



**Assistant Secretary for  
Veterans' Employment and Training**

***FY 2005***

**ANNUAL REPORT  
TO  
CONGRESS**



**PREPARED BY:**

**OFFICE OF THE ASSISTANT SECRETARY  
FOR VETERANS' EMPLOYMENT AND TRAINING  
U. S. DEPARTMENT OF LABOR  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210**

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SECRETARY OF LABOR  
WASHINGTON, D.C. 20210

MAR 23 2007

The Honorable Richard B. Cheney  
President of the Senate  
Washington, D.C. 20510

Dear Mr. President:

I am pleased to present the 2005 Annual Report of the Assistant Secretary for Veterans' Employment and Training of the U.S. Department of Labor. This report is submitted in accordance with 38 U.S.C. §4107(c).

Sincerely,

A handwritten signature in black ink that reads "E.L. Chao". The signature is written in a cursive style with a large, stylized initial "E".

Elaine L. Chao

Enclosure

SECRETARY OF LABOR  
WASHINGTON, D.C. 20210

MAR 23 2007

The Honorable Nancy Pelosi  
Speaker of the House of Representatives  
Washington, D.C. 20515

Dear Madam Speaker:

I am pleased to present the 2005 Annual Report of the Assistant Secretary for Veterans' Employment and Training of the U.S. Department of Labor. This report is submitted in accordance with 38 U.S.C. §4107(c).

Sincerely,

A handwritten signature in black ink that reads "E.L. Chao". The signature is written in a cursive, flowing style.

Elaine L. Chao

Enclosure



# Introduction

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This report is prepared in accordance with Title 38, United States Code (U.S.C.) §§4107(c), 4212(c), and 4215(d), and describes the programs and activities for which the Office of the Assistant Secretary for Veterans' Employment and Training (OASVET) has primary responsibilities.

Some of the activities described in this report are carried out on a Program Year (PY) basis while others operate on a Fiscal Year (FY). For this report the appropriate reporting periods are PY 2004 (July 1, 2004, through June 30, 2005) and FY 2005 (October 1, 2004, through September 30, 2005).

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**“Provide veterans with the resources and services to succeed in the 21<sup>st</sup> Century Workforce by maximizing their employment opportunities, protecting their employment rights, and meeting labor market demands with qualified veterans.”**

**- VETS' Mission Statement**

## Executive Summary

The Veterans' Employment and Training Service (VETS) successfully refocused its energies and resources in FY 2005 to provide intensive services to meet the employment and training needs of eligible veterans. Consequently, VETS met or exceeded all employment entry and retention targets (see page 2) with the following priority in the provision of those services for:

- special disabled;
- other disabled; and
- other eligible veterans.

VETS also made a concerted effort to help employers find well qualified, reliable and resilient veterans to fill their job vacancy needs. National exposure was provided through the marketing campaigns of the President's National Hire Veterans Committee.

The Jobs for Veterans State Grants continue to be VETS' primary focus in terms of program emphasis, total budget, numbers served, and positive outcomes derived. Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff provide intensive case management services to veterans and promote the hiring of veterans through direct marketing activities with employers.

In FY 2005, the Homeless Veterans' Reintegration Program (HVRP) and the Veterans' Workforce Investment Program (VWIP) grantees placed veterans in non-subsidized employment in greater numbers than at any other time. VETS views HVRP as a model program for reintegrating homeless veterans into society and the workforce. For a relatively small investment, the HVRP program is successfully putting veterans on a path to self-sufficiency and ending the cycle of homelessness.

Transition Assistance Program (TAP) Employment Workshops conducted in FY 2005 steadily increased in number, as did the number of participating transitioning service members and their spouses. The Overseas Transition Assistance Program (OTAP) continues to grow in scope and attendance, helping facilitate an easier and faster return to civilian employment.

Innovations and improvements continue to increase positive outcomes in the majority of VETS' programs and in other special projects undertaken on behalf of veterans. The Recovery & Employment Assistance Lifelines (REALifelines) and the Incarcerated Veterans' Transition Program (IVTP) are two initiatives where focused services to veterans with severe barriers to employment have met with ever increasing success.

The following report demonstrates VETS' compliance with the requirements of the Jobs for Veterans Act (JVA). It describes the successful implementation of a variety of program changes and new initiatives that illustrate a sharper focus on serving veterans and preparing them to succeed in the 21<sup>st</sup> century workforce.

**VETS' DEPARTMENTAL PERFORMANCE GOALS**

**PY 2004/FY 2005**

**Performance Goal 04-1.1D (VETS) – PY 2004**

***Improve the employment outcomes for veterans who receive One-Stop and homeless veterans' services.....***

<i>Indicators, Targets and Results</i>	PY 2003 Result	PY 2004 Target	<b>PY 2004 Result</b>	<b>Target Reached</b>
Percent of job seeking veterans employed in the first or second quarter following registration	58%	58%	<b>60%</b>	<b>Y</b>
Percent of job seeking veterans still employed two quarters after initial entry into employment with a new employer	79%	80%	<b>81%</b>	<b>Y</b>
Percent of job seeking disabled veterans employed in the first or second quarter following registration	53%	54%	<b>56%</b>	<b>Y</b>
Percent of job seeking disabled veterans still employed two quarters after initial entry into employment with a new employer	77%	78%	<b>79%</b>	<b>Y</b>
Entered employment rate for homeless veterans participating in the Homeless Veterans' Reintegration Program (HVRP)	61%	60%	<b>65%</b>	<b>Y</b>
Employment retention rate after 6 months for homeless veterans participating in HVRP	N/A	baseline	<b>58%</b>	<b>Y</b>

**Performance Goal 05-3.2C (VETS) – FY 2005**

***Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.....***

<i>Indicators, Targets and Results</i>	FY 2004 Result	FY 2005 Target	<b>FY 2005 Result</b>	<b>Target Reached</b>
Percent of USERRA cases resolved within 90 days of filing	84.2%	85%	<b>80.0%</b>	<b>N</b>
Percent of USERRA cases resolved within 120 days of filing	91.9%	92%	<b>88.1%</b>	<b>N</b>
Percent of USERRA cases resolved within one year of filing	99.5%	99%	<b>99.8%</b>	<b>Y</b>

# VETS' PROGRAMS – PERFORMANCE & OUTCOMES

## Jobs for Veterans State Grants Program

The U.S. Department of Labor, Veterans' Employment and Training Service (VETS) offers employment and training services to eligible veterans through the Jobs for Veterans State Grants. Under this non-competitive grant program, funds are allocated to the designated administrative entity that operates the One-Stop employment and workforce information service system within each state. The grant supports two principal staff positions:

- Disabled Veterans' Outreach Program (DVOP) Specialists
- Local Veterans' Employment Representative (LVER) staff

VETS allocates program funds to each state, the District of Columbia, Puerto Rico and the Virgin Islands based upon the number of veterans seeking employment within that state as compared with the number of veterans seeking employment nationwide. The formula is based upon a combination of the ratio of the general unemployment level in each state compared with the unemployment level in all states using Local Area Unemployment Statistics and the ratio of the number of veterans in the Civilian Labor Force (CLF) in each state compared with the total number of veterans in the CLF across all states.

Services are provided to maximize employment and training opportunities for veterans, other eligible persons, transitioning service members, their spouses (through the Transition Assistance Program Employment Workshops) and, indirectly, employers. The grant allows states more flexibility to determine the most effective and efficient distribution of staff resources based upon the distinct roles and responsibilities of the DVOP and LVER positions.

[Local Veterans' Employment Representative \(LVER\)](#): The LVER program has been integral to veterans' employment services for the past 60 years. The program was first authorized under the original "GI Bill", the Servicemen's Readjustment Act of 1944 (P. L. 78-396). Most recently, the program was amended by the Jobs for Veterans Act (JVA) (P. L. 107-288) enacted on November 7, 2002. The LVER program is codified at 38 U.S.C. § 4104.

LVERs are located in service delivery points - such as One-Stop Career Centers - throughout the states. Their specific responsibilities are to:

- conduct outreach to employers in the area to assist veterans in gaining employment;
- provide seminars for employers and, in conjunction with employers, conduct job search workshops and establish job search groups; and

- facilitate employment, training, and placement services furnished to veterans under the applicable State employment service delivery system.

The Table below indicates \$72,449,811 was projected in Fiscal Year (FY) 2005 to support 1,074 LVER positions. The actual number of LVER positions supported was 1,039 or 97% of the planned level. The average cost per LVER position was \$72,574. The JVA allows each state to establish annually the appropriate number of LVERs and to allocate a corresponding share of its Jobs for Veterans grant funds to support those staff members. State discretion in this area accounts for the reduction in the amount of funding allocated to LVER staffing between FY 2004 and FY 2005. Each State also continues to exercise the authority to determine the salary levels and associated indirect cost levels for LVERs. That area of state discretion accounts for the slight increase in the average cost per LVER position between FY 2004 and FY 2005.

<b>LVER STAFF</b>	<b>FY 2004</b>	<b>FY 2005</b>
<b>Projected LVER Funding</b>	\$76,812,002	\$72,449,811
<b>Projected LVER Staffing</b>	1,121	1,074
<b>Actual LVER Positions Paid</b>	957	1,039
<b>% of Planned Level Paid</b>	85.3%	97%
<b>Average Cost per Position</b>	\$72,078	\$72,574

During Program Year (PY) 2004, LVERs registered 398,484 veterans, transitioning service members and other eligible persons (does not include the number registered by the Virgin Islands). Of this total, 44,995 (11%) were disabled veterans, 98,359 (25%) were campaign badge veterans, 35,898 (9%) were transitioning service members and 61,484 (15%) were recently separated veterans.

Entered Employment and Employment Retention are the current outcomes used to indicate the benefit of services provided to veterans by LVERs. Entered employment is the unduplicated count of all registrants (veterans) who earned wages from a new or different employer in the first or second quarter following the registration quarter. Retained employment is the unduplicated count of all registrants (veterans) who earned wages in the second quarter following the quarter in which they "entered employment." The Table below depicts the outcomes achieved as a result of services provided by LVER staff in PY 2004.

<b>Veterans Served by LVER Staff</b>	<b>Veterans/ Eligibles</b>	<b>Disabled Veterans</b>	<b>Recently Separated Veterans</b>
<b>Number of Veterans Entered Employment</b>	200,188	19,548	27,489
<b>Entered Employment Rate (EER)</b>	61.6%	57.9%	64%
<b>Employment Retention Rate (ERR)</b>	81.1%	78.8%	81.3%

Disabled Veterans' Outreach Program (DVOP): The DVOP program was authorized by the Veterans' Rehabilitation and Education Amendments of 1980 (P.L. 96-466) as amended by P.L. 107-288, and is codified at 38 U.S.C. § 4103A.

DVOPs target their services to veterans with barriers to employment, disabled veterans and those who are educationally and/or economically disadvantaged. They may be located within the One-Stop Career Centers or co-located with other service providers such as the Department of Veterans Affairs (VA). They:

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

The Table below indicates \$79,157,180 was projected in FY 2005 to support 1,229 DVOP positions. The actual number of DVOP positions supported was 1,167 or 95% of the planned level. The average cost per DVOP position was \$68,921.

As described previously, the JVA allows each State to establish annually the appropriate number of DVOP staff and to allocate a corresponding share of its Jobs for Veterans grant funds to support those staff members. State discretion in this area accounts for the increase in the amount of funding allocated to DVOP staffing between FY 2004 and FY 2005. Each State also continues to exercise the authority to determine the salary levels and associated indirect cost levels for DVOPs. That area of State discretion accounts for the sharp increase in the average cost per DVOP position between FY 2004 and FY 2005.

<b>DVOP STAFF</b>	<b>FY 2004</b>	<b>FY 2005</b>
<b>Projected DVOP Funding</b>	\$77,883,995	\$79,157,180
<b>Projected DVOP Staffing</b>	1,296	1,229
<b>Actual DVOP Positions Paid</b>	1,437.4	1,167
<b>% of Planned Level Paid</b>	111%	95%
<b>Avg. Cost per Position</b>	\$53,732	\$68,921

The Table below depicts the outcomes achieved as a result of services provided by DVOPs in PY 2004.

<b>Veterans Served by DVOP Staff</b>	<b>Veterans/Eligibles</b>	<b>Disabled Veterans</b>
<b>Number of Veterans Registered</b>	397,421	54,299
<b>Number of Veterans Entered Employment</b>	203,277	23,488
<b>Entered Employment Rate</b>	62.2%	56.9%
<b>Employment Retention Rate</b>	81.2%	78.8%

# State Outcome Analysis for Veterans/Disabled Veterans

## Performance Analysis

The workforce investment system supports economic growth and provides workers with the information, advice, job search assistance and the supportive services they need to get and keep good jobs and provides employers with skilled workers in demand industries and occupations. These programs serve all employers and all job seekers at no cost. They also provide priority of service and supplementary assistance to veterans, disabled veterans and other eligible persons (see 38 U.S.C. § 4215).

For PY 2004, in accordance with the JVA, the Assistant Secretary of Labor for Veterans' Employment and Training established and implemented a system to measure the performance of the One-Stop system regarding services to veterans.

There are two key measures of performance for state-based programs:

- Entered Employment Rate (EER), which is the percent of the job seekers served who are employed in the first or second quarter after registration, and
- Employment Retention Rate (ERR), which is the percent of those entering employment who are still employed two calendar quarters later.

These two performance measures are applied to the outcomes achieved by veterans and by disabled veterans. The results achieved by each state for the two measures are applied to both groups of veterans. For PY 2004, the two measures were applied as defined above. For PY 2005, these two measures were applied as defined under common measures. Under common measures the definitions for both measures differ slightly from the definitions above.

The EER and ERR performance measures were negotiated between the Director for Veterans Employment and Training Service (DVET) located in each state and the State Workforce Agency (SWA) administrative staff. One set of negotiated performance measures was for all veterans receiving One-Stop employment services, and the second set was for those veterans served by DVOPs and LVERs.

In some instances, the negotiations were conducted simultaneously with the Employment and Training Administration (ETA) regional staff during negotiations of state performance goals under the Workforce Investment Act. Mutually agreed upon measures for veterans were included in the states' plan of service under the Jobs for Veterans State Grants

The Table below indicates that all national negotiated performance measures were met in PY 2004.

Source: ETA 9002 B & D Qtr  
Ending June 2005

	Veteran EER by State			Veteran ERR by State			Disabled Veteran EER by State			Disabled Veteran ERR by State		
	Attained	Negotiated	Met	Attained	Negotiated	Met	Attained	Negotiated	Met	Attained	Negotiated	Met
<b>Averages for all States</b>	<b>63%</b>	<b>57%</b>	<b>Y</b>	<b>80%</b>	<b>74%</b>	<b>Y</b>	<b>58%</b>	<b>52%</b>	<b>Y</b>	<b>78%</b>	<b>72%</b>	<b>Y</b>

PY 2004 was deemed a “hold harmless” year for individual states because the outcomes were agreed upon without a full three years of data on which to base negotiations. Additionally, VETS was not able to establish a national threshold due to the unavailability of this same trend data. Implementation of Common Measures across multiple employment programs in PY 2005 will further hinder the agency’s ability to gather and analyze historical information reported by the states to ETA.

Common Measures are an integral part of the performance accountability system. The clear value of implementing Common Measures is the ability to describe the core purposes and outcomes of the workforce system by crossing agency lines. The new system replaces multiple sets of performance outcomes based on different definitions and methodologies that have burdened states and grantees. The new system will answer:

- How many unemployed people went to work?
- How many of those employed remained at work?
- What were the average earnings?

By minimizing the different reporting and performance requirements, common performance measures can facilitate the integration of service delivery, reduce barriers to cooperation among programs, and enhance the ability to assess the effectiveness and impact of the workforce investment system.

VETS will continue to work with ETA to collect data on program activities, participants, and outcomes from states and grantees providing services to veterans. Common measures, once fully implemented, will improve program management and convey full and accurate information on the performance of workforce programs to policy-makers and stakeholders.

