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 Education (ED), 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

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

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

The DOL Employment Workshop is 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; and
- Salary Negotiation

DOMESTIC WORKSHOP PERFORMANCE

As can be seen in the table below, DOL Employment Workshop activity increased between FY 2012 and FY 2013[22].

Table 7. Domestic DOL Employment Workshops and Participants, FY 2012-2013

Category	FY 2012	FY 2013	Variance
Workshops	3,960	5,334	+1374 (+35%)
Participants	147,591	172,949	+25,358 (+17%)

OVERSEAS DOL EMPLOYMENT WORKSHOP PERFORMANCE

VETS currently delivers DOL Employment Workshops at sites in Bahrain, Belgium/Netherlands/Luxembourg (Benelux), Germany, Greece, Guam, Italy, Japan, Korea, Portugal, Turkey, Spain, and the United Kingdom.

The table below shows how the number of participants in the DOL Employment Workshop overseas increased between FY 2012 and FY 2013.

Table 8. Overseas TAP Workshops and Participants, FY 2012-2013

Category	FY 2012	FY 2013	Variance
Workshops	600	639	+39 (+0.7%)
Participants	12,591	14,088	+1,497 (+12%)

In coordination with DoD, VETS anticipated an increase in participation in the DOL Employment Workshop in FY 2013. This expected increase was due in part to the enactment of

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

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 2014.

During FY 2013, VETS worked in conjunction with DoD, ED, DHS, the VA, and other Federal agencies to develop a new Memorandum of Understanding (MOU) to replace the existing agreement. This TAP MOU will be signed in FY 2014.

In January 2013, PL 112-260, the Dignified Burial and Other Veterans' Benefits Improvement Act of 2012, was signed into law. One provision of the law directs the Secretary of Labor to conduct a two-year pilot program to provide the TAP Employment Workshop to veterans and their spouses at locations other than military installations. In FY 2013, VETS completed the planning and coordination needed to launch the pilot in three states: Georgia, Washington, and West Virginia. VETS will conduct the pilot workshops in the first two quarters of FY 2014, and submit a report to Congress on its results.

Compliance and Investigations

VETS is responsible for administering three Federal compliance programs that provide employment protections for veterans, which are described 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 2013, VETS opened 1,144 USERRA cases. This figure does not include cases transferred to OSC under the terms of a statutorily-mandated demonstration project whereby VETS transfers roughly half of the Federal-sector USERRA cases to OSC for review and full investigation. Nor does it include 4 cases referred to OSC that contained additional allegations of prohibited personnel practices (PPP).[23] Further details of VETS' USERRA enforcement activities are provided in the Department's Annual USERRA report to Congress.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)

Under 5 U.S.C. 3304(f), as added by VEOA, 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. Under 5 U.S.C. 3330a-3330c, VEOA also provides 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.

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[23] 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.

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 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 2013. Of the 509 complaints received in FY 2013 and the 38 cases carried over from FY 2012 VETS closed 504 cases. On average, cases were resolved in 27 days.

Of the 504 Veterans' Preference cases closed in FY 2013, 28 (5.6 percent) were found to have merit. Investigations were completed in 409 (81.2 percent) of the 504 cases. The remaining 95 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 9. FY 2013 Veterans' Preference Cases[24]

Category or Subcategory	Number or Percentage of Cases
Total Cases	**547**
Cases Carried Forward from FY 2012	**38**
Cases Opened During FY 2013	**509**
FY 2013 Opened Cases - Issue Hiring:	489
FY 2013 Opened Cases - Issue Reduction in Force:	20
Total Cases Closed FY 2013	**504**
Percent of FY 2013 Cases Closed within 60 days	93%
Percent of FY 2013 Cases Closed within 90 days	99%
Average Number of Days Case Was Open	27

Table 10. FY 2013 Veterans' Preference Case Outcomes

Category or Subcategory	Number of Cases
Total Cases Closed	**504**
Cases Closed Due to "Merit Finding"	**28**
Merit Finding - Issue Hiring	*25*
Merit Finding Issue Reduction in Force	*3*
Cases Closed Due to "No Merit Finding"	**305**
No Merit Finding - Issue Hiring	*298*
No Merit Finding - Issue Reduction in Force	*7*
Cases Closed Due to "Not Eligible"	**38**
Cases Closed Due to "Untimely Filed"	**38**
Cases Closed Due to "Merit Determination Not Made"	**95**
Merit Determination Not Made - Administratively Closed	*34*
Merit Determination Not Made - Claim Withdrawn	*44*
Merit Determination Not Made - Merit Undetermined	*11*
Merit Determination Not Made - Duplicate	*6*
Total Cases Converted to USERRA Claims	**0**
Total Cases Still Pending	**43**

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

[24] As reported in the Veterans' Preference Information Management System.

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).

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 FY 2013.

Table 11. Annual Federal Contractor Reporting as of September 2013[25]

Category	2013 VETS-100	2013 VETS-100A
Total Federal Contractors Filing	3,938	14,540
Total Submitted Reports	29,320	277,081
Single Establishment	2,042	6,937
Multiple Establishment – Headquarters	1,508	6,327
Multiple Establishment - Hiring Location	24,903	256,770
Multiple Establishment - State Consolidated	867	7,047
Disabled Veterans	n/a	118,527
Other Protected Veterans	82,470	601,885
Special Disabled Veterans	11,338	n/a
Vietnam Era Veterans	42,655	n/a
Armed Forces Service Medal Veterans	n/a	192,626
Recently Separated Veterans	4,981	66,643
Total All Employees	n/a	22,118,023
New Hires Special Disabled Veterans	2,576	n/a
New Hires Vietnam Era Veterans	3,146	n/a
New Hires Disabled Veterans	n/a	30,599
New Hires Other Protected Veterans	13,709	105,356
New Hires Armed Forces Service Medal Veterans	n/a	51,684
New Hires Recently Separated Veterans	3,257	35,193
New Hires Total All Employees	657,237	4,780,610

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 2013, OFCCP processed 53 complaints filed under VEVRAA, accounting for 6.7 percent of the 790 total

[25] Federal 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 4,110 compliance evaluations, of which 810, or 19.7 percent, resulted in conciliation agreements remedying violations of VEVRAA in the areas of recruitment and other affirmative action requirements.

Interagency Collaboration

THE WOMEN'S BUREAU

The Women's Bureau and VETS collaborate on a variety of projects related to women veterans. The agencies work together to empower women veterans to successfully compete for jobs in the civilian labor force.

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 Homeless Prevention Demonstration (VHPD)
The purpose of the VHPD is to explore ways for the Federal Government to offer early intervention homelessness prevention, primarily to veterans returning from wars in Iraq and Afghanistan. This program is jointly administered by the U.S. Department of Veterans Affairs (VA), Department of Housing and Urban Development (HUD), and Labor (DOL VETS). This collaboration provides expertise and resources in the three critical areas of housing, benefits, and training/employment. The selected sites for this demonstration are Camp Pendleton (San Diego California), Fort Hood (Killen Texas), Fort Drum (Watertown, New York), Joint Base Lewis-McChord (Tacoma Washington), and MacDill Air Force Base (Tampa, Florida).