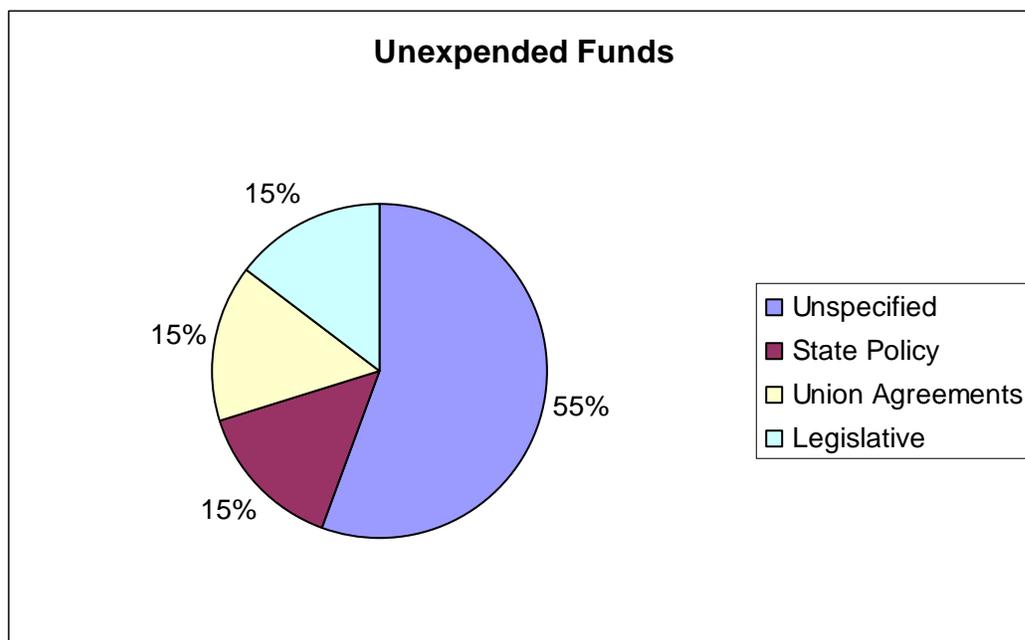
## Incentive Award Analysis

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

- encourage the improvement and modernization of employment, training and placement services for veterans, and
- recognize eligible employees for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

Incentive awards are intended as cash awards for individual recipients. However, non-financial incentives may be awarded in lieu of, or in combination with, cash awards as outlined in an approved State Veterans' Services Plan.

One percent of the total funds authorized in FY 2005, \$1,552,040, were set aside for incentive awards. Ten states utilized their total authorized percentage and 16 states expended a portion of their funding for a total of \$613,275 expended on incentive awards. The remaining 27 states (including Washington, DC, Puerto Rico and the Virgin Islands) did not use the incentive award funding due to legislative restrictions, state policy, union agreements or other unspecified reasons.



## Homeless Veterans' Reintegration Program (HVRP)

The purpose of the Homeless Veterans' Reintegration Program (HVRP) is to provide services to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing veterans. HVRP is the only nationwide program focused on assisting homeless veterans to reintegrate into the workforce.

For FY 2004, HVRP was authorized \$18,888,000. The 80 HVRP grantees provided services to 12,516 homeless veterans and placed 8,087 participants into employment for a 65% placement rate at an average hourly wage of \$9.28 per hour, and an average cost per placement of \$2,335. As VETS establishes baseline data for retention purposes, we find that 64% of the participants placed are still employed after 90 days and 58% are still employed after 180 days.

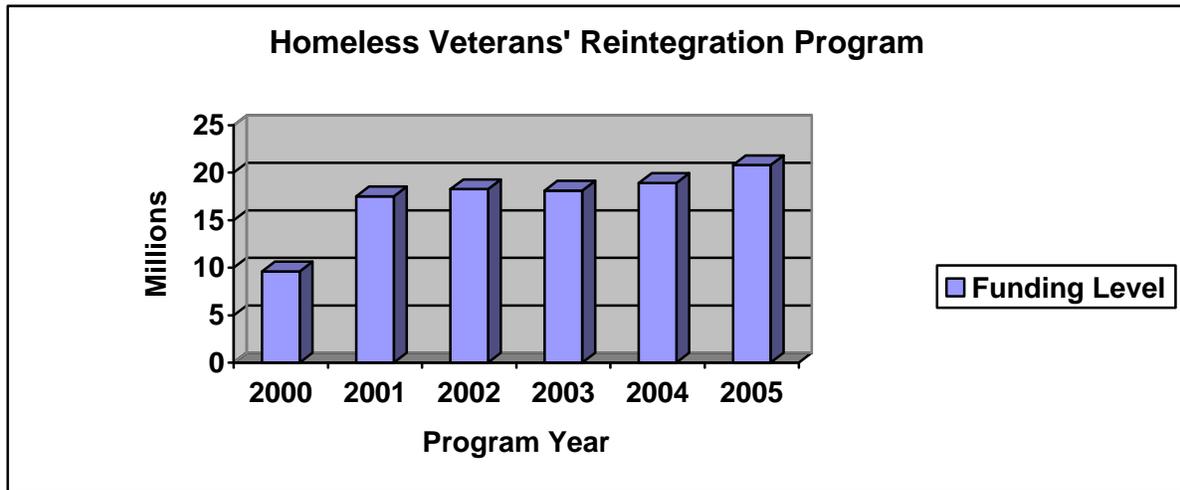
In FY 2005, with the performance period of July 1, 2005, through June 30, 2006, HVRP was authorized \$20,832,000, which funded 88 active grants. VETS awarded second and third year funding to 70 grantees in the amount of \$16,800,000 and second year funding in the amount of \$255,000 for the non-competitive Colorado Incarcerated Veterans' Transition Program (IVTP), and 7 competitively awarded IVTP demonstration grants at \$1,600,000. VETS competitively awarded 9 Urban HVRP grants at \$2,100,000 and noncompetitively awarded an "employment focused" \$99,000 grant to an existing HVRP Louisiana grantee as a result of Hurricanes Katrina and Rita.

	2000	2001	2002	2003	2004	2005*
<b>Funding Level</b>	\$9,636,000	\$17,500,000	\$18,250,000	\$18,131,000	\$18,888,000	<b>\$20,832,000</b>
<b>Participants</b>	7,800	14,150	15,336	13,060	12,516	<b>14,154</b>
<b>Entered Employments</b>	4,118	8,537	9,255	8,191	8,087	<b>9,746</b>
<b>Entered Employment Rate</b>	52.8%	60.3%	60.3%	62.7%	65.0%	<b>68.9%</b>
<b>Cost Per Participant</b>	\$1,235	\$1,237	\$1,190	\$1,388	\$1,509	<b>\$1,472</b>
<b>Cost Per Placement</b>	\$2,340	\$2,050	\$1,972	\$2,214	\$2,336	<b>\$2,137</b>
<b>Avg Wage @ Placement</b>	\$8.73	\$8.98	\$9.29	\$9.43	\$9.55	<b>\$9.77</b>
<b>90-Day Retention</b>					72%	<b>77%</b>
<b>180-Day Retention</b>					57%	<b>N/A</b>

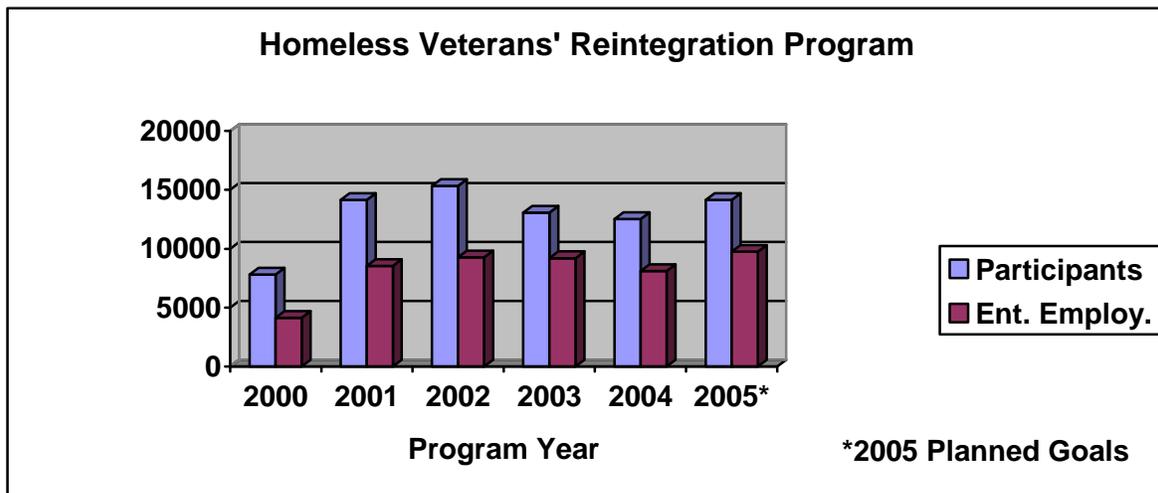
**\*Planned Performance for the period July 1, 2005, thru June 30, 2006.**

The entered employment rate has steadily increased from 60.3% in PY 2001 to 65% for PY 2004. Average wage at placement has also increased by 57 cents during this time frame.

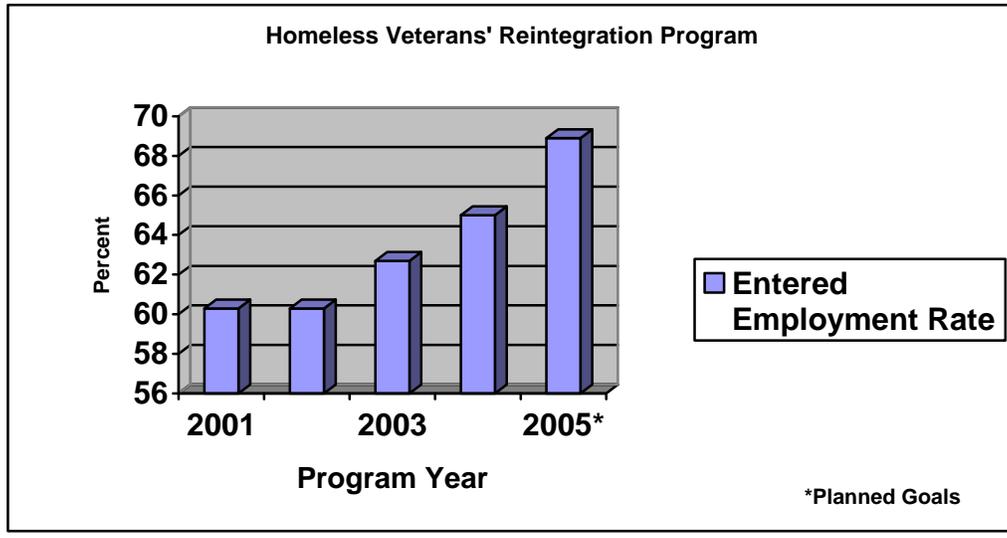
The funding level of the HVRP has increased 216% from program year 2000. These additional funds have allowed us to reach and serve more homeless veterans.



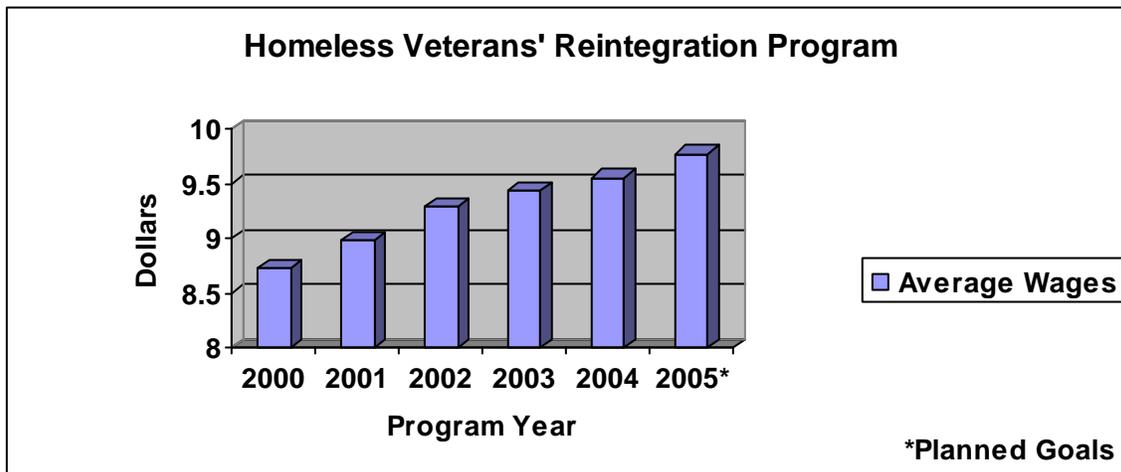
The HVRP participant and entered employment levels for PY 2004, as indicated in the chart below, have nearly doubled since PY 2000. This was somewhat expected as funding almost doubled during that same timeframe.



The entered employment rates illustrated in the graph below show a steady increase from year to year. The period of performance for 2005 encompasses July 1, 2005, through June 30, 2006. The final report that contains the 90 day follow-up information ends on December 31, 2006.



Not only have the employment rates gone up, but so have the average wages, as indicated in the chart below. HVRP's goal is to reintegrate homeless veterans into the workforce.



## Homeless Veterans' Stand Downs

VETS uses a portion of HVRP funds to support stand down activities. A "stand down" is an event held in a local community where a variety of social services are provided to homeless veterans. Stand down organizers partner with local business and social service providers to provide critical services such as:

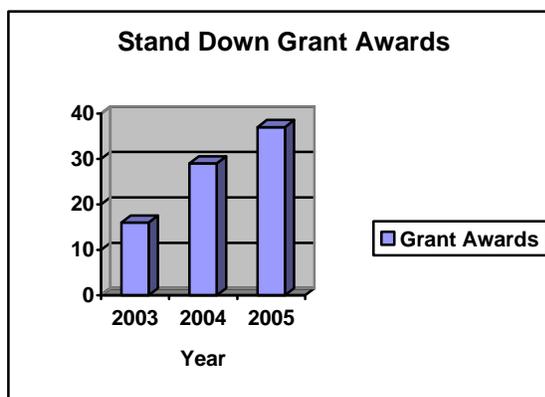
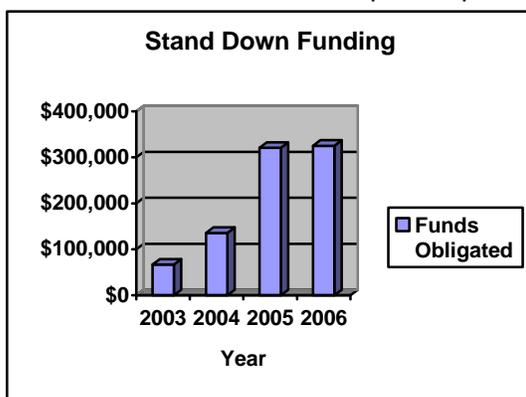
- shower facilities/haircuts;
- meals;
- legal advice;
- medical examinations;
- dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans benefits;
- information on training and employment opportunities; and
- emotional support and camaraderie amongst other veterans.

The maximum amount awarded to HVRP eligible entities that do not have a competitive HVRP grant to support a stand down event is \$8,000 per year per event.

VETS also allows all of its competitive grantees to budget and expend up to \$8,000 per year of their existing funds on stand down support as it is considered an effective means of outreach.

During FY 2004, VETS provided \$135,000 for 29 stand down events that provided direct assistance to 6,799 homeless veterans.

During FY 2005, VETS provided \$218,250 in non-competitive grants for 37 stand down events that provided direct assistance to 7,637 homeless veterans. In addition, current competitive HVRP grantees expended \$146,220 of their existing funds on stand down events for outreach purposes and served 2,518 homeless veterans. Therefore, the total stand down expenditures for FY 2005 was \$364,470 for 10,155 homeless veteran participants.



## Incarcerated Veterans Transition Program Pilot (IVTP)

The Homeless Veterans Comprehensive Assistance Act (P.L. 107-95) amended Title 38 U.S.C. to revise, improve and consolidate provisions of law providing benefits and services to homeless veterans. 38 U.S.C. § 2023 mandated a Demonstration Program of referral and counseling for veterans transitioning from certain institutions who are at risk of homelessness. The demonstration program was to be carried out by the Department of Veterans Affairs (VA) and the Secretary of Labor in at least six locations (one of the locations was to be in a penal institution under the jurisdiction of the Bureau of Prisons).

DOL/VETS and the VA implemented a two-pronged approach to provide referral and counseling services to incarcerated veterans who are at “high risk” of homelessness.

- The first approach was to develop a Solicitation for Grant Application using HVRP funds to serve incarcerated veterans at four demonstration sites. The first four IVTP demonstration grants were competitively awarded at \$250,000 each for a total of \$1 Million for the period April 1, 2004, through March 31, 2005. The four IVTP grantees were Volunteers of America (KY), Quad Area Community Action (LA), Joint Efforts (CA) and Volunteers of America (CA).
- The second approach was to train DVOPs and LVERs to facilitate an IVTP workshop for incarcerated veterans. Further, we requested State Workforce Agencies to volunteer to participate and implement an IVTP program utilizing existing DVOP and LVER staff.

Three additional IVTP demonstration sites were competitively awarded at \$150,000 each for a total of \$450,000 from July 1, 2004, through March 31, 2005: Salvation Army (NY); Vietnam Veterans of San Diego (CA); and Veterans Benefits Clearinghouse (MA).

The seven IVTP demonstration grants were extended for a second year of funding for the period April 1, 2005, through March 31, 2006 for a total of \$1,600,000.

The actual accomplishments to date are included in the table below.

	<b>First Year (4/1/04 – 3/31/05)</b>	<b>Second Year through 12/31/05</b>
<b>Assessments</b>	<b>1109</b>	<b>1210</b>
<b>Enrollments</b>	<b>682</b>	<b>555</b>
<b>Entered Employment</b>	<b>332</b>	<b>274</b>
<b>Entered Employment Rate</b>	<b>48.7%</b>	<b>49.4%</b>
<b>Average Wage</b>	<b>\$8.98</b>	<b>\$10.18</b>

In addition, five states volunteered to pilot IVTP programs within their state utilizing existing DVOPs and LVERs. They include:

- Colorado,
- Connecticut,
- Georgia,
- Illinois, and
- Washington

These five states are at various stages of implementation including training their existing DVOPs and LVERs to provide workshops within their correctional facilities.