Without specific targeted funding, VETS contributed the following; (1) Assisting grantees to help veterans access mainstream education and job training programs; (2) Assisting veterans with a variety of employment-related programs, Homeless Veterans Reintegration Program (HVRP), Jobs for Veterans State Grant Program, Disabled Veterans Outreach Specialist, and Local Veterans Employment Representative assistance, services at American Job Centers, and assistance under the Uniformed Services Employment and Reemployment Rights Act.

Veterans' Participation Rates for PY 2012

Veterans made up 7.7 percent of the civilian labor force, ages 18 and over.[26] As displayed in the following chart, data for PY 2012 indicate that ETA's adult employment and training programs served nearly 1.4 million veterans among over 18 million participants, which results in a participation rate for veterans of 7.5 percent, a decrease of 0.1 percent from PY 2011.

[26] For 2013 (See not above regarding this footnote), based on BLS Current Population Survey (Not Seasonally Adjusted) 10,975,000 veterans in civilian labor force, ages 18 and over and 142,391,000 non-veterans, ages 18 and over (10,975,000/142,391,000 equals a 7.7 percent rate of representation for veterans in 2013.

Among ETA programs, the highest veterans' participation rates were recorded by the Senior Community Service Employment Program (12.5 percent) and the National Emergency Grant program (9.1 percent). These, as well as four additional programs, the WIA Adult, WIA Dislocated Worker, Wagner Peyser and the TAA program, had participation rates exceeding the 7.2 percent rate of representation for veterans in the civilian labor force, ages 18 and over. The high rates of participation in WIA Dislocated Worker and TAA is 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 DOL formula programs was also above the representation rate for veterans in the civilian labor force: the participation rate for the WIA Adult program was 7.8 percent (0.6 percent below the corresponding labor force participation rate), while the participation rate for the Wagner-Peyser Employment Service was 7.4 percent (0.2 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 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 2012, 16.3 percent of veteran exiters received training compared to 14 percent of all jobseekers. This shows that veterans are accessing training services at a higher rate than non-veterans.

Table 12. PY 2012 Participation in DOL/ETA Programs

PY 2012 DOL/ETA ADULT PROGRAMS:	Number of Veterans Participating or Exiting[27]	Number of Individual Participants/ Exiters[28]	Veterans' Participation Rate in DOL Programs
Wagner-Peyser Employment Service	1,369,207	18,383,917	7.5%
WIA Adults	86,879	1,111,555	7.8%
WIA Dislocated Workers	52,580	696,144	7.6%
WIA Youth	129	112,386	0.3%

[27] 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.
[28] The term "exiters" means individuals who participated and then exited the program.

National Emergency Grants	2,399	26,221	9.1%
Registered Apprenticeship	28,900	375,425	7.7%
Senior Community Services Employment Program – Ages 55+ (Veterans and eligible spouses)	8,470	67,551	12.5%
Trade Act Program	6,178	82,371	7.5%
Indian and Native American Program	175	12,893	1.4%
National Farmworker Jobs Program	179	13,972	1.3%
Total[29]	**1,555,096**	**20,507,010**	**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; and BearTracks. 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 2012 programs is for the period of July 1, 2012 - June 30, 2013.

Vocational Rehabilitation and Employment (VR&E) Assistance

In FY 2013, 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 provided.

VR&E Participants and Outcomes

During FY 2013, the VA referred 4,877 veterans for DOL-funded employment services.[30] Of those referred, 1,135 (23.3 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 3,742 (76.7 percent) were job-ready veterans seeking employment. In FY 2013, 511 (10.5 percent) of the job-ready veterans' participation was either interrupted for extended illness or participants reenrolled into school for additional training. An additional 2,145 (44 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

[29] 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. Due to the high levels of co-enrollment the total numbers served in Wagner-Peyser is a recommended indication of the total individuals served in the workforce system.

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

who exited, 1,470 (68.5 percent) entered employment. The average hourly wage of the veterans who entered employment was $17.66. Table 14 below provides data for VA/DOL VRA&E Joint Activities and Outcomes.

Table 13. FY 2013 VR&E Statistics[31]

Category	Outcomes (number of participants or wages)
Veterans Referred from VR&E	4,877
Carried In from previous year's participation	3,635
Operation Enduring Freedom/Iraqi Freedom Veterans	1,410
Real Lifelines (RLL) Participants	1
Coming Home To Work (CHTW) Participants	22
Referred Veterans Registered	6,850
Referred Veterans Not Registered	1,662
Interrupted/Operation Iraqi Freedom (OIF)	260
Discontinued	675
In School	251
Provided Labor Market Information	1,135
Closed, Other	555
Registered Veterans Available for Work	3.974
Entered Suitable Employment	1,470
Average Entry Hourly Wage	$17.66
Rehabilitated	1,562

VETERANS RETRAINING ASSISTANCE PROGRAM (VRAP)

Section 211 of the VOW Act established the Veterans Retraining Assistance Program (VRAP) in the 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 has been assisting the 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 collecting self-attested eligibility data 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 2,500 American Job Centers, as well as through an extensive suite of online tools.

At the end of FY 2013, the Department launched a Veterans' Resource Online Page for workforce development staff, which can be found at http://veterans.workforce3one.org. The

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

page includes VRAP links, videos, and tutorials which will be updated regularly based on input from field offices.

Through FY 2013, over 142,000 veterans had applied for VRAP, over 123,000 were certified as eligible, and nearly 68,000 had been trained or enrolled in the program.

Online and Electronic Tools

As mentioned earlier in this Report, VETS has developed the USERRA and Veterans' Preference elaws Advisors to assist veterans and transitioning service members in understanding their rights, responsibilities and benefits under both of these laws. These Advisors mimic the interaction a person might have with an employment law expert and provide assistance with filing complaints under each of these laws.

VETS has also develop two additional elaws Advisors:

Veterans' Employment and Career Transition Advisor (www.dol.gov/elaws/realifelines.htm) This Advisor provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning services members and veterans in their reintegration into the civilian workforce.

e-VETS Resource Advisor (www.dol.gov/elaws/evets.htm) – This Advisor assists veterans, transitioning service members and all those who support them, to quickly and easily navigate information and resources on a range of topics including: benefits and compensation; education and training; employment; family and caregiver support; health; homeless assistance; transportation and travel; and state specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state and local services for veterans, service members and their families and caregivers.

In addition to these VETS' electronic tools, the American Job Centers (AJC) provide critical support to help veterans succeed in today's competitive workforce. In PY 2012, for example, nearly 1.4 million[32] of the over 18 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 veteran-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 Career One Stop suite of websites (www.careeronestop.org) and the Occupational Information Network (O*NET) website (www.onetonline.org), which support the following:

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[32] Includes all participants in the Labor Exchange; because of high levels of co-enrollment it is not appropriate to sum the programs' enrollments.

- **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 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.

- **Registered Apprenticeship for Veterans.** http://www.doleta.gov/oa/veterans.cfm. This unique website provides information and links to for veterans seeking opportunities in Registered Apprenticeship. It also provides information about how employers can hire veterans in apprenticeship and provides them with step-by-step information on getting certified to provide GI Bill benefits in a Registered Apprenticeship.

APPENDICES

Program Year (PY) 2012 Final Reports

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Report with all Attachments available on-line at VETS web site at:
http://www.dol.gov/vets/media/

Attachment 1

VETERAN PARTICIPANTS

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

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	21,261	3,904	2,323	2,547	4,448	300	11,157	5,646	4,436
Alaska	13,958	3,356	2,046	2,725	5,594	518	7,156	3,526	3,273
Arizona	13,287	2,497	1,352	1,715	2,827	352	5,053	3,684	4,546
Arkansas	16,968	2,315	1,273	1,963	3,084	267	8,767	4,436	3,749
California	124,709	14,906	7,837	25,460	53,478	6,013	59,714	25,949	39,018
Colorado	42,484	8,365	4,872	6,628	7,670	1,678	19,469	10,819	12,178
Connecticut	7,331	764	395	806	2,184	30	2,700	1,893	2,731
Delaware	4,944	791	430	534	1,000	104	1,737	1,454	1,752
District of Columbia	1,934	346	121	193	951	37	696	656	580
Florida	96,074	19,034	6,832	15,240	41,143	4,268	41,977	27,037	27,054
Georgia	57,448	9,393	6,664	12,786	27,120	335	27,379	15,681	14,383
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	5,271	993	352	1,589	2,323	226	2,750	1,204	1,316
Idaho	21,524	4,168	1,829	3,584	12,608	473	9,566	5,190	6,767
Illinois	30,340	4,705	2,375	5,399	3,952	418	13,854	7,929	8,540
Indiana	18,137	939	140	1,004	122	14	7,261	5,793	5,082
Iowa	11,546	1,689	728	1,675	3,981	478	5,478	3,292	2,758
Kansas	13,271	1,994	1,048	1,893	2,035	1,268	6,961	3,285	2,993
Kentucky	31,981	6,323	1,940	7,465	4,793	316	16,262	7,819	7,888
Louisiana	18,150	2,836	860	2,215	5,851	1,888	9,887	4,180	4,081
Maine	8,150	1,217	692	449	2,582	429	2,917	2,507	2,724
Maryland	14,338	2,630	666	1,554	6,284	515	5,742	4,565	4,030
Massachusetts	16,624	1,109	602	2,736	5,585	230	6,054	4,007	6,559
Michigan	28,543	14,191	1,370	4,451	6,722	296	11,113	8,098	9,327
Minnesota	24,633	5,189	2,206	4,479	9,386	1,799	10,938	5,881	6,039
Mississippi	9,489	1,059	238	1,755	3,842	971	5,201	2,384	1,904
Missouri	33,433	4,890	2,613	16,007	11,466	1,231	14,622	9,674	9,133
Montana	16,680	2,839	1,465	2,802	5,797	8,165	8,703	3,975	3,994
Nebraska	7,826	1,673	571	1,434	3,000	471	3,533	2,180	2,112
Nevada	16,469	1,269	390	1,542	1,170	61	5,288	3,692	5,061
New Hampshire	4,597	736	246	551	1,548	94	1,402	1,195	1,999
New Jersey	15,812	1,929	487	1,946	3,008	124	5,430	4,164	6,111
New Mexico	10,036	1,710	681	1,537	4,483	517	4,552	2,573	2,906
New York	48,188	6,320	2,819	9,371	6,102	1,662	20,576	11,023	16,583
North Carolina	51,326	5,455	2,932	10,418	19,577	168	24,895	13,691	12,740
North Dakota	8,138	1,593	498	1,054	3,147	685	4,338	2,117	1,679
Ohio	75,246	6,080	4,551	2,814	12,234	579	28,636	17,780	20,504
Oklahoma	18,867	3,892	2,083	3,005	4,748	601	9,812	4,434	4,615
Oregon	34,874	6,553	2,961	4,709	15,134	876	14,058	9,039	11,759
Pennsylvania	25,514	2,285	983	2,740	8,892	61	8,702	7,729	9,270
Puerto Rico	1,168	158	61	491	313	14	676	246	246
Rhode Island	1,898	278	59	259	742	64	740	484	674
South Carolina	32,969	4,705	1,945	5,255	13,787	974	16,024	8,939	7,996
South Dakota	5,475	1,104	576	626	1,519	389	2,523	1,625	1,327
Tennessee	31,311	4,810	2,612	2,070	14,488	75	13,577	8,972	8,761
Texas	128,056	16,808	10,573	29,665	76,811	3,605	66,875	29,307	32,268
Utah	37,032	4,838	2,515	5,524	12,051	6,545	21,224	7,399	8,266
Vermont	2,748	445	249	340	582	66	1,040	737	970
Virginia	35,365	7,305	2,753	7,159	15,551	1,793	17,656	9,540	8,168
Virgin Islands	362	43	9	67	130	10	190	103	65
Washington	30,909	5,259	3,398	6,809	4,398	319	14,668	7,596	8,633
West Virginia	7,446	931	520	1,190	2,712	137	4,000	1,872	1,573
Wisconsin	26,258	5,305	3,060	2,926	8,876	672	11,509	7,463	7,284
Wyoming	6,521	1,259	349	645	2,591	267	3,036	1,633	1,851
National Total	**1,366,919**	**215,185**	**101,150**	**233,801**	**474,422**	**53,448**	**628,074**	**346,097**	**380,256**