The chart below reflects that 836 participants took part in the IVTP workshops, 827 were enrolled in case management, 671 were referred to One-Stop Career Centers, 262 individuals have entered employment, and 320 received VA services.

#### **Volunteer States IVTP Data Summary for FY 2005**

	<b>GA</b>	<b>IL</b>	<b>WA</b>	<b>CT</b>	<b>CO</b>	<b>TOTAL</b>
<b># Workshop Participants</b>	454	180	14	80	108	<b>836</b>
<b># Enrollments in Internal Case management</b>	454	180	17	68	108	<b>827</b>
<b># Referrals to One-Stop Centers</b>	454	79	15	68	55	<b>671</b>
<b># Reported to One-Stop Centers</b>	254	61	6	46	38	<b>405</b>
<b># Registered for Case Management Services</b>	254	61	7	19	38	<b>379</b>
<b># Entered Employment after Case Management Services</b>	215	16	2	9	20	<b>262</b>
<b># received VA Services</b>	135	180	5	0	0	<b>320</b>
<b># entered employment for 90 days (Retention)</b>	0	16	0	0	9	<b>25</b>
<b># entered employment for 180 days (Retention)</b>	0	7	0	0	3	<b>10</b>

To date, 2,000+ incarcerated veterans have participated in the IVTP demonstration grants. Furthermore, the data reflects that many of the IVTP participants will go from “tax taker to tax payer” at a cost that is significantly lower than the cost to retain them in prisons or jails. Cost for incarceration at state and federal prisons is approximately \$22,000 a year compared to IVTP demonstration grantee costs at \$4,300 per placement.

## Veterans' Workforce Investment Program

The Veterans' Workforce Investment Program (VWIP) is authorized by Public Law 105-220, the Workforce Investment Act of 1998, Section 168. The primary objectives of VWIP are to provide services to assist in reintegrating eligible veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing eligible veterans. VWIP eligible participants include:

- veterans with service-connected disabilities;
- veterans who have significant barriers to employment;
- veterans 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; and
- recently separated veterans (within 48 months of discharge).

VWIP funds are awarded to eligible entities through a competitive grants process as outlined in the Solicitation for Grant Applications. Eligible entities include state and local workforce investment boards, state and state agencies, local public agencies, and private non-profit organizations, including community-based and faith based organizations.

VWIP grantees provide an array of services utilizing a case management approach that directly assists veterans as well as provide critical linkages for a variety of supportive services available in their local communities. The program is employment focused and veterans receive the employment and training services they need in order to re-enter the labor force.

- VWIP allows for specialized employment, training, and educational resources to be tailored to meet the needs of the specific target populations of veterans served. In many programs, minority, female, economically disadvantaged, homeless, and/or disabled veterans can be targeted to receive these specialized resources.

In FY 2004, for the performance period of July 1, 2004, through June 30, 2005, VWIP was appropriated \$7,505,000. With these funds VETS awarded:

- 9 existing grants with a six-month extension at total of \$3,200,000 for the performance period July 1, 2004, through December 31, 2004;
- 17 competitive grants at a total of \$3,800,000 for the performance period January 1, 2005, through June 30, 2005, and,
- \$500,000 for the DOL/HUD five year collaborative initiative to provide systems change and services to Chronically Homeless Persons (including veterans).

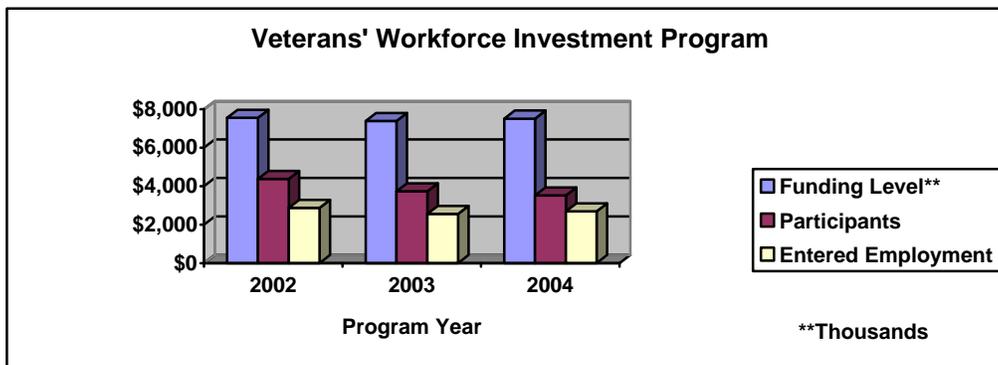
For FY 2005 for the performance period July 1, 2005, through June 30, 2006, VWIP was appropriated \$8,482,000. With these funds, VETS awarded:

- \$7,429,000 in funding for 17 grants;
- Three emergency “employment focused” grants totaling \$298,000 to grantees in Louisiana and Texas, as a result of Hurricanes Katrina and Rita;
- One grant at \$255,000 to an Incarcerated Veterans’ Transition Program pilot program in Colorado; and
- \$500,000 for the DOL/HUD five year collaborative initiative to provide systems change and services to Chronically Homeless Persons (including veterans).

	2002	2003	2004	2005*
<b>Funding Level</b>	\$7,550,000	\$7,377,000	\$7,505,000	<b>\$8,482,000</b>
<b>Participants</b>	4373	3,728	3,505	<b>4,096</b>
<b>Entered Employments</b>	2872	2,561	2,691	<b>3,279</b>
<b>Entered Employment Rate</b>	65.7%	68.7%	76.8%	<b>80.0%</b>
<b>Cost Per Participant</b>	\$1,727	\$1,979	\$2,141	<b>\$2,071</b>
<b>Cost Per Placement</b>	\$2,629	\$2,881	\$2,789	<b>\$2,587</b>
<b>Avg. Wage @ Placement</b>	\$11.42	\$12.67	\$12.58	<b>\$12.50</b>
<b>90-Day Retention</b>	N/A	N/A	74.6%	<b>56.7%**</b>
<b>180-Day Retention</b>	N/A	N/A	62.7%	<b>51.1%**</b>

**\*Planned Performance for the period July 1, 2005, thru June 30, 2006.**

**\*\* Year-end results for retention tend to be higher than the planning projections.**



## Transition Assistance Program (TAP)

The Transition Assistance Program (TAP) for separating and retiring service members is a cooperative effort between DOL/VETS, the Department of Defense (DOD), Department of Homeland Security (DHS) and the VA. The TAP Employment Workshop provided by VETS is a mission critical function in support of the Secretary's goals of "A Prepared Workforce" and a "Competitive Workforce".

Title 10, U.S.C. Chapter 58, requires the DOL to assist the DOD, DHS and VA in providing transition assistance services to separating service members and their spouses. VETS provides employment search workshops based on projections made by each of the Armed Services and the DHS (U.S. Coast Guard). Public Law 108-183 added Section 4113 to Title 38, U.S.C Chapter 41 mandating VETS to provide TAP services at military installations overseas. DVOPs and LVERs are the primary source for TAP Employment Workshop facilitation stateside. However, because of the distance between many state employment offices and the military installations, and the rapid increase in Workshop participants, contract facilitators were added in early FY 1992 and supplemented by Federal staff in FY 1996.

Since 1990, the TAP Employment Workshops have provided job preparation assistance to over one million separating and retiring military members. At these comprehensive workshops, participants learn about job search strategies, career decision-making, current occupational and labor market conditions, resume and cover letter preparation and interviewing techniques. Participants also receive an evaluation of their employability relative to the job market. An independent national evaluation of the program estimated that service members who had participated in TAP, on average, found their first post-military job three weeks sooner than those who did not participate in TAP.

TAP Workshops: TAP Employment Workshops are standardized so that all attending service members/spouses receive the same high level of instruction. The current course curriculum covers 2.5 days of classroom instruction and provides information on a variety of topics including:

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

VETS requires that all TAP facilitators receive training conducted by the National Veterans Training Institute (NVTI) at the University of Colorado in Denver. All TAP attendees receive the same student manual, and all TAP facilitators receive the

same facilitator manual. Both the TAP Employment Workshop manual and the facilitator manual are available via the internet through the NVTI website.

All TAP attendees are offered the Benefits Briefing presented by the VA. Benefits Briefings include four additional hours to provide information on benefits and services available through the VA to all separating and retiring service members.

Service members leaving the military with a service-connected disability are offered the Disabled Transition Assistance Program (DTAP) presented by the VA. DTAP includes four additional hours of individual instruction intended to help determine job readiness, address the special needs of veterans with disabilities, and provide information on applying for benefits and services available through the VA and other agencies.

Domestic Activity: The following table depicts the increase in TAP activity in FY 2005 and the agency's progress toward meeting its goal of 140,000 participants per fiscal year, while limiting the class size to 35 whenever possible.

**National Rollup of Domestic TAP Activity – Comparison of FY 2004 & FY 2005**

	<b>FY 2004</b>	<b>FY 2005</b>	<b># Difference</b>	<b>% Difference</b>
<b>Workshops</b>	3,391	3,660	+269	+8%
<b>Participants</b>	127,909	130,622	+2,713	+2%

Reserve and National Guard Activity: VETS began offering TAP Employment Workshops to members of the Reserve and National Guard returning from active duty assignments in FY 2005. VETS' State Directors coordinate closely with their respective State Workforce Agency to ensure staff support is available to provide TAP Employment Workshops to returning Reserve component service members. Additionally, VETS' State Directors work directly with officials of the State Adjutant General offices and local Reserve Unit Commanders to advertise the availability of providing a TAP Employment Workshop to their returning service members.

These workshops are provided on an "as needed" basis as deployed service members are deactivated. If a local workshop is not scheduled, demobilizing service members are provided information on scheduled TAP Employment Workshops at the nearest location. The mini-TAP classes provided to the Reserve and National Guard may be as short as a half- to full-day to fit within the demobilization timeframe. In addition, VA representatives provide pertinent information on benefits, education assistance and Post Traumatic Stress. Spouses are also encouraged to attend these workshops.

NVTI, the sole trainer of TAP Employment Workshop facilitators, has been instrumental in ensuring trained facilitators are available to conduct workshops for returning Reserve and National Guard members.

Overseas Activity: In the past, DOD has provided the career transition support services available at military installations overseas. The Assistant Secretary for VETS noted that this is a VETS responsibility and directed staff to develop a plan to make TAP Employment Workshops available at all military installations. After coordination with DOD, VETS initially sent four Federal staff (all VETS employees) to Japan, Okinawa, Korea and Germany. Status of Forces Agreements (SOFA) were negotiated in several countries allowing contractor and VETS' staff to provide workshops on a regularly scheduled basis.

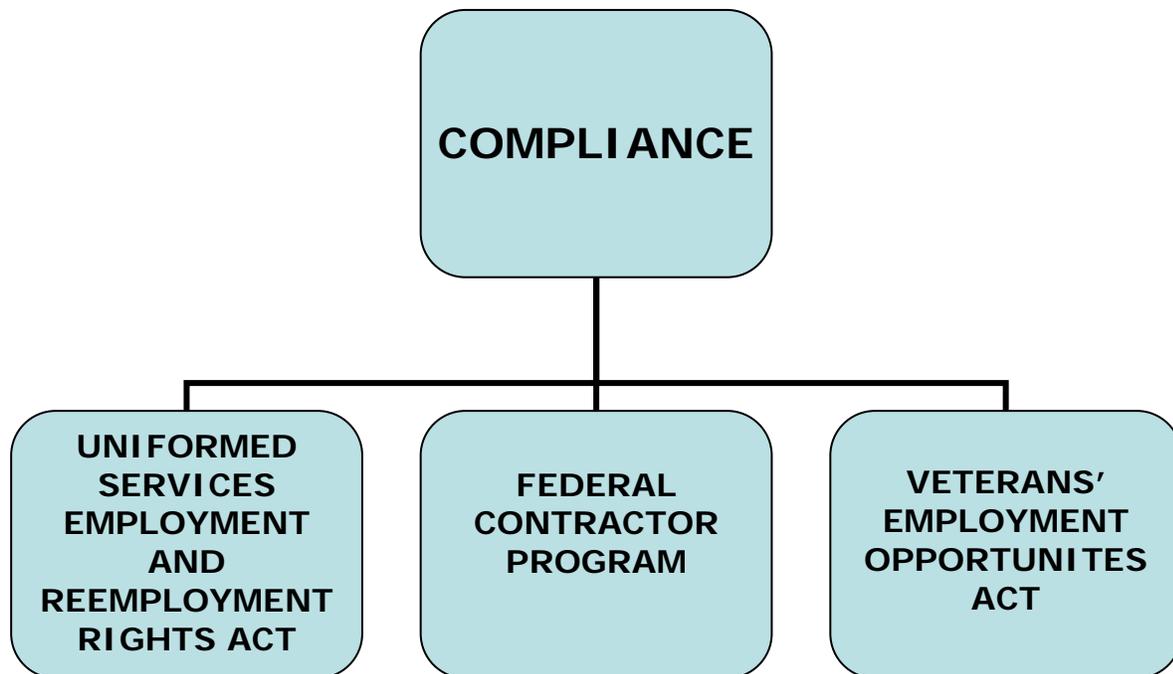
VETS has, to date, successfully completed SOFA requirements in Japan, Okinawa, Korea, Germany, Guam and England. VETS is also initiating SOFA negotiations in Bahrain, Turkey, Belgium, Portugal, Iceland and Spain. The Belgium SOFA agreement is almost complete and TAP Employment Workshops are scheduled to begin in January 2006. VETS is working toward being able to provide TAP Employment Workshops at all military installations overseas where the DOD has requested this service.

SOFA negotiations using a DOL contractor are problematic in Italy; therefore, VETS is exploring the possibility of using an existing DOD contract as a mechanism for providing TAP Employment Workshops. In the meantime, VETS Federal employees will continue to facilitate TAP Employment Workshops in Italy.

VETS currently offers TAP Employment Workshops at 49 sites in Germany, the United Kingdom, Guam, Japan, Okinawa, Korea, and Italy. The table below depicts the increase in workshops provided and total participants between FY 2004 and FY 2005. Under future expansion plans, VETS will provide workshops at locations in Bahrain, Turkey, Belgium, Portugal, Iceland and Spain.

**Rollup of Overseas TAP Activity – Comparison of FY 2004 & FY 2005 Data**

	<b>FY 2004</b>	<b>FY 2005</b>	<b># Difference</b>	<b>% Difference</b>
<b>Workshops</b>	269	555	+286	+106%
<b>Participants</b>	5,569	10,098	+4,529	+81%



VETS has the responsibility of providing protection for veterans under three Federal compliance programs. The Uniformed Services Employment and Reemployment Rights Act protects veterans from employer discrimination due to military obligations; the Federal Contractor Program requires that Federal contractors and subcontractors report at least annually the number of special disabled veterans and Vietnam-era veterans in their workforce by job category and hiring location; and, the Veterans' Employment Opportunities Act improves redress for veterans' preference eligibles in applying for Federal jobs.

## Uniformed Services Employment and Reemployment Rights Act (USERRA)

The Uniformed Services Employment and Reemployment Rights Act (USERRA) (38 U.S.C. §§ 4301-4334) of 1994 provides reemployment rights and anti-discrimination protections for veterans, National Guard and reserve component members. VETS administers and enforces the statute with the assistance of the Department of Justice (DOJ) and the Office of Special Counsel (OSC). In 2005, VETS staff closed 1,246 USERRA complaints, recovering \$1,707,166 in lost wages and benefits.

VETS' primary measure of success is to facilitate smooth reintegration of all returning service members into the civilian workforce. This is accomplished through an aggressive series of pre-deployment and demobilization briefings, employment seminars and internet-based information. VETS also provides technical assistance on requests from employers and service members, conducts investigations into alleged USERRA violations, mediates USERRA disputes, and refers unresolved claims to the Department of Justice or the OSC for litigation as appropriate. VETS' interactive elaws Advisor for USERRA at [www.dol.gov/elaws/userra.htm](http://www.dol.gov/elaws/userra.htm) provides information for employers and employees on their eligibility, responsibilities, and obligations under USERRA. For those veterans who seek further formal assistance, USERRA complaint forms (Form 1010) and associated instructions are also available through the Advisor.

***NOTE: VETS is submitting a stand alone FY 2005 USERRA Report to Congress***

## Federal Contractor Program (FCP)

Title 38, U.S.C. § 4212 (d), requires that Federal contractors and subcontractors report at least annually on the number of qualified covered veterans in their workforce by job category and hiring location. VETS collects and compiles data on the Federal Contractor Program (FCP) Veterans' Employment Report (VETS-100) from Federal contractors and subcontractors who receive a Federal contract at the threshold amount as noted below.