NDA = No Data Available

Attachment 2

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2013

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	13,250	2,595	1,553	1,690	3,062	95	6,642	3,703	2,897
Alaska	4,078	921	549	676	1,517	120	1,754	1,126	1,198
Arizona	9,613	1,802	1,002	1,229	2,107	71	3,325	2,746	3,540
Arkansas	10,488	1,449	818	1,313	1,893	126	5,417	2,717	2,346
California	101,323	12,094	6,553	21,337	43,055	4,975	49,388	20,769	31,141
Colorado	25,969	5,048	2,925	3,659	4,731	1,018	11,541	6,865	7,556
Connecticut	3,969	532	295	597	1,418	16	1,654	985	1,325
Delaware	3,139	500	267	343	630	25	996	967	1,176
District of Columbia	1,428	263	92	145	725	11	490	493	443
Florida	78,921	15,488	5,517	12,278	33,479	2,916	33,407	22,386	23,124
Georgia	56,379	9,240	6,587	12,625	26,583	334	26,925	15,400	14,049
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	3,365	653	245	1,039	1,474	93	1,659	776	929
Idaho	11,518	2,325	1,048	2,100	6,638	269	5,322	2,897	3,298
Illinois	14,762	2,505	1,342	3,103	2,660	67	6,987	3,856	3,910
Indiana	16,632	873	136	912	113	13	6,716	5,310	4,605
Iowa	11,535	1,689	728	1,673	3,977	478	5,472	3,289	2,756
Kansas	6,193	1,001	586	854	1,180	805	3,195	1,541	1,446
Kentucky	23,615	4,682	1,557	5,119	3,716	238	11,719	5,933	5,953
Louisiana	11,208	1,808	565	1,260	3,621	1,376	5,854	2,673	2,681
Maine	6,368	954	536	349	2,065	338	2,229	1,985	2,152
Maryland	10,523	2,008	509	1,085	4,616	203	3,857	3,477	3,189
Massachusetts	15,890	1,068	582	2,711	5,353	226	5,801	3,797	6,289
Michigan	27,847	14,024	1,335	4,363	6,541	291	10,806	7,903	9,133
Minnesota	17,229	3,770	1,605	3,284	6,724	1,295	7,668	4,000	4,323
Mississippi	9,339	1,029	231	1,730	3,787	959	5,114	2,346	1,879
Missouri	23,238	3,011	1,558	10,978	7,713	793	9,682	6,916	6,638
Montana	10,591	1,862	957	1,647	3,623	5,151	4,994	2,669	2,923
Nebraska	5,552	1,197	407	984	2,105	301	2,295	1,616	1,640
Nevada	12,396	1,211	368	1,488	1,127	59	4,649	3,242	4,497
New Hampshire	2,995	483	169	371	1,025	27	919	759	1,316
New Jersey	12,203	1,584	407	1,620	2,324	77	4,320	3,250	4,604
New Mexico	6,902	1,238	498	1,086	3,107	346	3,106	1,801	1,990
New York	41,121	5,453	2,443	8,141	5,317	1,594	17,827	9,307	13,987
North Carolina	47,996	5,113	2,729	9,556	18,294	123	23,030	12,983	11,983
North Dakota	2,590	547	188	301	855	296	1,349	645	595
Ohio	43,492	4,262	3,304	2,675	8,457	242	18,463	11,954	13,061
Oklahoma	10,407	2,221	1,180	1,835	2,713	217	5,229	2,440	2,736
Oregon	28,336	5,271	2,376	3,880	12,320	665	11,038	7,288	9,998
Pennsylvania	21,142	2,014	858	2,494	7,649	44	7,214	6,435	7,870
Puerto Rico	1,031	144	55	436	269	10	585	223	223
Rhode Island	1,307	204	40	174	517	19	485	332	490
South Carolina	22,120	3,068	1,289	3,416	9,132	319	10,043	6,344	5,724
South Dakota	4,330	876	476	481	1,164	227	1,846	1,380	1,104
Tennessee	29,914	4,544	2,468	1,969	13,777	73	12,934	8,570	8,409
Texas	92,846	12,253	7,677	20,468	54,863	1,773	46,748	21,578	24,644
Utah	27,104	3,806	1,990	3,840	9,317	4,153	15,158	5,660	6,157
Vermont	2,001	319	181	251	431	36	702	554	745
Virginia	23,062	4,684	1,729	4,529	9,765	1,005	11,038	6,353	5,671
Virgin Islands	279	32	6	58	107	4	156	74	48
Washington	28,860	4,816	3,094	6,471	4,019	307	13,800	7,001	8,049
West Virginia	4,934	598	325	763	1,815	71	2,580	1,260	1,094
Wisconsin	10,527	2,381	1,381	1,288	3,722	99	4,024	2,969	3,534
Wyoming	3,835	693	174	397	1,521	76	1,615	955	1,265
National Total	**1,015,692**	**162,206**	**75,490**	**177,071**	**358,713**	**34,465**	**459,767**	**262,498**	**292,333**

NDA = No Data Available

Attachment 3

VETERANS WHO ENTERED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2013)

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
						18-44	45-54	55 +	
	EE	EE	EE	EE	EE	EE	EE	EE	EE
Alabama	8,847	1,238	656	1,296	1,746	5,038	2,198	1,302	305
Alaska	3,663	718	369	697	1,371	1,817	941	883	22
Arizona	5,469	831	339	681	1,676	2,125	1,681	1,578	84
Arkansas	9,329	1,078	545	1,370	1,517	4,981	2,366	1,691	289
California	36,887	3,487	1,668	5,357	14,469	16,118	8,640	9,466	2,659
Colorado	35,774	21,802	21,898	16,382	20,211	18,883	21,371	20,328	15,869
Connecticut	2,823	266	126	264	789	1,083	774	943	21
Delaware	1,802	215	96	149	271	615	545	601	41
District of Columbia	908	166	55	78	434	331	342	213	22
Florida	35,294	6,494	2,148	4,864	15,463	16,577	10,466	7,273	974
Georgia	23,413	2,944	1,768	4,351	10,125	11,882	6,862	4,598	69
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,598	249	64	347	679	787	407	386	18
Idaho	8,745	1,537	627	1,542	4,951	4,218	2,000	2,379	148
Illinois	15,576	2,208	1,011	2,602	2,836	7,404	4,227	3,770	171
Indiana	7,576	346	50	426	59	3,354	2,452	1,763	6
Iowa	6,676	726	288	905	2,228	2,991	1,763	1,415	495
Kansas	6,919	675	336	980	607	2,651	1,297	1,065	1,903
Kentucky	14,470	3,007	731	3,535	2,276	7,792	3,714	2,799	157
Louisiana	9,478	1,275	345	1,137	2,653	5,207	2,202	1,754	314
Maine	3,300	364	178	50	892	1,232	969	964	135
Maryland	6,183	1,014	215	632	2,825	2,535	2,051	1,364	233
Massachusetts	5,364	301	142	776	1,660	2,011	1,494	1,839	18
Michigan	13,757	1,067	441	1,794	2,925	5,965	4,120	3,566	106
Minnesota	8,165	1,437	476	1,263	2,753	3,415	2,039	1,631	495
Mississippi	4,138	391	93	744	1,487	2,250	973	556	359
Missouri	12,556	1,442	689	3,537	4,101	5,786	3,402	2,817	551
Montana	7,271	728	362	841	1,611	2,659	1,142	1,058	2,410
Nebraska	3,766	761	234	474	1,531	1,799	1,086	794	87
Nevada	5,730	479	132	637	539	2,391	1,657	1,647	33
New Hampshire	2,467	319	93	319	754	791	711	932	32
New Jersey	4,953	479	134	625	765	1,899	1,445	1,549	53
New Mexico	3,239	471	158	318	1,450	1,442	909	811	74
New York	17,217	1,896	830	2,707	1,896	7,116	4,215	4,783	1,103
North Carolina	23,542	2,371	1,206	3,461	7,873	11,755	6,892	4,812	82
North Dakota	4,175	783	251	518	1,601	2,042	1,113	823	196
Ohio	17,227	1,591	1,179	824	3,257	7,715	5,159	4,325	26
Oklahoma	8,268	1,523	699	1,768	1,660	4,610	1,736	1,461	460
Oregon	14,180	1,934	778	1,881	6,104	6,199	3,625	4,017	328
Pennsylvania	6,373	565	NDA	920	NDA	NDA	NDA	NDA	NDA
Puerto Rico	333	26	7	81	60	194	75	44	19
Rhode Island	869	118	33	134	349	363	259	230	17
South Carolina	13,956	1,828	674	1,881	5,926	6,932	3,967	2,879	172
South Dakota	1,505	279	145	213	379	663	447	329	66
Tennessee	13,668	1,736	847	1,047	6,507	6,445	4,112	3,098	12
Texas	27,564	3,433	NDA	6,440	NDA	NDA	NDA	NDA	NDA
Utah	8,341	711	330	1,218	2,205	3,355	1,373	1,674	1,935
Vermont	1,323	170	89	227	264	538	338	411	36
Virginia	20,130	3,816	1,370	3,800	8,925	10,153	5,544	3,567	864
Virgin Islands	56	6	-	6	20	29	21	5	1
Washington	11,201	1,572	944	2,232	1,482	5,511	2,887	2,740	58
West Virginia	3,408	371	208	607	1,177	1,972	831	562	43
Wisconsin	5,897	1,090	590	865	2,091	2,693	1,757	1,338	109
Wyoming	3,503	617	155	334	1,393	1,699	897	814	87
National Total	**518,872**	**84,951**	**46,802**	**90,137**	**160,823**	**228,013**	**141,494**	**121,647**	**33,767**

NDA = No Data Available

Attachment 4

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2013

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
						18-44	45-54	55 +	
	ER	ER	ER	ER	ER	ER	ER	ER	ER
Alabama	9,825	1,381	757	1,317	1,863	5,662	2,496	1,362	303
Alaska	5,633	1,311	733	937	2,130	2,743	1,500	1,074	316
Arizona	4,918	732	277	520	1,772	1,929	1,603	1,378	8
Arkansas	9,300	1,057	511	1,409	1,487	4,946	2,370	1,610	374
California	75	30	28	25	31	35	39	28	42
Colorado	12,911	2,063	1,089	1,133	2,052	5,764	3,709	3,061	373
Connecticut	2,340	227	107	200	644	893	663	763	20
Delaware	1,807	220	96	140	368	661	611	513	22
District of Columbia	786	144	42	69	377	326	277	152	31
Florida	29,841	5,433	1,746	3,949	13,040	14,056	9,195	5,864	723
Georgia	19,799	2,258	1,225	2,986	7,859	9,904	6,094	3,790	11
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,251	172	43	229	511	594	330	314	13
Idaho	12,284	2,030	791	1,639	6,904	5,693	3,061	3,283	245
Illinois	14,908	2,253	997	2,259	3,865	7,223	4,046	3,482	154
Indiana	9,778	433	67	555	69	4,441	3,271	2,058	7
Iowa	8,812	963	408	1,194	3,065	4,362	2,334	1,650	447
Kansas	6,601	748	366	886	798	2,716	1,369	941	1,573
Kentucky	12,402	3,340	774	2,182	2,198	6,196	3,599	2,460	132
Louisiana	7,936	1,075	286	874	2,044	4,423	1,809	1,470	232
Maine	3,853	457	233	50	1,033	1,523	1,230	946	153
Maryland	5,612	925	166	598	2,736	2,407	1,772	1,169	263
Massachusetts	4,146	236	88	479	1,208	1,504	1,227	1,330	83
Michigan	15,985	1,231	492	1,715	3,488	6,931	4,993	3,936	124
Minnesota	8,685	1,483	433	998	2,615	3,638	2,224	1,674	457
Mississippi	3,894	347	87	653	1,348	2,073	957	560	304
Missouri	12,923	1,436	673	3,261	4,198	5,906	3,656	2,767	594
Montana	10,103	1,103	577	1,239	2,346	3,907	1,595	1,212	3,387
Nebraska	3,605	678	211	422	1,407	1,724	998	722	161
Nevada	4,708	391	109	497	537	2,015	1,395	1,265	28
New Hampshire	2,079	274	72	235	614	663	621	763	32
New Jersey	3,794	360	98	405	539	1,396	1,146	1,210	28
New Mexico	2,718	384	113	223	1,197	1,217	752	690	56
New York	14,968	1,674	672	2,040	1,723	6,254	4,083	3,996	635
North Carolina	17,783	1,875	912	2,120	5,654	8,654	5,434	3,633	61
North Dakota	4,182	803	251	547	1,620	2,065	1,161	777	178
Ohio	14,897	1,289	920	478	2,777	6,852	4,467	3,554	19
Oklahoma	8,029	1,483	667	1,577	1,564	4,475	1,876	1,282	394
Oregon	16,210	2,181	888	1,614	6,792	6,778	4,412	4,707	307
Pennsylvania	5,397	566	NDA	779	NDA	NDA	NDA	NDA	NDA
Puerto Rico	149	5	0	23	25	79	40	16	13
Rhode Island	758	105	25	109	273	314	242	185	16
South Carolina	11,691	1,435	550	1,454	4,691	5,670	3,465	2,400	150
South Dakota	2,198	453	233	276	561	1,017	660	437	84
Tennessee	14,077	1,854	905	1,060	6,874	6,846	4,320	2,905	3
Texas	31,925	3,945	NDA	6,418	NDA	NDA	NDA	NDA	NDA
Utah	8,458	751	355	1,294	2,403	3,624	1,503	1,517	1,809
Vermont	1,512	202	111	263	318	631	422	427	31
Virginia	17,403	3,343	1,199	3,012	7,660	8,696	4,951	2,849	905
Virgin Islands	40	4	0	4	7	25	7	7	0
Washington	11,973	1,790	1,051	1,733	1,642	5,521	3,462	2,894	89
West Virginia	3,959	393	202	645	1,290	2,275	996	642	46
Wisconsin	5,878	1,059	564	695	2,059	2,711	1,880	1,172	115
Wyoming	3,087	530	135	290	1,208	1,537	791	668	87
National Total	**447,886**	**60,915**	**23,335**	**59,709**	**123,484**	**191,495**	**115,114**	**87,565**	**15,638**

NDA = No Data Available

Attachment 5

VETERANS WHO RECEIVED INTENSIVE SERVICES

(Data obtained from VETS 200 C for Period Ending June 30, 2013)