The VETS 100 Report for FY 2005 requires reporting on the number of special disabled veterans, Vietnam era veterans, "other protected veterans" (veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized), and newly separated veterans. Federal contractors/subcontractors must also report on the maximum and minimum number of employees during the period covered by the report.

The JVA amends the Vietnam Era Veterans' Readjustment Assistance Act of 1974, changing the Federal Contractor VETS-100 reporting requirements for contracts entered on or after December 1, 2003. These changes raise the reporting threshold

from \$25,000 to \$100,000 and modify the veterans' categories in the report. The changes will not take effect until regulations are put into place. A Notice of Proposed Rule Making to revise the VETS-100 Report to reflect the changes made by the JVA amendments is currently in Department clearance.

## Veterans' Employment Opportunities Act

The Veterans' Employment Opportunities Act (VEOA) was signed into law on October 31, 1998. Section 3330a of Title 5, U.S. Code improved redress for preference eligibles and transferred the administrative provisions of veterans' preference to VETS.

By law, veterans are entitled to employment preference for most Federal civil service jobs, under certain eligibility conditions and criteria based on period of service, duration of service and service-connected disability status. Veterans' preference entitles a veteran an additional five or ten points on examination scores if specific eligibility requirements are met. Veterans' Preference also protects preference eligibles during a Reduction in Force.

The most significant impact of the VEOA is that VETS, and not the Office of Personnel Management, investigates complaints regarding possible violations of Federal veterans' preference statute and regulations. If a person believes his or her eligibility for preference is not being extended for the purpose of hiring or a RIF, that person may file a complaint to the Secretary of Labor within 60 days of the alleged violation. VETS will investigate each complaint and try to bring about voluntary compliance. If resolution cannot be achieved within 60 days, the claimant may appeal to the Merit Systems Protection Board (MSPB). If the MSPB does not issue a judicially reviewable decision within 120 days, the claimant may seek judicial redress in U.S. District Court.

VETS has also developed the Veterans' Preference Advisor. The Advisor provides electronic information and advice to employers and employees on veterans' preference with specific focus on the user's particular situation. The Advisor can be found on the Department's elaws site at <http://www.dol.gov/elaws/vetspref.htm> and includes instructions and the DOL/VETS Form 1010 for filing complaints for Veterans' Preference violations. The 1010 Form may be downloaded, completed and mailed or submitted electronically.

Table 1 indicates the total number of Veterans' Preference cases that were investigated during FY 2005. Of the 527 complaints received and the 45 cases carried over from FY 2004, VETS resolved 506 cases (88.5%). The 66 cases that were unresolved in FY 2005 were carried over into FY 2006. Table 2 indicates the case determination of the 506 case closures by issue. The average case was opened for 24 days (92% closed within 60 days; 99.6% closed within 90 days).

*Table 1*

<b>TOTAL CASES</b>	
<b>Cases Carried over from FY 2004</b>	45
<b>Cases Opened during FY 2005</b>	527
<b>Total Cases</b>	572
<b>Cases Closed during FY 2005</b>	506
<b>Cases Carried to FY 2006</b>	66

*\*FY 2005 data is skewed due to 156 cases filed on one claimant in Texas during August, 2005. Thirty-one (31) of these cases were immediately closed and 29 were carried into FY 2006.*

*Table 2*

<b>CASE CLOSURES BY ISSUE</b>						
<b>Issue</b>	<b>Number of Cases</b>	<b>Merit Finding</b>	<b>Non-Merit Finding</b>	<b>Admin Closure</b>	<b>Claim Withdrawn</b>	<b>Not Eligible</b>
<b>Hiring</b>	490	15	370	57	21	<b>27</b>
<b>Reduction in Force</b>	16	0	10	0	0	<b>6</b>
<b>Total</b>	506	15	380	57	21	33

## Recovery & Employment Assistance Lifelines (REALifelines)

**"Our country owes a tremendous debt of gratitude to the brave young men and women who have defended our nation with such honor in the Global War on Terror. These wounded veterans are to be treated with the respect and dignity they deserve and all of us need to do all we can to help them transition successfully to careers in the private sector."**

**U.S. Secretary of Labor Elaine L. Chao**

The Recovery & Employment Assistance Lifelines (REALifelines) initiative is a project of DOL. It creates a seamless, personalized assistance network to ensure that seriously wounded and injured service members and their spouses are trained and employed in rewarding careers in the private sector.

The program is focused on America's recovering wounded and injured in the Global War on Terror. Dedicated REALifelines professionals meet personally with wounded or injured service members at Military Treatment Facilities around the country who will be transitioning into the civilian workforce. In addition, REALifelines experts staff the Military Severely Injured Center (MSIC) in Arlington, Virginia, to coordinate field efforts and work in partnership with DOD and other federal agencies on employment and training issues.

Approximately 425 service members or veterans and 32 spouses are currently enrolled in this program. There have been over 700 employment-related inquiries recorded, to date. (MSIC data system)

The program started at Walter Reed Army Medical Center and Bethesda National Naval Medical Center in 2004. The project expanded to Madigan Army Medical Center in Washington in FY 2005, and other sites are scheduled for FY 2006. The program assists with re-employment, employment and employment-related concerns facing service members, veterans or their family members. REALifelines staff helps each person discover his or her special interests and unique talents to pursue the right career path. They are also available to answer questions and provide insight into the processes of choosing job training opportunities and career paths.

The REALifelines Advisor, a website that was under development in FY 05 and is now available, provides veterans and transitioning service members wounded and injured as a result of the War on Terrorism, and their family members, with the resources they need to successfully transition to a rewarding civilian career. The Advisor provides valuable information and access to contact information for one-on-one employment assistance and online resources to facilitate their reintegration into the civilian workforce. The REALifelines Advisor can be found on the Department's elaws site at <http://www.dol.gov/elaws/realifelines.htm>.

An invaluable component of the REALifelines program is the connection made to the local One-Stop Career Center in the home region to which the service member will return. This connection ensures that those who cannot return to active duty are trained for or enter rewarding new careers. In addition to assisting wounded and injured veterans, job training and employment services will also be made available to spouses in families that have suffered an active duty casualty, as well as to family members who have temporarily left their jobs to be with their loved ones during recovery.

**“If you have been wounded or injured serving this nation, real people are going to meet you face-to-face with the personalized help that you may need to recover and to succeed in a career that you love.”**

- DOL Secretary Elaine Chao, October 4, 2004 -



## President's National Hire Veterans Committee

The President's National Hire Veterans Committee continues to have success in carrying out its mission to reach the employers who can and will hire veterans.

The Committee has taken a practical, proactive message to employers that veterans are a great-untapped resource of can-do performers. Hiring veterans benefits the bottom-line of a business, their productivity in the workforce is good for the economy, and hiring veterans is worthy of all employers' support. This message is encapsulated in the national "Hire Vets First" campaign, which is supported by the [www.hirevetsfirst.gov](http://www.hirevetsfirst.gov) website, magazine, news and multimedia messaging. The campaign's theme line, "American Excellence at Work", succinctly summarizes the campaign message for employers.

The Committee, through regional meetings, grass-root campaigns, national media placements and gubernatorial proclamations, continued to carry its HireVetsFirst message to all 50 states, the District of Columbia and Puerto Rico. Through four meetings, in different regions of the United States, the Committee learned of many different ways employers value the unique contribution of veterans for their organizations and industries.

The cornerstone of the Committee's outreach campaign, the HireVetsFirst website [www.hirevetsfirst.gov](http://www.hirevetsfirst.gov), received increased traffic through the year. The website offers a portal for employers to find veterans and veterans to find employers. The site also provides employment resource information, listing of job fairs nationwide, and highlights examples of veterans in transition.

In FY 2005, state governor's embraced the HireVetsFirst message by signing state proclamations. For the year, 30 governors completed such proclamations, bringing the total to 47 states with such documents, many highlighted by gubernatorial press conferences.

The Committee reached an estimated 1,000,000 employers and over 2,000,000 veterans with the powerful message, "hiring veterans is not goodwill, it is good business." During this year, the unemployment rate of veterans decreased and remains lower than the level of FY 2004, and the quantity of job openings posted with the One-Stop Career Center network increased over the FY 2004 level.

## Vocational Rehabilitation and Employment

The focus on employment assistance for VA Vocational Rehabilitation and Employment (VA/VR&E) disabled veterans was intensified in FY 2005.

VA/VR&E and DOL/VETS jointly developed and formally signed an updated Memorandum of Agreement (MOA) outlining the process – and responsibility - to work together to maximize the services they provide on behalf of disabled veterans and their dependents. Consequently all states and their VR&E counterparts will update and further implement their local written agreements.

The ultimate goal in this partnership is successful job placement and adjustment to employment for disabled veterans without duplication, fragmentation, or delay in the services provided.

The joint interagency initiatives to increase the employment opportunities and placements of service connected disabled Chapter 31 veterans continue to improve.

The development and signing of the updated VA/VR&E - DOL/VETS MOA provided the impetus to plot a formal course of interagency strategy and action that has and will increase the level of interagency cooperation and coordination on behalf of service connected disabled veterans.

FY 2005 data, as indicated in the chart below, shows a steady increase in the referral, registration and entry into employment for disabled veterans who have completed VR&E and have been referred to State Workforce Agencies (SWA) for intensified employment services.

**Comparison of VR&E Activity (Quarter 4, FY 2004 through Quarter 4, FY 2005)**

	FY 2004	FY 2005	# Difference	% Difference
<b># Referred from VA to SWA</b>	5,417	6,980	+1,563	+29%
<b># Registered by SWA</b>	5,026	6,092	+1,066	+21%
<b># Entered Employment</b>	3,657	4,524	+867	+24%
<b>* Average Entry Wage</b>	\$12.62	\$13.78	+\$1.16	+9%

**\*Average entry wage is an optional entry for all states. On average, 48 states report entry wage data.**

This increasingly positive working relationship has carried over into local initiatives and strengthened cooperation and coordination with VETS' state partners.

VETS' staff was included in the development of the VA's Five Track Model for direct employment services, and was also invited as active participants in the VA's Five Track formal training program provided to joint staff in 2005.

The Five-Track process consists of five tracks or options that are available to a VR&E (Chapter 31) eligible disabled veteran. The disabled veteran is advised of these tracks and the benefits of each and is able to make an informed choice of which one best fits his/her career plans. The veteran may switch between tracks if circumstances warrant.

The Five Tracks are:

- Reemployment (return to the employment that the veteran had prior to military service);
- Rapid Access to Employment (needs a job right away);
- Employment through Long-Term Services;
- Self-Employment (entrepreneurship); and
- Independent Living Services

During FY 2005, VETS initiated a study to evaluate vocational rehabilitation referrals to DVOPs in local SWAs, and subsequent registration for employment services by job ready VR&E clients. VETS' management will determine our success in terms of employment and retention of referred and registered disabled veterans. The study will help determine the impact of the delivery system on this category of disabled veterans.

One objective of this study is to assist in determining future service delivery strategies for this targeted population. This project will provide valuable information, which will improve collaboration between VR&E staff and SWAs. The results of this study should be available in the summer of 2006.

Our collaborative efforts have also extended to veterans-related publications. For instance, VETS' National Veterans Training Institute (NVTI) publishes a quarterly e-newsletter know as *VETS NET*. The Director of VR&E contributed an article on the "National Deployment of the Five Track Employment Process" for our January 2006 issue. That same issue contained a link to our Veterans Program Letter (VPL) transmitting the new MOA. This NVTI newsletter is distributed to over 3400 individuals who are involved in veterans' employment and training nationwide.

Finally, since the MOA was signed, VR&E has also conducted two training programs at the NVTI. VETS' national, regional and state staff participated in

this training. In fact, national office staff made presentations at both sessions.

VETS and VA/VR&E have established three work groups identified in the new MOA. VETS' participants include one individual from each of VETS' six regions and two individuals from the national office.

The goal of each work group is to improve the quality of employment services and job placements for veterans with disabilities. Each work group will have an established list of roles and responsibilities that will direct their efforts. The work groups are:

- Performance Measures for Assessment of Partnership Program Results
- National Veterans' Training Institute (NVTI): Curriculum Design
- Joint Data Collection, Analysis, and Reports

Two VETS representatives from the national office and two VETS regional representatives will participate on all three workgroups. VETS will also furnish VR&E with states' quarterly data:

- by state and total number of job ready veterans referred from VR&E to local employment office for intensive enrollment assistance;
- by state and total numbers and rates of referred veterans who registered with the local employment offices for services; and
- by state and total numbers and rates of registered veterans who entered employment.

VETS and VR&E know the importance of the joint mission. The relationship and collaboration between VETS and VR&E is the best it has ever been.

## PRIORITY OF SERVICE

The DOL has a long history of providing priority of service to veterans. Even before the JVA of 2002, veterans have been given priority in job postings both electronically and in person. Veterans and certain spouses are given priority of service in DOL funded qualified job training programs. Data for PY 2004 indicates that adult programs served 1,301,605 veterans among their 14,149,597 job seekers. The term "priority of service" means, with respect to any qualified job training program, that a covered person shall be given priority over non-veterans for the receipt of employment, training, and placement services provided under that program, notwithstanding any other provision of law.

Priority of service was implemented with the JVA of 2002 (Section 2 of P. L. 107-288), and seventeen DOL-funded workforce programs are covered. Most of these programs have only general program eligibility requirements and do not target specific participant groups. However, DOL also administers a number of programs that have existing statutory targeting provisions that must be taken into account when applying veteran's priority. The programs in which veterans receive priority of service include:

### Employment and Training Programs:

- Wagner-Peyser Funded Programs
- Trade Act Programs
- Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth Programs
- National Emergency Grants
- Senior Community Service Employment Program
- Native American and Migrant and Seasonal Farmworker Programs
- H-1B Technical Skills Training Grants
- Job Corps
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and Offender grants under the Youth Offender Initiatives and the Serious and Violent Offender Reentry Initiative.
- ETA's Electronic Workforce Tools, such as CareerOneStop
- Prisoner Re-Entry Initiative

### Veterans Employment and Training Programs:

- Local Veterans' Employment Representative Program
- Disabled Veterans' Outreach Program
- Homeless Veterans' Reintegration Program
- Veterans' Workforce Investment Program
- Transitional Assistance Program

### Other partner Agencies/Offices:

- The Women's Bureau Grants and Initiatives
- Office of Disability Employment Policy Pilot and Demonstration grants
- Bureau of International Labor Affairs Grants

Veteran's Priority Provisions: The JVA (P.L. 107-288) generally establishes provisions for priority of service to veterans. The purpose is to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by DOL. Please note that, to obtain priority service, a veteran must meet the program's eligibility requirements. ETA Training and Employment Guidance Letter (TEGL) No. 5-03 (September 16, 2003) provides general guidance on the scope of the veterans priority statute and its effect on current employment and training programs.

DOL Strategies for Enhancing Services to Veterans: DOL has made it a departmental priority to develop and implement innovative and enhanced strategies for connecting veterans to good jobs and career opportunities. In addition to implementing the technical features of the JVA, these strategies are designed to promote overall systemic change in how the workforce system serves veterans. Outreach and communication – the "Key to Career Success" campaign, sponsored and funded by ETA, is rolling out during the first six months of 2006 to galvanize the workforce system's energy and desire to serve veterans. The campaign will also provide promising practices and suggested service delivery strategies to ensure that veterans have access to the full array of resources available.

Another campaign component is a resource guide for One-Stop Career Center staff serving veterans and other priority eligible persons. The guide is currently under review for publication. It will detail resources and policies on serving veteran and military service members. There is a section on priority of service in the resource guide. Additional training materials for One-Stop Career Center staff are being developed for our long-term capacity development strategy.

By connecting over 1.3 million veterans (138,605 disabled) to the workforce investment system, One-Stop Career Centers are helping to provide the support veterans need to be successful and competitive in the 21<sup>st</sup> century workforce. Building on this success, DOL continues to strive to increase veterans' awareness of, access to, and use of the One-Stop system.

[CareerOneStop Electronic Tools: \(www.careeronestop.org\)](http://www.careeronestop.org) currently consists of the following Web pages and related sites:

- [America's Career Info Net](#) – a site that offers access to a wide array of current and accurate career and labor market information;
- [America's Service Locator](#) – a tool that directs citizens to available workforce services and location information at the Federal, state and local level;
- [O\\*Net Online](#) – a site that provides detailed information on occupational characteristics and skill requirements; and
- [Career Voyages](#) – a site that provides information on high growth, high demand occupations along with the skills and education needed to attain those jobs.

[Memorandum of Understanding \(MOU\) on Recruitment and Retention:](#) DOL has implemented a joint MOU with DOD and identified 16 priorities in the areas of military recruitment, retention, and re-entry into the civilian workforce. Collaborative efforts to improve the quality of life for service members, their families and the American labor force as a whole are the focus. One of the most important outcomes of the MOU has been the development of a framework for collaboration between DOD, the military branches, and DOL. This framework for collaboration has enabled leveraging a wide array of existing resources in new ways as well as the ability to create new approaches to service delivery on behalf of veterans.