STATE	TOTAL VETERANS AND ELIGIBLE PERSONS	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	4,304	1,123	713	691	1,190	68
Alaska	1,095	363	246	247	494	47
Arizona	3,911	958	575	613	1,195	43
Arkansas	1,119	294	175	206	344	16
California	7,306	1,313	744	1,916	3,219	25
Colorado	2,003	621	408	406	552	133
Connecticut	490	118	76	112	242	2
Delaware	308	92	54	61	95	6
District of Columbia	193	47	13	19	117	0
Florida	4,367	1,072	388	794	2,098	123
Georgia	4,458	1,094	813	1,068	2,267	89
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	1,675	431	178	517	800	38
Idaho	2,304	617	317	600	1,401	103
Illinois	3,287	843	491	774	829	18
Indiana	430	101	12	23	3	0
Iowa	411	118	75	73	173	7
Kansas	966	308	206	198	355	51
Kentucky	1,210	338	121	302	249	13
Louisiana	769	301	116	156	353	47
Maine	304	96	66	39	162	38
Maryland	1,788	461	130	208	818	34
Massachusetts	4,334	470	253	891	1,612	13
Michigan	428	229	85	101	150	5
Minnesota	905	317	199	521	511	82
Mississippi	359	50	9	77	202	42
Missouri	5,840	1,038	567	2,953	2,398	7
Montana	1,032	357	206	230	475	536
Nebraska	2,597	669	243	502	1,116	98
Nevada	939	155	60	151	162	18
New Hampshire	533	119	45	83	223	6
New Jersey	1,073	248	82	160	207	8
New Mexico	1,597	444	205	342	815	169
New York	4,463	949	488	1,241	1,016	75
North Carolina	7,302	931	527	1,731	3,100	32
North Dakota	613	218	81	94	267	234
Ohio	4,824	1,088	902	692	1,263	1
Oklahoma	2,885	867	513	636	989	96
Oregon	1,644	472	277	346	881	71
Pennsylvania		16,994	801	2,289	6,714	17
Puerto Rico	27	6	2	12	9	0
Rhode Island	15	3	1	3	7	0
South Carolina	3,084	509	233	485	1,361	19
South Dakota	378	106	67	74	123	6
Tennessee	3,880	946	630	319	2,000	6
Texas		60,887	5,348	12,930	36,183	1,606
Utah	310	81	52	84	153	2
Vermont	642	156	97	119	183	27
Virginia	5,036	1,330	533	1,238	2,426	436
Virgin Islands	74	13	3	23	35	2
Washington	4,197	1,219	886	955	847	42
West Virginia	34	6	6	6	16	0
Wisconsin	3,498	1,060	636	522	1,424	56
Wyoming	59	16	4	8	26	0
National Total	**105,300**	**102,662**	**19,958**	**38,841**	**83,850**	**4,613**

NDA = No Data Available

Attachment 6

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	4,686	696	380	587	992	14
Alaska	676	145	87	103	268	19
Arizona	3,105	551	294	365	701	20
Arkansas	5,820	786	421	763	1,087	44
California	7,185	1,322	754	1,661	3,077	65
Colorado	19,875	3,974	2,301	2,539	3,693	763
Connecticut	634	111	61	84	238	1
Delaware	2,296	400	213	277	477	23
District of Columbia	120	21	10	16	60	0
Florida	24,405	4,698	1,551	3,422	10,137	640
Georgia	21,289	3,193	2,149	3,697	9,346	105
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	636	129	64	206	310	8
Idaho	9,421	1,853	827	1,655	5,347	205
Illinois	2,987	474	242	485	542	17
Indiana	1,633	96	11	74	15	1
Iowa	9,290	1,354	561	1,251	3,256	368
Kansas	1,892	323	182	376	421	70
Kentucky	11,833	2,300	823	2,512	2,022	186
Louisiana	1,853	337	112	227	673	50
Maine	3,756	662	377	254	1,448	248
Maryland	3,427	623	156	379	1,470	77
Massachusetts	1,830	174	85	224	564	5
Michigan	233	88	34	49	66	8
Minnesota	10,786	2,172	877	1,739	3,901	847
Mississippi	6,762	708	165	1,251	2,715	691
Missouri	10,115	1,262	631	4,579	3,382	308
Montana	7,135	1,182	579	951	2,410	3,402
Nebraska	2,792	596	205	448	1,081	105
Nevada	4,149	466	128	445	455	23
New Hampshire	1,070	196	71	135	395	7
New Jersey	7,050	849	223	775	1,365	61
New Mexico	2,083	396	160	285	978	36
New York	16,451	2,301	1,040	3,300	2,514	171
North Carolina	31,610	3,261	1,664	5,235	11,432	68
North Dakota	695	166	56	84	263	25
Ohio	6,524	789	630	547	1,486	10
Oklahoma	5,438	1,093	582	899	1,369	103
Oregon	14,536	2,583	1,105	1,597	6,082	280
Pennsylvania	4,078	491	181	476	1,485	4
Puerto Rico	255	37	14	76	47	0
Rhode Island	429	77	17	76	182	8
South Carolina	13,499	1,934	753	2,141	5,619	222
South Dakota	2,801	572	308	291	687	76
Tennessee	15,007	2,226	1,201	975	7,159	33
Texas	63,764	8,078	4,977	12,349	36,719	230
Utah	17,809	2,450	1,302	2,984	6,090	2,427
Vermont	374	55	31	52	84	3
Virginia	8,939	1,686	602	1,526	3,687	167
Virgin Islands	80	10	4	16	32	2
Washington	12,364	2,301	1,465	2,468	1,942	111
West Virginia	2,324	275	137	283	791	32
Wisconsin	3,315	891	543	423	1,308	43
Wyoming	1,917	323	79	177	752	33
National Total	**413,033**	**63,736**	**31,425**	**67,789**	**152,622**	**12,465**

NDA = No Data Available

Attachment 7

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	481	87	55	38	103	0
Alaska	168	73	54	31	69	8
Arizona	458	73	43	24	96	3
Arkansas	58	11	7	5	11	0
California	3,767	440	221	933	1,729	20
Colorado	1,548	320	188	199	316	70
Connecticut	261	39	23	40	108	0
Delaware	170	42	25	13	38	0
District of Columbia	51	12	3	4	37	0
Florida	9,255	2,215	849	1,345	3,816	180
Georgia	1,006	206	147	112	435	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	53	22	12	25	32	0
Idaho	29	13	7	8	20	0
Illinois	230	55	36	32	40	1
Indiana	124	8	1	2	1	0
Iowa	13	0	0	2	3	0
Kansas	33	8	3	5	8	1
Kentucky	1,003	212	79	189	160	11
Louisiana	0	0	0	0	0	0
Maine	163	44	26	14	67	11
Maryland	522	96	28	64	198	7
Massachusetts	173	14	7	35	61	0
Michigan	96	61	23	27	51	3
Minnesota	616	230	90	176	321	76
Mississippi	2	0	0	0	2	0
Missouri	0	0	0	0	0	0
Montana	0	0	0	0	0	0
Nebraska	970	202	68	173	388	9
Nevada	77	10	1	7	5	0
New Hampshire	106	17	7	3	40	0
New Jersey	391	34	8	51	67	3
New Mexico	326	72	37	47	154	2
New York	963	181	87	298	202	19
North Carolina	2,103	153	74	375	716	10
North Dakota	125	46	11	18	50	4
Ohio	297	56	44	49	59	0
Oklahoma	575	111	44	82	164	5
Oregon	474	111	56	86	203	21
Pennsylvania	3,815	664	307	508	1,383	9
Puerto Rico	71	10	6	23	12	0
Rhode Island	84	16	4	7	37	0
South Carolina	1,013	151	66	91	398	2
South Dakota	258	50	29	32	58	6
Tennessee	2,050	394	238	127	875	4
Texas	3,329	468	262	377	1,692	2
Utah	551	23	9	36	63	369
Vermont	37	12	8	8	10	0
Virginia	679	152	65	68	278	10
Virgin Islands	56	5	3	12	27	1
Washington	296	79	51	41	63	4
West Virginia	1,361	142	76	286	544	25
Wisconsin	714	269	161	110	263	6
Wyoming	6	3	2	0	3	0
National Total	**41,007**	**7,712**	**3,651**	**6,238**	**15,476**	**902**

NDA = No Data Available

Attachment 8

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	117	18	13	10	20	0
Alaska	39	30	27	11	22	2
Arizona	47	8	6	3	9	0
Arkansas	22	3	1	1	2	1
California	37	6	4	9	16	0
Colorado	0	0	0	0	0	0
Connecticut	2	0	0	0	1	0
Delaware	1	0	0	0	0	1
District of Columbia	0	0	0	0	0	0
Florida	168	27	11	39	80	1
Georgia	23	7	5	1	10	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0
Idaho	2	0	0	1	1	0
Illinois	19	6	3	5	4	0
Indiana	16	0	0	0	0	0
Iowa	0	0	0	0	0	0
Kansas	0	0	0	0	0	0
Kentucky	71	10	1	9	11	0
Louisiana	1	0	0	0	0	0
Maine	32	7	3	1	9	0
Maryland	521	95	28	64	197	7
Massachusetts	110	2	0	12	38	0
Michigan	20	16	7	7	14	0
Minnesota	13	8	4	5	6	1
Mississippi	0	0	0	0	0	0
Missouri	496	77	41	192	175	19
Montana	0	0	0	0	0	0
Nebraska	10	1	0	1	2	0
Nevada	1	0	0	0	0	0
New Hampshire	16	5	5	5	5	0
New Jersey	53	1	0	2	12	0
New Mexico	12	3	0	2	6	0
New York	99	23	8	41	39	2
North Carolina	559	80	51	229	285	1
North Dakota	6	2	0	0	1	0
Ohio	77	18	14	8	14	0
Oklahoma	6	1	0	1	1	0
Oregon	62	27	19	12	38	2
Pennsylvania	533	139	63	21	159	0
Puerto Rico	3	0	0	0	0	0
Rhode Island	17	7	2	3	6	0
South Carolina	119	18	5	3	39	0
South Dakota	39	7	3	6	8	1
Tennessee	67	17	7	4	29	0
Texas	142	20	10	16	64	0
Utah	513	19	5	51	62	337
Vermont	3	0	0	0	0	0
Virginia	0	0	0	0	0	0
Virgin Islands	19	3	3	9	8	1
Washington	61	12	9	7	9	5
West Virginia	33	3	1	1	13	1
Wisconsin	17	4	2	3	5	2
Wyoming	27	1	0	1	9	0
National Total	**4,251**	**731**	**361**	**796**	**1,429**	**384**

NDA = No Data Available

Attachment 9

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	22	10	9	6	8	0
Alaska	29	8	3	12	13	2
Arizona	29	1	0	4	4	0
Arkansas	112	12	6	13	27	0
California	1,351	361	224	354	516	8
Colorado	80	12	6	7	15	0
Connecticut	0	0	0	0	0	0
Delaware	11	6	3	2	2	0
District of Columbia	132	32	12	20	73	0
Florida	717	184	70	113	329	26
Georgia	672	106	65	110	305	6
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	272	51	25	116	143	7
Idaho	339	75	35	66	211	9
Illinois	50	9	7	9	12	0
Indiana	76	8	1	4	1	0
Iowa	32	10	4	4	13	0
Kansas	35	15	6	7	11	2
Kentucky	2,204	444	151	415	396	37
Louisiana	27	8	3	5	10	0
Maine	28	11	8	3	8	2
Maryland	340	93	39	58	160	15
Massachusetts	43	4	1	10	13	0
Michigan	0	0	0	0	0	0
Minnesota	74	38	29	37	46	14
Mississippi	433	49	10	104	196	61
Missouri	6,263	870	431	2,560	2,208	203
Montana	0	0	0	0	0	0
Nebraska	110	28	15	20	49	0
Nevada	129	20	7	15	32	5
New Hampshire	33	5	4	7	15	0
New Jersey	333	38	10	35	60	3
New Mexico	606	140	72	103	297	17
New York	41	17	9	9	15	0
North Carolina	13,286	1,186	652	2,701	5,118	28
North Dakota	253	73	23	25	89	7
Ohio	93	24	23	9	22	0
Oklahoma	429	139	93	73	131	8
Oregon	268	54	26	34	117	3
Pennsylvania	782	93	27	92	260	4
Puerto Rico	6	3	1	3	3	0
Rhode Island	24	10	2	6	13	0
South Carolina	162	28	10	35	72	1
South Dakota	209	44	29	21	61	4
Tennessee	26	5	4	1	7	0
Texas	291	45	32	59	172	1
Utah	12,900	2,251	1,145	1,987	5,622	71
Vermont	5	0	0	0	0	0
Virginia	408	92	28	64	206	4
Virgin Islands	3	1	0	1	2	1
Washington	115	20	10	25	24	3
West Virginia	92	21	10	13	43	1
Wisconsin	209	68	44	37	88	4
Wyoming	55	11	6	11	33	0
National Total	**44,239**	**6,833**	**3,430**	**9,425**	**17,271**	**557**

NDA = No Data Available

Attachment 10

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2013)

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	0	0	0	0	0	0
Arizona	0	0	0	0	0	0
Arkansas	1	1	1	0	1	0
California	1,642	313	181	415	680	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	2	0
Georgia	60	8	5	3	21	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	8	8	7	0	2	0
Idaho	0	0	0	0	0	0
Illinois	3	1	0	0	1	0
Indiana	0	0	0	0	0	0
Iowa	1	1	0	1	1	0
Kansas	2	1	0	0	0	0
Kentucky	45	4	0	13	11	1
Louisiana	6	5	3	1	1	0
Maine	0	0	0	0	0	0
Maryland	17	2	1	1	7	0
Massachusetts	5	0	0	2	3	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	18	1	0	4	8	3
Missouri	6	1	0	2	1	0
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	7	2	1	1	1	1
New Hampshire	3	1	0	2	2	0
New Jersey	1	1	0	0	0	0
New Mexico	0	0	0	0	0	0
New York	1	1	1	0	1	0
North Carolina	0	0	0	0	0	0
North Dakota	1	1	0	0	0	0
Ohio	101	26	25	10	24	0
Oklahoma	10	6	5	2	5	0
Oregon	3	1	0	1	2	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	1	0	0	1	0	0
Rhode Island	17	7	2	3	6	0
South Carolina	7	1	1	1	3	0
South Dakota	2	0	0	1	1	0
Tennessee	5	2	2	0	3	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	0	0	0	0	0	0
Vermont	2	0	0	0	0	0
Virginia	0	0	0	0	0	0
Virgin Islands	7	1	0	2	5	0
Washington	13	2	1	4	2	0
West Virginia	2	1	1	0	1	0
Wisconsin	0	0	0	0	0	0
Wyoming	5	1	1	0	2	0
National Total	**2,006**	**401**	**239**	**471**	**797**	**5**