[Demand-Driven Workforce Solutions for Veterans:](#) ETA has, for the past three years, been spearheading a transformation of the workforce system to become more demand-driven to ensure that services to every individual include a comprehensive understanding of the jobs available and the skills and competencies needed for the jobs. This change is based on the workforce system working in strategic partnerships with business and industry and education providers to develop solutions to ensure the individuals we serve are gaining the right skills and access to careers in high-growth, high-demand industries. The President's High Growth Job Training Initiative is one of the key strategies for driving this change by funding national models and demonstrations of workforce solutions. ETA and VETS are currently working with fourteen high-growth industry sectors. To remain globally competitive, these industries need to tap every available labor pool.

As a result, veterans are now much sought after by businesses because of their transferable skills and work ethic. Therefore, ETA and VETS continue to work collaboratively to identify workforce solutions to more effectively help veterans make the connection with businesses and to support them gaining the right skills and competencies and credentials to be successful in the civilian workforce.

ETA's Business Relations Group connected employers to DOL VETS and the DOD Transition Assistance Program. The Home Depot moved ahead to form a relationship with DOD and the VA to hire veterans. "Operation Career Front" will kick off on September 21, 2005, and involve the One-Stop Career Center system as the vehicle for Home Depot stores to access the veteran labor pool.

[One-Stop Services for Veterans with Disabilities:](#) The One-Stop Career Center system has become increasingly accessible to all individuals with disabilities through initiatives such as the Disability Program Navigator, Work Incentive Grants, and the issuance of a Disability Checklist under Section 188 of the Workforce Investment Act. Almost 139,000 individuals served at One-Stop Career Centers in PY 2005 identified themselves as disabled veterans.

[Coordination with Faith-Based and Community Initiatives:](#) The DOL Center for Faith-Based and Community Initiatives (CFBCI) works with grant-making agencies to develop innovative programs to foster partnerships between DOL-funded programs and faith-based and community organizations (FBCO). This cooperation is evident in ETA grants for Grassroots FBCO non-profits and grants for Workforce Investment Boards (WIBs) partnering with local FBCOs, and VETS' Homeless Veterans Reintegration Program (HVRP) grants for intermediaries. In each case, CFBCI plays a policy guidance role, while ETA and VETS are responsible for competing and administering the grant programs. The same roles also exist in CFBCI's work with The Bureau of International Labor Affairs, Occupational and Health Administration, and Office of Disability and Employment Policy. Accordingly, the monitoring of compliance with the Veterans' Priority of Service requirement is the responsibility of the DOL agency that administers grants, while the responsibility for application of the requirement is the responsibility of the participating grantees, which may include FBCOs. In order to provide support and assistance in this area to ETA and to the grantees responsible for implementing the Grassroots and WIB programs, CFBCI collaborated with ETA to design an online reporting system that captures demographic data on the veterans that each Grassroots and WIB grantee is serving.

[Veterans' Program Participation Rates:](#) The JVA requires that the Secretary of Labor shall evaluate whether covered persons are receiving priority of service and are being fully served by qualified job training programs, and whether the representation of veterans in such program is in proportion to the incidence of representation of veterans in the labor market, including

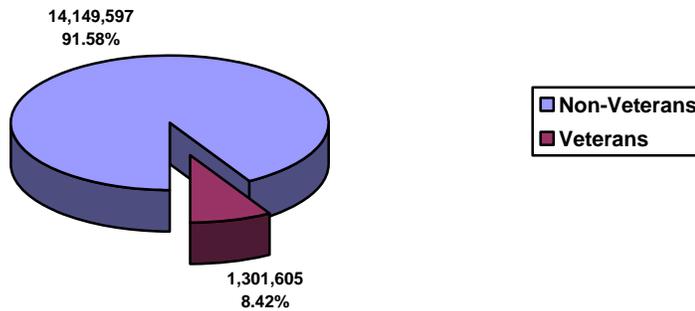
within groups that the Secretary may designate for priority under such programs, if any.

PY 2003 was the first year under the JVA requirement for priority of service. The Department used that year as a base to establish the priority of service ground rules. As stated earlier in this report, the Department developed and issued guidance to the public labor exchange on how priority of service was to be implemented within the various programs.

The Department also used PY 2004 to collect data on the participation of veterans in various programs covered by priority of service.

Data for PY 2004, as indicated on the pie chart below, shows that adult programs subject to veterans' priority of service provisions (38 U.S.C. § 4215) served 1,301,605 veterans among their 14,149,597 job seekers. The participation rate for veterans in DOL-funded adult programs was 8.42 percent—which is slightly higher than Veteran's participation rates in the U.S. workforce. Outcomes for Veterans served in these programs closely mirror those of all job seekers in the program.

**Veterans Participating in Department of Labor Programs**



The table below shows that veterans are essentially represented in proportion to their incidence of representation within the workforce for the major adult programs.

<b>DOL/ETA ADULT PROGRAMS:</b>	<b>Number of Veterans Served</b>	<b>Veterans Participant Rate (%) in DOL Programs</b>	<b>Veterans' Labor Force Participant Rate (%)</b>
Public Labor Exchange/Wagner Peyser Program	1,301,605	9.4%	<b>8.42%</b>
Trade Act Program	5,439	9.2%	
*WIA Adults	15,629	6.5%	
*WIA Dislocated Workers	18,086	9.4%	
Senior Community Services Employment Program – Ages 55+	14,115	6.5%	
America's Job Bank	132,731	15.4%	
National Emergency Grants	3,013	10.5%	
**H-1B Skills Grants	1,091	2.3%	
***Indian and Native American Program	369	2.9%	
National Farmworker Jobs Program - Adult	235	0.8%	
Job Corps	89	0.1%	

Source: Figures reflect PY 2004 data ending 06/30/2005.

\*The WIA Adult and Dislocated Workers Programs track exiters and not participants.

\*\*84.3% of grantees operational in 2004 grantees captured and reported veterans' information. Data in this table is only from these grantees.

\*\*\*The Indian and Native American Program tracks terminees and not participants.

Priority of Service Summary: DOL is pleased to report that implementation of the priority of service for veterans in accordance with the JVA has been successful. However, it is our intent to continue to highlight the requirement for priority of service, to implement strategies overall that support veterans moving successfully into employment, and to explore methods of capturing the outcomes of these efforts.

Currently the Department has the ability to capture data on services veterans receive, but has no structural way, in the highly devolved workforce investment system, to capture detailed data on how the priority of service provision is actually applied. It is important to note that there have been no complaints from veterans regarding application of the priority of service provision. The Department is currently exploring strategies for evaluating the priority of service provision in greater depth.

**Appendix A**  
**ETA 9002 Definitions**

## **Glossary of Terms**

### **Veterans and Eligible Persons**

Counts of registered job seekers who are veterans or eligible persons.

A veteran is an individual who served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge or was discharged or released because of a service-connected disability; or as a member of a reserve component under an order to active duty pursuant to section 672 (a), (d), or 673 (a) of Title 10 U.S.C. served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.

An eligible person is one who is:

- (a) the spouse of any person who died on active duty or of a service-connected disability; or,
- (b) the spouse of any member of the Armed Forces serving on active duty who at the time of application for assistance under this part, is listed, pursuant to 38 U.S.C. 101 and the regulations issued there under, by the Secretary concerned, in one or more of the following categories and has been so listed for more than 90 days:
  - (i) missing in action
  - (ii) captured in the line of duty by a hostile force, or
  - (iii) forcibly detained or interned in the line of duty by a foreign government or power or
- (c) the spouse of any person who has a total disability permanent in nature resulting from a service-connected disability or the spouse of a veteran who died while a disability so evaluated was in existence.

### **Campaign Badge Veterans**

Counts of registered job seekers who are campaign badge veterans.

The registered job seeker is a campaign badge veteran if the individual is a veteran who served on active duty in the U.S. Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized as identified and listed by the Office of Personnel management (OPM).

### **Transitioning Service Members**

Count of registered job seekers who are in active duty status (including separation leave) who registers for employment services and is within 24 months of retirement or 12 months of separation.

### **Disabled Veterans**

Counts of registered job seekers who are disabled veterans.

A disabled veteran is a veteran who is entitled to compensation regardless of rating (including those rated at 0%); or who but for the receipt of military retirement pay would be entitled to compensation, under laws administered by the Department of Veterans Affairs; or was discharged or released from active duty because of a service-connected disability.

A veteran rate of 0% for disability is a service-connected disabled veteran who is entitled to compensation (the law does not require receipt of compensation) whether or not he/she receives monetary benefits or compensation. 0% rated disabled veterans may be reevaluated at a later date to 10% or more.

### **Special Disabled Veterans**

Counts of registered job seekers who are special disabled veterans.

A special disabled veteran is a veteran who:

- (a) is entitled to compensation (or who, but for the receipt of military retirement pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs (DVA) for a disability.
  - (i) rated at 30 percent or more or;
  - (ii) rated at 10 or 20 percent in the case of a veteran who has been determined by DVA to have a serious employment handicap; or
- (b) a person who was discharged or released from active duty because of a service-connected disability.

"Special Disabled" is also included in the count of "Disabled".

### **Recently Separated Veterans**

Counts of registered job seekers who are within 36 months of separation from Veterans active U.S. military service.

### **Referred to Employment**

Count of all registered job seekers who were referred to employment.

A referral to employment is:

- (a) the act of bringing to the attention of an employer and job seeker or group of registered job seekers who are available for a job and;
- (b) the record of such a referral. It means the same as "referral to a job".

### **Entered Employment**

Count of registered veterans and eligible persons, who, in the first or second quarter following the registration quarter, earned wages from a new or different employer than that from which the registered veteran and eligible person earned wages in the quarter prior to registration.

### **Retained Employment at Six Months**

Count of registered veterans and eligible persons age 19 and older at the time of registration who earned wages in the second quarter following the quarter in which they entered employment.

### **Referred to Federal Job**

Count of registered job seekers who are veterans referred to a job opening filed with a placement office by a department or agency of the Federal government or other entity under the jurisdiction of the U.S. Office of Personnel Management.

### **Placed in Federal Job**

Count of registered job seekers who are veterans placed in a job opening filed with a placement office by a department or agency or other entity under the jurisdiction of the U.S. Office of Personnel Management.

### **Staff Assisted Services**

Count of registered job seekers who have received staff-assisted services during the current registration year. Staff-assisted services include:

- (a) referral to a job;
- (b) placement in training;
- (c) reemployment services;
- (d) assessment services, including an assessment interview, testing, counseling, or employability planning;
- (e) case management;
- (f) career guidance;
- (g) job search activities;
- (h) job development contacts;
- (i) federal bonding program;
- (j) tax credit eligibility determination;
- (k) referral to other services, including skills training, educational services, and supportive services; or
- (l) any other service requiring significant expenditures of staff time.

Application taking/registration and the use of self-service or facilitated self-help services are not included as staff-assisted services.

### **Case Management**

Count of registered job seekers who are veterans assigned a case manager who receive career guidance, referral to supportive services, job development contacts, referral to jobs, referral to training, or any combination of those services.

### **Referred to Federal Training**

Count of registered job seekers who are veterans referred to any in Federal Training or training program supported by the Federal Government, such as WIA funded projects, TAA, NAFTA, and Job Corps. This does not include DVA-OJT.

### **Placed in Federal Training**

Count of registered job seekers who are veterans verified to have entered any Federal Training program supported by the Federal government such as WIA, Job Corps, etc. This does not include placements in DVA-OJT.

## **Appendix B**

### **ETA 9002 Attachments For PY 2004**

<b>Veterans Registered</b>	<b>Attachment 1</b>
<b>Veterans Referred to Employment</b>	<b>Attachment 2</b>
<b>Veterans Who Entered Employment</b>	<b>Attachment 3</b>
<b>Veterans Who Retained Employment at Six Months</b>	<b>Attachment 4</b>
<b>Veterans Referred to Federal Jobs</b>	<b>Attachment 5</b>
<b>Veterans Placed in Federal Jobs</b>	<b>Attachment 6</b>
<b>Veterans Who Received Some Reportable Service</b>	<b>Attachment 7</b>
<b>Veterans Who Received Intensive Services</b>	<b>Attachment 8</b>
<b>Veterans Placed in Federal Training</b>	<b>Attachment 9</b>
<b>Veterans Referred to Federal Training</b>	<b>Attachment 10</b>

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

**Program Year 2004**

**Attachment 1**

Number of Veterans Registered by State for All Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	3827	500	488	345	147	2142	129	23	268	141	1568	149	0	185	91	136
AL	Alabama	17184	3260	126	1832	795	7927	1140	34	1004	481	5449	1319	10	580	269	5195
AR	Arkansas	8899	983	271	863	454	4097	169	34	428	223	3068	220	3	262	122	1938
AZ	Arizona	9526	643	0	434	155	5398	1303	0	332	134	5409	2039	0	303	92	4845
CA	California	50156	11828	15769	5638	2291	26071	14096	884	2676	1269	25447	18276	25	1553	712	17217
CO	Colorado	13443	2228	0	1821	504	7940	4409	0	1025	310	6790	5039	0	619	195	3627
CT	Connecticut	1606	401	154	150	80	1126	200	20	87	42	1951	461	636	71	27	401
DC	District of Columbia	571	186	0	110	93	442	218	0	102	83	219	99	0	32	28	331
DE	Delaware	1515	793	0	145	56	812	394	0	97	40	824	545	0	77	40	498
FL	Florida	39943	10105	0	5204	1873	19893	4298	0	2880	1159	19426	6285	0	1926	736	19116
GA	Georgia	32428	7192	0	2997	1263	13763	2705	0	1678	795	9431	2441	0	824	359	17602
GU	Guam	108	15	-	7	2	69	17	-	8	2	25	18	-	4	2	19
HI	Hawaii	1,998	300	-	273	104	923	118	-	165	76	800	188	-	117	49	927
IA	Iowa	6,544	1,885	78	708	332	3,488	1,063	26	305	147	3,023	1,422	34	191	88	1,872
ID	Idaho	7,823	2,508	462	1,235	505	3,837	290	40	500	257	3,389	152	5	352	139	2,306
IL	Illinois	23,125	282	378	3,222	1,122	11,235	77	82	1,419	580	10,811	125	7	1,079	476	11,165
IN	Indiana	21,600	6,038	31	1,526	660	11,489	2,631	-	953	401	9,852	3,850	-	707	317	7,060
KS	Kansas	5,740	831	1,545	609	240	2,599	286	84	374	165	2,031	378	15	255	112	1,333
KY	Kentucky	15,171	1,956	82	1,845	390	6,912	779	8	911	229	5,798	732	-	536	141	5,291
LA	Louisiana	2,800	1,067	-	994	57	1,315	678	-	508	36	1,088	774	-	351	25	21
MA	Massachusetts	3,489	929	24	537	120	2,762	557	3	457	102	3,659	1,271	1	513	125	1,265
MD	Maryland	4,090	681	3	673	390	2,305	397	-	386	251	1,612	398	-	213	138	1,284
ME	Maine	2,836	515	123	347	151	1,754	819	13	225	108	2,007	931	500	143	54	676
MI	Michigan	16,462	3,781	-	1,866	653	9,224	1,703	-	1,017	362	8,929	1,926	-	710	289	4,415
MN	Minnesota	4,838	199	-	412	173	3,195	111	-	256	189	3,422	225	-	246	215	262
MO	Missouri	10,788	1,668	78	1,123	352	6,722	3,624	8	642	260	5,191	3,783	-	421	167	2,286
MS	Mississippi	10,452	1,875	557	791	332	4,720	808	44	555	253	3,188	1,066	4	353	166	4,222
MT	Montana	4,161	1,364	8	686	266	1,697	494	-	295	137	1,394	581	-	188	79	1,695
NC	North Carolina	41,023	7,632	4	4,874	2,097	19,820	4,330	447	2,631	1,306	15,199	6,035	477	1,582	768	6,019
ND	North Dakota	1,404	102	323	125	58	555	20	34	75	43	374	42	8	30	16	401
NE	Nebraska	2,903	748	1	330	149	1,736	271	630	138	97	1,407	341	657	66	61	658
NH	New Hampshire	2,261	370	41	379	329	1,649	249	1	256	219	1,999	481	1	256	222	402
NJ	New Jersey	7,459	501	136	735	177	5,008	392	20	527	134	6,997	1,090	2	636	173	2,293
NM	New Mexico	4,112	2,606	-	198	213	2,486	1,893	-	136	145	2,136	1,751	-	121	107	19
NV	Nevada	2,765	193	37	402	154	2,215	244	2	331	131	2,199	425	2	285	108	840
NY	New York	21,669	599	-	2,670	815	11,634	300	5,757	1,344	489	16,410	826	10,871	1,645	573	5,485
OH	Ohio	9,469	2,250	-	1,344	914	5,512	2,164	-	644	411	4,647	2,904	-	383	258	370
OK	Oklahoma	9,129	1,364	409	1,461	556	4,417	327	38	688	323	3,504	434	9	452	203	2,977
OR	Oregon	14,010	2,799	468	1,149	490	8,703	1,897	47	886	314	8,635	3,161	56	692	245	3,445
PA	Pennsylvania	10,020	2,564	191	805	393	5,517	1,196	59	394	176	5,379	2,021	21	293	131	2,701
PR	Puerto Rico	2,970	294	20	165	51	967	66	451	56	25	639	54	382	40	13	1,203
RI	Rhode Island	549	34	2	89	47	332	17	161	37	16	372	40	275	26	12	185
SC	South Carolina	17,284	5,008	22	1,978	785	8,504	2,106	3	1,066	499	6,724	2,779	-	718	320	6,383
SD	South Dakota	2,536	363	12	352	165	1,363	137	1	238	122	1,022	197	-	151	82	805
TN	Tennessee	12,671	3,836	750	1,365	643	6,347	3,402	80	801	394	4,940	3,705	29	466	239	1,759
TX	Texas	114,446	30,751	11	4,808	2,236	49,199	24,583	23,443	2,894	1,504	47,809	27,679	26,451	1,920	981	21,880
UT	Utah	7,011	645	99	677	253	3,361	1,021	9	379	160	3,264	1,199	-	355	135	3,091
VA	Virginia	22,605	1,555	-	2,410	885	10,067	377	-	1,387	574	6,939	442	-	750	310	10,609
VI	Virgin Islands	77	3	-	7	4	40	-	13	4	3	20	1	16	1	-	22
VT	Vermont	657	107	31	76	43	400	81	3	48	28	376	107	-	28	16	142
WA	Washington	16,648	1,710	671	2,068	1,096	10,282	1,542	76	1,450	836	8,970	1,669	3	922	452	5,352
WI	Wisconsin	4,322	1,102	280	681	289	2,445	610	44	371	177	2,292	878	6	258	110	1,074
WV	West Virginia	5,369	969	-	481	208	2,222	936	-	170	71	1,803	1,027	-	137	74	1,504
WY	Wyoming	2,452	793	222	401	224	1,353	447	18	203	102	1,104	541	1	151	58	574
National Totals		656,944	132,911	23,907	66,443	26,834	329,991	92,121	32,640	36,707	16,531	300,961	114,522	40,507	25,175	10,920	197,198