NDA = No Data Available

Attachment 11

ADULT & VETERANS ENTERED EMPLOYMENT RATES

(Data obtained from ETA 9002 C & D Reports for Period Ending June 30, 2013)

	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	57%	60%	56%	53%	80%	89%
Alaska	54%	51%	49%	44%	54%	61%
Arizona	53%	48%	44%	39%	50%	50%
Arkansas	64%	64%	59%	54%	77%	89%
California	42%	33%	30%	28%	25%	42%
Colorado	49%	43%	37%	35%	35%	37%
Connecticut	46%	41%	41%	38%	37%	54%
Delaware	52%	46%	43%	39%	44%	54%
District of Columbia	48%	48%	48%	47%	47%	69%
Florida	59%	57%	51%	48%	58%	45%
Georgia	50%	46%	41%	39%	41%	58%
Guam	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	51%	40%	37%	30%	31%	26%
Idaho	61%	56%	53%	50%	58%	59%
Illinois	50%	46%	44%	42%	40%	46%
Indiana	45%	49%	43%	39%	53%	67%
Iowa	67%	61%	55%	48%	62%	69%
Kansas	65%	63%	59%	57%	85%	97%
Kentucky	50%	51%	48%	42%	57%	76%
Louisiana	58%	56%	51%	50%	57%	22%
Maine	53%	52%	47%	43%	50%	54%
Maryland	53%	53%	49%	46%	57%	75%
Massachusetts	50%	45%	39%	34%	40%	37%
Michigan	46%	43%	38%	33%	35%	40%
Minnesota	62%	59%	54%	49%	59%	62%
Mississippi	54%	51%	44%	42%	53%	52%
Missouri	55%	53%	47%	44%	57%	56%
Montana	65%	60%	54%	51%	57%	60%
Nebraska	67%	60%	55%	50%	68%	60%
Nevada	55%	51%	46%	43%	57%	54%
New Hampshire	57%	54%	46%	42%	50%	36%
New Jersey	46%	43%	41%	42%	41%	70%
New Mexico	51%	44%	40%	39%	42%	38%
New York	54%	50%	45%	43%	43%	34%
North Carolina	54%	49%	45%	43%	42%	51%
North Dakota	75%	71%	68%	65%	73%	54%
Ohio	55%	53%	54%	54%	50%	63%
Oklahoma	56%	59%	60%	56%	80%	87%
Oregon	52%	48%	44%	39%	44%	47%
Pennsylvania	54%	52%	42%	NDA	53%	NDA
Puerto Rico	35%	26%	20%	15%	20%	27%
Rhode Island	53%	50%	46%	58%	54%	49%
South Carolina	55%	55%	49%	47%	57%	43%
South Dakota	59%	55%	53%	52%	61%	48%
Tennessee	55%	54%	50%	46%	59%	67%
Texas	58%	57%	52%	NDA	56%	NDA
Utah	63%	54%	44%	40%	57%	51%
Vermont	62%	63%	63%	64%	74%	77%
Virgin Islands	36%	30%	24%	0%	17%	50%
Virginia	61%	59%	56%	56%	54%	74%
Washington	56%	51%	47%	45%	45%	75%
West Virginia	54%	53%	49%	49%	53%	60%
Wisconsin	57%	56%	53%	50%	58%	68%
Wyoming	70%	65%	61%	59%	62%	55%
National Total	**53%**	**#REF!**	**#REF!**	**#REF!**	**#REF!**	**#REF!**

NDA = No Data Available

Attachment 12

VETERANS WHO RECEIVED CERTIFICATE

(Data obtained from ETA 9002 D for Period Ending June 30, 2013)

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
						18-44	45-54	55 +	
Alabama	0	0	0	0	0	0	0	0	0
Alaska	220	60	29	46	91	123	60	37	6
Arizona	0	0	0	0	0	0	0	0	0
Arkansas	0	0	0	0	0	0	0	0	0
California	0	0	0	0	0	0	0	0	84
Colorado	8	5	2	0	4	6	1	1	0
Connecticut	0	0	0	0	0	0	0	0	0
Delaware	0	0	0	0	0	0	0	0	0
District of Columbia	0	0	0	0	0	0	0	0	0
Florida	6	1	0	1	4	4	0	0	0
Georgia	13	1	0	1	5	5	7	1	0
Guam	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Hawaii	0	0	0	0	0	0	0	0	0
Idaho	3	3	3	1	2	3	0	0	0
Illinois	0	0	0	0	0	0	0	0	0
Indiana	451	23	1	15	9	205	166	78	0
Iowa	54	3	0	1	17	19	23	12	5
Kansas	0	0	0	0	0	0	0	0	0
Kentucky	141	20	2	12	14	73	48	19	0
Louisiana	1	0	0	1	1	1	0	0	0
Maine	19	4	0	0	7	4	6	9	0
Maryland	12	2	1	0	9	7	2	3	0
Massachusetts	163	5	2	10	40	42	72	49	0
Michigan	634	53	15	48	148	298	230	106	5
Minnesota	0	0	0	0	0	0	0	0	0
Mississippi	101	11	2	18	43	65	33	3	7
Missouri	245	24	5	33	64	128	77	40	8
Montana	10	0	0	1	5	5	1	4	3
Nebraska	0	0	0	0	0	0	0	0	0
Nevada	58	5	0	2	5	15	25	18	0
New Hampshire	0	0	0	0	0	0	0	0	0
New Jersey	242	9	3	13	24	85	88	69	1
New Mexico	0	0	0	0	0	0	0	0	0
New York	320	37	14	37	31	121	112	87	1
North Carolina	0	0	0	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0	0	0	0
Ohio	0	0	0	0	0	0	0	0	0
Oklahoma	0	0	0	0	0	0	0	0	0
Oregon	0	0	0	0	0	0	0	0	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	0	0	0	0	0	0	0	0	0
Rhode Island	0	0	0	0	0	0	0	0	0
South Carolina	0	0	0	0	0	0	0	0	0
South Dakota	0	0	0	0	0	0	0	0	0
Tennessee	124	16	4	4	63	57	42	25	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	66	11	5	10	21	27	21	18	243
Vermont	0	0	0	0	0	0	0	0	0
Virginia	2	0	0	1	0	1	0	0	0
Virgin Islands	0	0	0	0	0	0	0	0	0
Washington	270	29	15	27	84	107	91	72	0
West Virginia	0	0	0	0	0	0	0	0	0
Wisconsin	143	24	9	5	47	50	52	41	1
Wyoming	2	0	0	2	1	1	0	0	0
National Total	**3,308**	**346**	**112**	**289**	**739**	**1,452**	**1,157**	**692**	**364**

NDA = No Data Available