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**  
**Veterans Referred to Employment by State**  
**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 2**

**Veterans Referred to Employment by State for all Veterans' and Age Groups- 2005\***

State Abbr.	VETERANS  State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	709	88	6	69	23	504	28	-	59	23	299	31	-	36	15	19
AL	Alabama	11,717	2,204	23	1,112	463	5,104	746	4	600	254	2,998	737	2	303	128	3,392
AR	Arkansas	4,404	389	31	410	219	1,920	65	1	187	104	1,091	73	1	94	42	757
AZ	Arizona	3,219	270	-	189	72	2,397	584	-	157	52	2,206	820	-	149	49	1,134
CA	California	4,430	1,189	-	646	314	2,928	1,601	-	392	220	2,311	1,707	-	219	121	1,688
CO	Colorado	6,852	1,197	-	921	293	4,680	2,687	-	581	189	3,937	2,964	-	383	130	1,688
CT	Connecticut	481	168	7	57	25	417	86	-	45	20	449	197	2	35	15	147
DC	District of Col	204	62	-	42	35	174	78	-	37	32	72	29	-	16	14	81
DE	Delaware	263	142	-	24	8	143	75	-	15	5	141	102	-	11	7	73
FL	Florida	16,747	3,016	-	2,264	835	8,534	1,417	-	1,319	527	6,630	1,595	-	740	277	6,896
GA	Georgia	19,492	3,813	-	1,656	672	7,885	1,368	-	878	404	4,121	938	-	376	160	7,822
GU	Guam	23	3	-	2	1	13	3	-	1	1	2	-	-	-	-	4
HI	Hawaii	795	112	-	120	45	414	56	-	68	29	284	63	-	45	16	291
IA	Iowa	4,093	1,169	15	378	173	2,245	706	3	162	77	1,795	861	2	112	50	1,092
ID	Idaho	6,106	2,007	323	923	363	2,960	219	21	394	201	2,477	106	4	251	103	1,765
IL	Illinois	9,789	173	33	1,511	558	5,230	41	17	713	302	4,075	64	-	460	186	4,401
IN	Indiana	10,817	3,100	20	869	384	5,811	1,374	-	569	240	4,198	1,778	-	358	161	3,671
KS	Kansas	1,887	371	133	198	80	961	107	7	146	64	629	134	1	75	33	563
KY	Kentucky	7,948	1,096	35	909	201	3,376	426	1	443	106	2,068	339	-	198	45	2,427
LA	Louisiana	1,773	642	-	648	38	808	411	-	308	16	585	427	-	190	12	13
MA	Massachuset	932	254	1	164	33	800	148	-	134	36	926	361	-	149	33	316
MD	Maryland	2,278	381	-	374	213	1,273	210	-	224	143	777	195	-	109	73	613
ME	Maine	1,704	330	69	225	100	1,056	511	7	136	66	818	508	9	83	29	390
MI	Michigan	4,411	1,071	-	694	216	2,495	471	-	379	118	1,671	409	-	190	67	1,340
MN	Minnesota	1,628	72	-	230	97	1,324	55	-	145	103	1,232	107	-	119	109	88
MO	Missouri	7,428	1,157	69	779	234	4,465	2,385	7	439	193	2,979	2,269	-	254	104	1,662
MS	Mississippi	5,400	1,029	123	369	156	2,285	376	11	238	107	1,124	382	1	123	60	2,079
MT	Montana	2,132	675	1	326	122	993	274	-	140	60	842	355	-	94	39	760
NC	North Carolin	24,494	4,295	2	2,809	1,246	12,282	2,540	252	1,480	698	7,920	3,315	242	823	394	3,020
ND	North Dakota	120	18	5	17	5	62	5	1	11	8	71	10	-	9	5	52
NE	Nebraska	1,268	320	-	156	83	781	127	310	48	39	596	128	315	25	30	265
NH	New Hampsh	1,243	214	-	210	183	1,006	168	-	164	139	1,085	288	-	148	124	208
NJ	New Jersey	1,849	116	15	189	46	1,380	93	2	149	39	1,158	177	-	127	36	498
NM	New Mexico	1,749	1,155	-	96	81	1,159	876	-	63	66	831	699	-	44	41	6
NV	Nevada	1,647	123	15	215	83	1,340	161	1	199	72	1,163	256	-	142	53	462
NY	New York	9,457	287	-	1,125	325	5,362	170	2,669	566	206	5,269	421	4,027	503	183	1,856
OH	Ohio	3,324	700	-	440	293	1,998	712	-	223	129	1,477	890	-	122	76	127
OK	Oklahoma	4,647	649	179	657	226	2,313	160	15	327	149	1,443	165	4	170	68	1,282
OR	Oregon	8,628	1,878	291	619	221	5,297	1,306	37	495	139	4,701	2,036	36	358	104	2,026
PA	Pennsylvania	7,029	1,735	41	552	253	3,835	821	5	279	114	3,386	1,307	4	197	77	1,712
PR	Puerto Rico	324	-	-	27	3	176	-	61	8	6	109	-	84	9	1	134
RI	Rhode Island	55	2	-	9	1	49	1	24	7	4	34	3	27	1	-	19
SC	South Carolin	10,995	3,151	12	1,291	521	5,312	1,273	3	666	324	3,454	1,411	-	386	165	3,941
SD	South Dakota	1,988	270	10	254	117	1,028	96	-	168	82	747	137	-	103	52	615
TN	Tennessee	7,919	2,324	336	815	374	3,996	2,179	28	483	222	2,482	1,949	9	236	118	1,089
TX	Texas	48,033	18,612	-	1,915	874	19,681	9,073	8,504	1,081	543	15,979	8,986	9,016	562	267	10,927
UT	Utah	5,546	480	63	553	203	2,878	896	8	308	132	2,758	1,048	-	290	115	2,059
VA	Virginia	11,642	681	-	1,284	471	5,382	196	-	773	320	3,235	205	-	368	161	4,949
VI	Virgin Islands	47	1	-	4	2	26	-	8	2	-	14	-	11	-	-	13
VT	Vermont	425	62	14	50	25	269	62	3	27	12	216	68	-	17	8	80
WA	Washington	6,052	661	25	766	399	4,196	680	1	522	289	3,034	604	-	335	159	1,736
WI	Wisconsin	1,190	388	72	228	99	666	200	2	119	66	594	254	1	66	28	349
WV	West Virginia	3,468	560	-	313	132	1,401	593	-	106	37	1,029	589	-	79	43	817
WY	Wyoming	1,201	358	67	162	87	677	223	4	76	38	568	260	-	67	24	283
National Totals		302,002	65,220	2,036	30,865	12,326	153,747	39,119	12,017	17,259	7,565	114,090	42,758	13,798	10,360	4,410	83,697

\*Source: ETA 9002 (6/30/05)

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

**Program Year 2004**

**Attachment 3**

Veterans who Entered Employment by State for all Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	1898	184	0	182	72	993	38	0	124	58	527	32	0	55	32	57
AL	Alabama	12026	2000	72	1106	427	5027	784	24	583	266	2685	691	0	243	97	3101
AR	Arkansas	4205	320	3	375	202	1726	74	0	176	82	1053	39	0	69	33	620
AZ	Arizona	5587	354	0	295	102	2625	1091	0	164	62	2066	1041	0	111	43	2365
CA	California	33930	6961	0	3356	1299	14691	10720	0	1119	452	9126	6398	0	405	180	7740
CO	Colorado	8,035	1,142	-	936	227	4,419	2,661	-	481	127	2,855	2,059	-	213	70	1,705
CT	Connecticut	1,064	243	6	94	44	674	142	1	41	17	599	201	1	33	8	289
DC	District of Col	486	186	-	156	124	274	143	-	75	65	76	40	-	24	22	222
DE	Delaware	880	429	-	63	28	447	243	-	50	21	330	232	-	29	11	280
FL	Florida	22,047	2,871	-	2,318	873	10,095	1,349	-	1,117	431	7,301	1,355	-	533	194	8,870
GA	Georgia	18,497	3,784	-	1,478	556	6,721	1,376	-	607	240	3,563	886	-	247	101	8,580
GU	Guam	10	-	-	-	-	69	-	-	-	-	1	-	-	-	-	2
HI	Hawaii	923	72	-	141	46	441	43	-	61	15	321	49	-	35	9	368
IA	Iowa	2,946	1,004	-	210	81	1,218	485	-	97	48	897	513	-	43	18	653
ID	Idaho	1,763	500	24	227	87	824	51	-	78	29	639	36	-	63	27	465
IL	Illinois	3,723	27	31	380	101	1,604	15	4	124	45	1,378	19	-	85	29	1,454
IN	Indiana	11,469	2,922	36	740	280	5,423	1,352	-	411	163	3,300	1,278	-	169	62	3,540
KS	Kansas	2,759	405	704	347	111	1,482	181	43	187	75	896	147	10	87	26	771
KY	Kentucky	8,654	1,291	-	904	204	3,363	487	-	397	89	1,774	311	-	146	33	2,959
LA	Louisiana	879	201	-	668	2	423	271	-	315	3	258	212	-	190	1	1
MA	Massachusetts	1,851	376	1	266	75	1,401	302	-	193	44	1,400	494	-	171	38	497
MD	Maryland	2,136	406	-	224	90	1,021	290	-	128	59	620	235	-	52	27	377
ME	Maine	1,261	197	4	132	53	715	388	1	89	27	472	307	-	47	26	278
MI	Michigan	6,076	1,231	-	753	194	2,866	580	-	338	101	1,979	445	-	172	65	1,506
MN	Minnesota	2,056	77	-	250	98	1,225	37	722	111	78	1,003	40	699	72	62	98
MO	Missouri	7,482	740	142	674	194	4,080	2,578	10	327	101	2,239	1,696	-	132	51	1,456
MS	Mississippi	3,868	579	118	269	88	1,588	308	9	155	50	837	281	1	61	28	1,141
MT	Montana	1,281	393	-	100	42	519	168	-	44	18	396	158	-	23	12	288
NC	North Carolina	20,654	2,649	3	2,116	841	9,134	2,198	526	1,001	508	5,271	2,010	432	427	211	4,079
ND	North Dakota	609	28	88	65	41	229	12	8	38	19	126	6	3	11	4	170
NE	Nebraska	1,652	377	1	168	73	303	32	513	39	34	150	36	447	10	23	335
NH	New Hampsh	1,513	224	-	258	216	1,049	170	-	170	146	965	215	-	104	87	312
NJ	New Jersey	3,063	132	-	290	69	1,854	154	-	180	46	1,737	237	-	142	49	840
NM	New Mexico	2,053	1,656	-	111	96	1,099	974	-	77	73	1,070	966	-	70	63	2
NV	Nevada	2,144	118	-	240	81	1,592	225	-	213	64	1,275	247	-	147	58	564
NY	New York	10,606	192	-	1,087	323	5,135	141	-	466	147	5,148	219	-	409	139	2,170
OH	Ohio	6,164	1,327	-	740	495	2,989	1,694	-	281	171	2,003	1,499	-	139	86	289
OK	Oklahoma	5,030	645	252	710	245	2,131	156	20	281	115	1,311	176	7	135	48	1,518
OR	Oregon	7,299	1,058	45	653	295	4,181	785	9	381	154	3,106	850	8	220	83	1,577
PA	Pennsylvania	6,487	1,090	43	506	239	5,287	767	14	389	166	4,141	853	6	216	88	1,244
PR	Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RI	Rhode Island	411	6	-	58	26	224	9	44	16	9	204	8	49	14	3	31
SC	South Carolin	10,250	2,469	19	1,133	430	4,284	1,096	2	521	227	2,482	974	-	228	96	3,185
SD	South Dakota	1,536	168	6	185	73	735	82	-	96	52	440	82	1	64	34	440
TN	Tennessee	8,419	2,069	12	793	348	3,742	2,148	1	392	176	1,964	1,434	1	139	65	1,502
TX	Texas	39,197	6,518	14	1,759	770	14,632	8,081	7,409	805	387	9,363	6,112	5,723	378	188	4,155
UT	Utah	3,579	299	137	319	104	1,530	452	8	151	59	1,138	386	-	91	29	1,437
VA	Virginia	15,425	231	-	1,615	592	5,949	105	-	770	334	3,199	84	-	303	124	5,429
VI	Virgin Islands	13	-	-	2	-	3	-	-	-	-	1	-	1	-	-	6
VT	Vermont	452	69	6	43	20	307	130	1	26	11	220	114	1	17	10	81
WA	Washington	8,454	912	-	923	486	5,044	875	-	567	305	3,302	684	-	273	133	2,587
WI	Wisconsin	2,307	628	155	297	88	1,127	328	6	124	49	856	322	2	76	24	665
WV	West Virginia	2,359	339	-	203	75	876	454	-	70	27	486	320	-	32	17	695
WY	Wyoming	1,274	321	63	183	102	689	231	5	94	36	416	189	1	46	18	314
National Totals		328,742	52,420	1,985	31,101	11,828	150,079	47,456	9,380	14,740	6,081	98,965	37,218	7,393	7,201	2,985	83,310

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**

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

**Program Year 2004**

**Attachment 4**

Veterans who Retained Employment at Six Months by State for all Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	1,439	117	-	128	49	726	27	-	95	38	355	20	-	35	15	44
AL	Alabama	8,263	1,260	22	799	309	3,502	570	8	421	193	1,777	433	-	164	75	1,886
AR	Arkansas	2,476	160	2	209	102	1,115	48	-	108	54	681	29	-	40	13	365
AZ	Arizona	5,465	257	-	289	83	2,705	1,216	-	172	59	2,028	1,012	-	88	33	1,866
CA	California	24,100	4,648	-	2,341	880	11,058	7,354	-	818	325	8,479	6,228	-	390	161	4,881
CO	Colorado	6,838	920	-	758	184	3,627	2,273	-	381	102	2,204	1,531	-	150	50	1,329
CT	Connecticut	972	130	1	71	34	608	90	-	36	17	533	130	-	34	11	210
DC	District of Col	394	168	-	155	127	177	102	-	75	65	52	37	-	23	23	163
DE	Delaware	711	341	-	40	23	326	184	-	28	14	239	155	-	19	6	209
FL	Florida	20,119	1,157	-	2,107	693	9,445	681	-	1,001	365	6,419	526	-	435	130	8,390
GA	Georgia	16,181	2,936	-	1,258	431	6,106	1,211	-	542	198	3,160	739	-	189	67	5,318
GU	Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HI	Hawaii	698	58	-	93	22	367	43	-	43	13	240	41	-	26	5	256
IA	Iowa	2,038	685	-	139	51	876	400	-	66	33	630	373	-	36	16	303
ID	Idaho	256	69	5	32	13	135	8	-	16	7	93	-	-	9	4	45
IL	Illinois	2,667	16	6	255	74	1,151	14	1	76	34	1,053	13	-	44	16	801
IN	Indiana	8,315	2,003	17	563	214	3,832	1,041	-	281	109	2,175	825	-	115	46	2,357
KS	Kansas	2,417	337	240	306	105	1,200	152	20	155	60	691	136	1	68	25	589
KY	Kentucky	6,360	961	-	646	128	2,435	386	-	243	49	1,210	253	-	102	29	2,081
LA	Louisiana	683	158	-	561	2	330	216	-	274	-	201	158	-	159	1	1
MA	Massachuset	1,413	277	-	195	50	1,012	238	-	141	41	1,004	344	-	102	22	347
MD	Maryland	1,942	362	-	213	68	900	249	-	117	49	504	179	-	36	14	263
ME	Maine	698	102	-	81	32	391	241	-	40	15	260	168	-	21	5	141
MI	Michigan	4,700	898	-	549	143	2,122	459	-	263	80	1,305	288	-	98	30	1,086
MN	Minnesota	1,741	39	2	199	74	1,063	28	625	77	62	741	27	533	53	41	52
MO	Missouri	6,916	576	99	568	173	3,475	2,330	6	251	82	1,878	1,416	-	107	44	1,413
MS	Mississippi	2,181	297	44	163	59	948	178	3	86	32	497	147	-	36	16	552
MT	Montana	1,383	344	-	125	52	620	158	-	53	22	386	135	-	22	12	238
NC	North Carolin	16,361	2,101	3	1,676	668	7,166	1,723	442	780	395	4,089	1,541	371	309	147	3,139
ND	North Dakota	545	14	1	48	24	223	8	1	23	13	121	6	-	6	1	127
NE	Nebraska	1,279	244	3	119	47	203	30	394	25	22	116	22	318	11	16	231
NH	New Hampsh	1,206	132	-	202	168	814	144	-	130	111	694	126	-	80	69	223
NJ	New Jersey	2,246	103	-	204	54	1,318	119	-	123	28	1,223	162	-	93	25	613
NM	New Mexico	1,622	1,315	-	94	70	874	783	-	65	59	859	775	-	48	44	-
NV	Nevada	1,969	87	-	226	60	1,363	181	-	171	56	1,005	184	-	110	37	490
NY	New York	8,084	123	-	821	246	3,994	122	-	358	115	3,595	132	-	270	89	1,325
OH	Ohio	6,750	1,240	-	767	525	3,257	2,328	-	252	147	2,197	1,829	-	134	72	284
OK	Oklahoma	4,302	425	68	437	159	1,900	180	7	214	85	1,158	159	-	96	24	1,204
OR	Oregon	5,576	725	41	524	242	3,125	554	8	287	127	2,259	546	2	167	70	1,098
PA	Pennsylvania	2,799	379	25	205	98	3,214	349	6	230	96	2,565	363	1	129	51	390
PR	Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RI	Rhode Island	439	-	-	45	22	257	2	10	13	8	267	1	13	16	4	-
SC	South Carolin	8,308	1,809	9	871	321	3,470	891	2	427	184	1,900	701	-	151	62	2,351
SD	South Dakota	704	69	1	94	39	326	40	-	45	21	197	45	1	22	9	175
TN	Tennessee	9,084	1,474	9	800	351	3,947	2,554	2	367	163	2,076	1,614	2	145	86	699
TX	Texas	29,206	3,823	27	1,378	586	11,093	6,414	6,028	642	320	6,930	4,672	4,477	279	134	1,686
UT	Utah	2,584	205	43	191	60	1,089	359	2	89	38	770	267	-	47	12	869
VA	Virginia	12,840	103	-	1,322	463	5,010	60	-	623	279	2,620	44	-	233	89	3,989
VI	Virgin Islands	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
VT	Vermont	426	68	-	38	21	285	137	1	21	8	183	110	-	16	8	71
WA	Washington	6,769	600	-	745	344	3,872	585	-	439	234	2,342	441	-	178	86	1,915
WI	Wisconsin	2,137	538	122	286	87	1,082	340	6	110	29	768	306	-	59	22	511
WV	West Virginia	1,445	148	-	140	49	549	375	-	47	11	246	214	-	18	10	370
WY	Wyoming	961	218	61	123	69	544	199	5	73	29	315	156	1	30	12	231
National Totals		259,009	35,219	851	24,199	8,948	119,227	38,374	7,577	11,413	4,696	77,290	29,759	5,720	5,248	2,089	57,178

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**  
**Veterans Referred to Federal Jobs by State**  
**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 5**

Veterans Referred to Federal Jobs by State for all Veterans' and Age Groups -2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	72	17	-	12	5	44	4	-	8	3	32	4	-	4	2	5
AL	Alabama	170	36	-	30	18	68	15	-	15	7	72	17	-	9	3	51
AR	Arkansas	54	3	1	11	5	17	-	-	3	2	22	2	-	4	3	9
AZ	Arizona	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CA	California	451	136	-	89	50	248	115	-	59	37	200	149	-	30	18	234
CO	Colorado	339	79	-	51	25	187	120	-	43	18	191	150	-	20	8	100
CT	Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DC	District of Col	3	1	-	2	2	1	-	-	-	-	-	-	-	-	-	1
DE	Delaware	1	1	-	-	-	2	1	-	-	-	3	1	-	-	-	1
FL	Florida	1,143	269	-	229	94	424	86	-	127	53	288	68	-	36	18	658
GA	Georgia	262	67	-	26	10	91	19	-	18	6	28	9	-	4	2	148
GU	Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HI	Hawaii	91	16	-	21	5	57	2	-	9	4	59	7	-	7	5	45
IA	Iowa	166	54	-	19	14	90	43	-	12	7	84	48	-	11	6	51
ID	Idaho	337	88	20	45	13	151	19	2	22	12	116	5	-	13	5	117
IL	Illinois	704	17	1	121	43	304	2	2	55	22	157	5	-	25	10	354
IN	Indiana	478	169	2	54	31	199	60	-	32	17	171	75	-	17	9	213
KS	Kansas	108	26	19	13	9	51	14	1	17	9	14	5	-	5	2	41
KY	Kentucky	528	95	3	98	25	227	39	1	57	19	93	16	-	22	8	257
LA	Louisiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MA	Massachuset	30	9	-	3	-	30	5	-	7	2	44	11	-	8	2	13
MD	Maryland	160	36	-	26	15	100	29	-	24	18	44	12	-	6	6	52
ME	Maine	16	1	3	5	3	13	5	-	4	2	12	10	-	3	1	4
MI	Michigan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MN	Minnesota	7	1	-	1	-	12	-	-	2	-	8	1	-	2	2	1
MO	Missouri	970	211	23	175	69	523	271	2	109	54	294	233	-	38	13	338
MS	Mississippi	135	30	3	15	9	74	18	1	9	5	35	16	-	4	2	55
MT	Montana	40	10	-	4	1	22	7	-	3	1	18	9	-	2	1	15
NC	North Carolin	367	87	-	62	34	151	36	3	45	24	64	38	1	8	6	91
ND	North Dakota	1	-	-	-	-	2	-	-	1	1	2	-	-	1	1	-
NE	Nebraska	13	5	-	2	1	2	1	-	-	-	2	-	-	-	-	6
NH	New Hampsh	18	9	-	4	3	11	2	-	2	2	16	4	-	3	3	5
NJ	New Jersey	20	-	-	3	1	18	1	-	4	-	8	1	-	1	-	5
NM	New Mexico	46	27	-	1	4	32	19	-	-	-	17	15	-	-	3	-
NV	Nevada	51	9	-	7	2	29	6	-	6	1	28	15	-	5	3	32
NY	New York	229	6	-	44	15	86	1	36	15	6	59	7	52	13	3	70
OH	Ohio	25	2	-	6	4	10	2	-	-	-	15	11	-	1	1	1
OK	Oklahoma	132	23	7	33	10	91	11	1	19	8	25	3	-	4	2	52
OR	Oregon	678	175	22	59	22	455	137	2	53	19	443	208	6	41	12	180
PA	Pennsylvania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PR	Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RI	Rhode Island	1	-	-	1	-	3	-	2	-	-	3	-	3	-	-	-
SC	South Carolin	1,399	607	7	299	141	486	141	-	144	78	239	114	-	60	29	812
SD	South Dakota	321	57	2	64	29	155	14	-	46	21	129	25	-	31	15	139
TN	Tennessee	129	23	16	15	8	67	32	-	14	3	35	30	-	6	4	14
TX	Texas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
UT	Utah	845	85	16	91	40	314	98	3	50	25	236	102	-	37	18	380
VA	Virginia	585	45	-	79	29	239	15	-	43	21	154	22	-	22	12	310
VI	Virgin Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VT	Vermont	22	2	3	4	3	13	4	-	2	1	14	4	-	1	-	9
WA	Washington	105	16	3	25	17	64	12	-	8	6	49	7	-	9	8	40
WI	Wisconsin	18	7	1	4	3	9	4	-	4	4	6	3	-	3	-	11
WV	West Virginia	71	12	-	7	4	24	9	-	4	3	18	7	-	1	-	19
WY	Wyoming	45	20	5	7	5	37	12	-	7	6	36	22	-	6	3	9
National Totals		11,386	2,589	157	1,867	821	5,233	1,431	56	1,102	527	3,583	1,491	62	523	249	4,948

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**  
**Veterans Placed in Federal Jobs by State**  
**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 6**

Veterans Placed in Federal Jobs by State for all Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AL	Alabama	3	1	-	1	1	7	3	-	-	-	5	1	-	-	-	2
AR	Arkansas	2	-	-	-	-	2	-	-	1	1	-	-	-	-	-	-
AZ	Arizona	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CA	California	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CO	Colorado	13	2	-	5	2	5	2	-	4	2	5	5	-	1	-	5
CT	Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DC	District of Col	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DE	Delaware	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FL	Florida	178	41	-	25	12	73	15	-	19	9	55	14	-	5	2	94
GA	Georgia	10	4	-	-	-	4	1	-	2	2	1	-	-	-	-	10
GU	Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HI	Hawaii	18	5	-	6	2	13	-	-	4	-	4	-	-	2	2	8
IA	Iowa	4	1	-	1	1	1	-	-	1	1	7	2	-	-	-	1
ID	Idaho	4	-	-	-	-	1	-	-	-	-	3	-	-	-	-	2
IL	Illinois	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IN	Indiana	12	5	-	5	2	1	-	-	1	1	1	-	-	-	-	3
KS	Kansas	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
KY	Kentucky	33	7	1	8	3	17	2	1	5	2	11	2	-	4	1	14
LA	Louisiana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MA	Massachusetts	3	1	-	-	-	2	-	-	-	-	5	-	-	-	-	-
MD	Maryland	4	2	-	4	2	5	1	-	5	4	2	2	-	2	2	1
ME	Maine	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
MI	Michigan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MN	Minnesota	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MO	Missouri	102	36	2	27	13	42	23	-	22	12	19	15	-	8	5	59
MS	Mississippi	9	2	-	1	1	22	3	-	3	1	5	1	-	2	2	8
MT	Montana	3	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-
NC	North Carolina	130	37	-	21	12	57	16	1	17	11	29	13	-	3	2	20
ND	North Dakota	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NE	Nebraska	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NH	New Hampsh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NJ	New Jersey	12	-	-	1	1	14	1	-	3	-	1	-	-	-	-	4
NM	New Mexico	3	3	-	-	-	2	1	-	-	-	1	1	-	-	-	-
NV	Nevada	5	1	-	2	1	3	-	-	-	-	3	2	-	-	-	5
NY	New York	10	-	-	2	-	2	-	2	-	-	4	1	3	-	-	3
OH	Ohio	8	1	-	2	1	1	-	-	-	-	3	1	-	-	-	-
OK	Oklahoma	26	7	2	10	3	46	5	-	9	3	9	1	-	1	-	12
OR	Oregon	33	5	1	-	-	16	6	-	2	1	32	16	-	2	1	11
PA	Pennsylvania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PR	Puerto Rico	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RI	Rhode Island	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SC	South Carolin	64	27	2	22	15	13	6	-	6	6	14	8	-	6	3	51
SD	South Dakota	1	-	-	-	-	2	-	-	-	-	6	2	-	1	-	1
TN	Tennessee	28	9	3	4	4	17	4	-	4	-	10	9	-	3	2	1
TX	Texas	5	2	-	1	1	2	1	1	-	-	1	1	1	1	1	3
UT	Utah	14	-	1	1	1	3	1	-	2	2	-	-	-	-	-	6
VA	Virginia	28	1	-	2	1	20	2	-	5	2	10	-	-	1	1	19
VI	Virgin Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VT	Vermont	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
WA	Washington	10	2	-	5	4	2	-	-	2	2	3	1	-	2	2	6
WI	Wisconsin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WV	West Virginia	2	1	-	-	-	1	1	-	-	-	2	1	-	-	-	-
WY	Wyoming	5	2	1	-	-	-	-	-	-	-	5	5	-	1	-	2
National Totals		785	206	13	157	83	398	95	5	117	62	257	104	4	45	26	353

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**

**Veterans Who Received Some Staff Assisted Service  
by State**

**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 7**

Veterans Who Received Some Reportable Service by State for all Veteran and Age Groups-2005\*

State Abbr.	VETERANS  State	Age 19-44					Age 45-54					Age 55 and over					
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Recently Separated Veterans
AK	Alaska	2,749	359	465	260	114	1,445	95	23	207	106	935	104	-	134	68	106
AL	Alabama	16,734	3,181	122	1,790	774	7,765	1,105	32	987	471	5,351	1,292	10	570	262	5,071
AR	Arkansas	8,217	810	264	811	431	3,813	150	34	405	207	2,802	182	3	244	112	1,636
AZ	Arizona	5,965	485	-	335	125	3,969	987	-	262	102	4,057	1,522	-	251	75	2,609
CA	California	8,423	2,365	15,769	1,180	550	5,159	2,831	884	657	357	4,748	3,400	25	406	214	3,658
CO	Colorado	12,121	2,042	-	1,667	494	7,356	4,122	-	946	300	6,344	4,717	-	580	192	3,365
CT	Connecticut	1,161	351	60	130	74	893	181	12	82	40	1,509	417	405	64	25	324
DC	District of Col	472	141	-	91	76	349	172	-	79	65	173	71	-	28	24	248
DE	Delaware	1,010	511	-	93	38	567	271	-	63	27	539	370	-	58	30	304
FL	Florida	37,462	9,427	-	4,903	1,781	18,701	4,070	-	2,713	1,093	18,140	5,885	-	1,821	696	17,811
GA	Georgia	31,072	6,918	-	2,770	1,153	13,164	2,599	-	1,562	736	9,109	2,360	-	776	332	17,194
GU	Guam	108	15	-	7	2	69	17	-	8	2	25	18	-	4	2	19
HI	Hawaii	1,998	300	-	273	104	923	118	-	165	76	800	188	-	117	49	927
IA	Iowa	5,795	1,713	20	641	301	3,084	959	3	262	126	2,652	1,267	4	168	76	1,641
ID	Idaho	7,434	2,406	452	1,195	489	3,633	274	40	485	250	3,219	150	5	340	135	2,201
IL	Illinois	18,884	238	357	2,735	972	9,447	64	77	1,240	514	9,070	103	5	953	429	9,096
IN	Indiana	16,859	4,882	29	1,322	569	9,170	2,162	-	837	363	7,819	3,152	-	617	273	5,717
KS	Kansas	5,623	815	1,532	597	236	2,515	272	83	361	157	1,977	369	15	250	110	1,307
KY	Kentucky	15,171	1,956	82	1,845	390	6,912	779	8	911	229	5,798	732	-	536	141	5,291
LA	Louisiana	2,656	1,017	-	897	56	1,229	618	-	448	35	1,044	736	-	319	25	21
MA	Massachuset	3,486	929	24	537	120	2,762	557	3	457	102	3,655	1,270	1	513	125	1,265
MD	Maryland	3,299	596	3	573	340	1,959	362	-	334	220	1,335	355	-	181	121	945
ME	Maine	2,383	450	104	296	133	1,529	719	12	195	97	1,761	794	484	129	47	564
MI	Michigan	16,343	3,753	-	1,872	648	9,162	1,696	-	1,006	359	8,859	1,911	-	703	285	4,367
MN	Minnesota	4,358	197	-	407	172	2,989	111	-	254	188	3,286	224	-	243	212	262
MO	Missouri	8,758	1,325	71	908	275	5,453	2,929	8	509	215	4,170	3,011	-	330	134	1,900
MS	Mississippi	10,235	1,836	545	775	324	4,628	790	43	548	249	3,122	1,043	4	345	165	4,142
MT	Montana	2,960	966	8	428	181	1,286	368	-	189	88	1,128	475	-	134	59	1,190
NC	North Carolin	40,537	7,571	4	4,825	2,072	19,593	4,279	439	2,608	1,295	15,032	5,978	465	1,570	765	6,005
ND	North Dakota	758	64	267	76	32	256	11	33	46	29	189	27	8	22	14	235
NE	Nebraska	2,699	696	1	305	139	1,614	259	581	128	91	1,308	323	595	65	55	627
NH	New Hampsh	1,854	310	16	302	263	1,384	216	-	212	179	1,687	405	-	213	183	348
NJ	New Jersey	7,458	501	136	735	177	5,008	392	20	527	134	6,996	1,090	2	636	173	2,293
NM	New Mexico	4,106	2,602	-	198	213	2,473	1,882	-	135	144	2,135	1,750	-	121	107	19
NV	Nevada	2,731	192	37	395	151	2,200	243	2	330	131	2,179	421	2	282	108	830
NY	New York	21,669	599	-	2,670	815	11,634	300	5,757	1,344	489	16,410	826	10,871	1,645	573	5,485
OH	Ohio	7,096	1,644	-	997	669	4,227	1,717	-	503	328	3,703	2,367	-	301	200	258
OK	Oklahoma	6,616	977	282	1,059	405	3,285	247	22	529	237	2,413	308	6	295	125	2,068
OR	Oregon	12,688	2,557	414	1,064	457	8,021	1,772	44	830	296	7,966	2,913	51	656	235	3,162
PA	Pennsylvania	9,615	2,500	182	789	387	5,337	1,161	55	388	173	5,192	1,959	21	288	129	2,615
PR	Puerto Rico	1,687	233	6	133	40	618	53	315	41	18	392	39	265	28	10	889
RI	Rhode Island	549	34	2	89	47	332	17	161	37	16	372	40	275	26	12	185
SC	South Carolin	16,925	4,908	21	1,936	775	8,346	2,074	3	1,047	490	6,609	2,731	-	707	316	6,258
SD	South Dakota	2,309	332	12	324	149	1,208	118	1	214	112	907	171	-	133	68	736
TN	Tennessee	12,615	3,825	750	1,352	638	6,317	3,386	80	799	393	4,922	3,688	29	465	239	1,750
TX	Texas	79,840	28,649	-	3,017	1,367	31,992	15,049	13,964	1,706	852	30,768	17,498	16,287	1,040	506	19,033
UT	Utah	6,068	509	74	583	218	3,081	946	9	330	142	2,950	1,113	-	313	122	2,482
VA	Virginia	20,251	1,260	-	2,213	807	9,262	320	-	1,284	536	6,339	370	-	708	297	9,197
VI	Virgin Islands	77	3	-	7	4	40	-	13	4	3	20	1	16	1	-	22
VT	Vermont	552	88	22	66	38	336	75	3	39	21	300	93	-	22	12	112
WA	Washington	15,917	1,681	577	2,019	1,070	10,077	1,521	55	1,428	825	8,795	1,637	2	896	438	4,855
WI	Wisconsin	2,297	682	187	421	179	1,410	377	36	229	115	1,378	536	5	162	73	662
WV	West Virginia	4,948	904	-	447	194	1,998	832	-	162	66	1,649	930	-	127	69	1,397
WY	Wyoming	1,611	502	103	228	126	946	315	8	122	60	799	378	1	103	39	384
National Totals		535,209	113,807	23,000	55,588	22,354	270,926	66,940	22,863	31,194	13,949	244,837	83,710	29,862	21,639	9,286	165,088

\*Source: ETA 9002 (6/30/04)

**VETS 200 Report**

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

**For All Veterans' and Age Groups**

**Program Year 2004**

Veterans who Received Intensive Services by State for All Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	249	37	7	18	5	158	11	-	21	7	105	16	-	10	5	22
AL	Alabama	290	56	-	194	137	197	39	-	102	74	59	24	-	34	27	101
AR	Arkansas	137	10	-	91	56	69	7	-	49	25	34	5	-	23	12	38
AZ	Arizona	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CA	California	6,491	1,815	-	920	420	3,955	2,183	-	479	248	3,626	2,644	-	293	153	2,742
CO	Colorado	456	151	-	185	99	267	159	-	69	31	181	161	-	51	36	200
CT	Connecticut	99	42	5	55	42	55	21	-	28	18	30	14	-	9	7	35
DC	District of Col	142	97	-	66	55	164	141	-	68	57	62	56	-	21	18	92
DE	Delaware	54	26	-	4	1	31	15	-	4	1	23	19	-	2	2	12
FL	Florida	545	127	-	301	205	334	74	-	173	123	181	60	-	88	60	266
GA	Georgia	405	99	-	162	111	219	44	-	91	66	113	28	-	34	21	197
GU	Guam	108	15	-	7	2	69	17	-	8	2	25	18	-	4	2	19
HI	Hawaii	36	7	-	18	8	16	2	-	8	7	10	5	-	3	2	14
IA	Iowa	363	138	2	231	134	182	70	-	84	50	96	62	-	43	22	123
ID	Idaho	244	75	-	134	78	134	11	1	51	34	103	7	-	9	6	54
IL	Illinois	103	1	-	45	24	69	-	-	23	13	45	2	-	12	4	42
IN	Indiana	106	35	-	36	20	74	21	-	19	11	73	31	-	10	7	31
KS	Kansas	87	18	4	52	35	49	10	-	33	22	29	11	-	15	9	24
KY	Kentucky	316	56	-	80	24	182	24	-	43	10	92	24	-	21	6	120
LA	Louisiana	119	47	-	60	20	61	26	-	27	10	36	32	-	22	4	-
MA	Massachuset	1,653	517	4	339	77	1,322	269	-	284	68	1,632	647	-	327	92	665
MD	Maryland	320	84	-	102	75	236	61	-	63	50	131	46	-	32	29	74
ME	Maine	65	19	5	28	18	47	25	1	22	15	22	12	1	12	6	23
MI	Michigan	133	38	-	53	22	85	18	-	22	12	35	10	-	11	6	51
MN	Minnesota	316	25	-	134	72	245	19	-	86	65	208	23	-	55	48	43
MO	Missouri	138	21	1	33	15	113	49	1	24	13	42	38	-	6	3	24
MS	Mississippi	270	49	2	59	35	130	21	-	35	22	66	24	-	18	13	139
MT	Montana	116	42	-	44	26	55	17	-	18	16	56	28	-	19	11	48
NC	North Carolin	502	123	-	247	141	335	85	2	144	98	130	68	2	52	34	83
ND	North Dakota	146	17	13	22	10	50	-	1	13	9	41	5	-	6	3	81
NE	Nebraska	175	53	-	63	48	123	24	43	23	26	81	24	38	15	20	39
NH	New Hampsh	406	78	-	71	63	331	55	-	50	42	470	120	-	59	48	94
NJ	New Jersey	252	37	-	82	37	168	16	1	58	24	134	24	-	52	22	106
NM	New Mexico	3,957	2,485	-	191	205	2,374	1,791	-	131	140	2,070	1,693	-	118	105	19
NV	Nevada	125	11	2	49	24	112	16	-	51	20	113	30	-	39	16	49
NY	New York	291	25	-	161	89	150	11	77	76	38	111	26	95	55	32	52
OH	Ohio	297	81	-	112	87	183	59	-	50	39	123	86	-	37	27	18
OK	Oklahoma	108	18	3	66	42	66	8	-	33	19	23	3	-	11	6	30
OR	Oregon	181	63	10	56	36	113	39	-	31	17	78	41	-	17	13	71
PA	Pennsylvania	107	24	-	96	60	39	10	-	28	21	23	11	-	13	8	26
PR	Puerto Rico	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RI	Rhode Island	17	1	-	5	2	13	1	6	4	3	19	6	15	3	1	10
SC	South Carolin	1,039	402	-	161	71	678	223	-	113	67	420	238	-	69	32	453
SD	South Dakota	128	44	-	46	29	40	8	-	26	15	22	7	-	13	9	105
TN	Tennessee	177	61	36	67	54	78	52	2	39	24	45	38	1	24	20	28
TX	Texas	1,904	707	-	353	224	897	386	368	218	147	485	251	355	95	68	440
UT	Utah	386	26	2	37	15	356	107	-	25	8	148	51	-	14	5	101
VA	Virginia	168	11	-	76	50	123	5	-	51	27	45	5	-	17	10	54
VI	Virgin Islands	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VT	Vermont	26	3	-	7	7	15	4	1	6	5	10	3	-	3	1	2
WA	Washington	279	33	-	123	107	247	33	-	102	89	103	25	-	35	26	72
WI	Wisconsin	484	152	-	128	64	289	93	-	60	47	285	106	-	39	20	170
WV	West Virginia	77	22	-	42	23	30	12	-	16	11	29	19	-	13	7	24
WY	Wyoming	37	16	3	9	5	14	4	-	4	-	26	13	-	11	7	7
National Totals		24,633	8,140	99	5,721	3,309	15,342	6,396	504	3,286	2,006	12,149	6,940	507	1,994	1,151	7,333

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**  
**Veterans Placed in Federal Training by State**  
**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 9**

Veterans Placed in Federal Training by State for all Veterans' and Age Groups - 2005\*

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	6	1	-	-	-	4	-	-	-	-	1	-	-	-	-	-
AL	Alabama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AR	Arkansas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AZ	Arizona	22	1	-	3	2	15	5	-	2	1	14	10	-	1	-	5
CA	California	17	2	-	2	-	10	6	-	2	2	8	8	-	-	-	6
CO	Colorado	6	2	-	1	-	4	3	-	1	1	3	2	-	-	-	1
CT	Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DC	District of Col	6	1	-	1	1	-	-	-	-	-	-	-	-	-	-	4
DE	Delaware	21	9	-	1	-	11	5	-	-	-	4	3	-	-	-	4
FL	Florida	217	29	-	68	42	81	9	-	25	15	40	8	-	7	5	76
GA	Georgia	40	15	-	28	20	21	7	-	16	12	6	1	-	3	2	27
GU	Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HI	Hawaii	22	4	-	3	2	17	1	-	-	-	11	5	-	2	-	10
IA	Iowa	31	12	-	21	15	5	3	-	4	4	-	-	-	-	-	14
ID	Idaho	25	9	-	21	8	6	3	-	4	4	2	-	-	2	2	11
IL	Illinois	15	-	-	9	6	8	-	-	2	-	5	-	-	-	-	8
IN	Indiana	39	9	-	12	6	18	3	-	5	3	9	3	-	-	-	12
KY	Kansas	2	2	-	2	2	-	-	-	-	-	2	-	-	1	-	2
KY	Kentucky	54	5	-	5	1	17	3	-	2	-	10	1	-	2	1	12
LA	Louisiana	15	7	-	11	3	2	1	-	1	-	2	2	-	-	1	-
MA	Massachuset	87	21	-	15	3	86	16	-	13	3	110	34	-	11	4	28
MD	Maryland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ME	Maine	54	15	2	11	4	48	21	-	12	4	36	18	-	3	1	13
MI	Michigan	26	7	-	10	2	5	-	-	4	2	4	3	-	2	2	15
MN	Minnesota	14	1	-	6	4	13	-	-	7	7	7	-	-	1	1	3
MO	Missouri	-	-	-	-	-	4	4	-	1	-	3	1	-	-	-	-
MS	Mississippi	61	12	4	6	3	21	6	-	-	-	11	3	-	1	-	24
MT	Montana	7	2	-	3	2	5	2	-	2	2	-	-	-	-	-	1
NC	North Carolin	348	90	-	59	31	146	40	-	27	17	102	39	-	12	7	53
ND	North Dakota	4	2	-	2	-	3	-	-	1	-	-	-	-	-	-	2
NE	Nebraska	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NH	New Hampsh	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
NJ	New Jersey	20	3	1	-	-	18	1	-	2	1	20	4	-	2	1	5
NM	New Mexico	7	4	-	3	-	7	6	-	1	-	4	4	-	-	-	-
NV	Nevada	16	1	-	1	-	8	-	-	1	-	7	-	-	1	1	3
NY	New York	14	1	-	1	1	12	1	8	4	1	13	1	11	3	1	5
OH	Ohio	29	3	-	3	3	13	3	-	1	1	5	3	-	2	2	2
OK	Oklahoma	20	1	1	4	2	2	-	-	1	-	2	-	-	1	1	7
OR	Oregon	177	54	3	90	58	60	19	-	30	22	42	18	-	18	11	52
PA	Pennsylvania	196	60	-	68	48	128	28	-	31	22	100	55	-	12	9	43
PR	Puerto Rico	3	-	-	-	-	2	-	2	-	-	3	-	2	-	-	2
RI	Rhode Island	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
SC	South Carolin	36	8	-	5	2	32	7	-	6	1	32	16	-	2	1	7
SD	South Dakota	30	7	-	22	15	13	3	-	13	7	4	-	-	4	3	15
TN	Tennessee	137	44	46	24	13	30	13	6	6	3	10	8	-	2	2	24
TX	Texas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
UT	Utah	102	7	2	10	3	76	16	-	5	2	30	9	-	5	2	29
VA	Virginia	81	17	-	13	5	33	-	-	4	4	13	1	-	2	1	30
VI	Virgin Islands	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VT	Vermont	4	-	-	2	2	-	-	-	-	-	1	-	-	1	1	1
WA	Washington	31	8	-	17	12	17	8	-	9	7	6	3	-	2	1	11
WI	Wisconsin	11	1	-	1	-	14	3	-	1	1	5	5	-	-	-	2
WV	West Virginia	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WY	Wyoming	14	4	1	2	1	6	1	-	3	-	3	2	-	-	-	3
National Totals		2,071	482	60	567	322	1,023	247	16	249	149	690	270	13	105	63	572

\*Source: ETA 9002 (6/30/05)

**ETA 9002 Report**  
**Veterans Referred to Federal Training by State**  
**For All Veterans' and Age Groups**

**Program Year 2004**

**Attachment 10**

**Veterans Referred to Federal Training by State for all Veterans' and Age Groups - 2005\***

State Abbr.	VETERANS State	Age 19-44					Age 45-54					Age 55 and over					Total Recently Separated Veterans
		Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	Total Veterans & Eligible Persons	Campaign Badge Veterans	Transitioning Service Members	Disabled Veterans	Special Disabled Veterans	
AK	Alaska	97	11	2	8	2	71	3	-	6	3	46	2	-	3	1	3
AL	Alabama	38	7	-	12	7	12	3	-	6	3	7	4	-	4	2	15
AR	Arkansas	7	-	1	2	2	2	1	-	-	1	-	-	-	-	-	3
AZ	Arizona	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
CA	California	287	95	-	58	30	106	57	-	25	18	121	86	-	16	7	154
CO	Colorado	387	85	-	66	22	344	196	-	45	15	238	193	-	35	14	96
CT	Connecticut	9	6	-	4	-	2	-	-	-	3	2	-	-	-	-	4
DC	District of Col	30	10	-	5	4	12	4	-	1	1	6	4	-	-	-	6
DE	Delaware	4	1	-	-	-	1	1	-	-	3	1	-	-	-	-	1
FL	Florida	681	173	-	206	128	205	48	-	82	50	99	26	-	36	23	447
GA	Georgia	449	135	-	214	141	174	40	-	98	65	65	17	-	23	17	339
GU	Guam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HI	Hawaii	40	7	-	4	2	23	3	-	1	1	20	6	-	3	-	22
IA	Iowa	267	91	3	77	46	159	53	-	35	15	99	66	1	15	9	95
ID	Idaho	89	40	-	53	33	34	10	-	21	12	19	-	-	10	8	31
IL	Illinois	56	1	-	28	16	13	-	-	12	7	6	-	-	5	3	44
IN	Indiana	50	20	-	18	10	40	13	-	13	8	278	103	-	18	9	27
KS	Kansas	12	3	-	8	5	2	-	-	2	1	3	-	-	-	-	3
KY	Kentucky	91	13	-	15	2	33	2	-	3	1	24	4	-	2	1	38
LA	Louisiana	221	109	-	67	11	109	56	-	31	8	92	68	-	20	2	1
MA	Massachuset	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MD	Maryland	19	3	-	5	3	16	5	-	-	-	4	-	-	-	-	4
ME	Maine	172	56	14	45	27	125	65	1	25	9	70	36	3	10	5	76
MI	Michigan	67	28	-	23	10	32	10	-	9	7	20	14	-	2	1	22
MN	Minnesota	199	13	-	37	16	183	15	-	21	19	213	20	-	20	18	12
MO	Missouri	19	2	-	4	2	17	10	1	4	4	16	14	-	2	1	5
MS	Mississippi	156	55	4	14	8	62	21	-	11	7	57	26	-	5	3	66
MT	Montana	28	11	-	9	8	9	5	-	3	2	10	7	-	2	1	15
NC	North Carolin	624	279	-	67	43	197	54	3	19	12	89	44	-	12	4	321
ND	North Dakota	36	13	3	3	-	12	-	-	5	4	3	1	-	1	1	21
NE	Nebraska	149	45	-	31	15	58	10	19	5	3	36	10	12	2	1	51
NH	New Hampsh	5	3	-	4	3	1	-	-	-	-	1	1	-	-	-	4
NJ	New Jersey	15	1	-	2	1	15	1	-	4	-	5	-	-	2	1	5
NM	New Mexico	161	106	-	8	2	96	64	-	4	5	83	74	-	3	2	2
NV	Nevada	10	1	1	-	-	10	1	-	-	-	4	-	-	1	-	4
NY	New York	144	14	-	21	8	88	5	43	14	3	98	3	76	14	6	47
OH	Ohio	72	16	-	21	20	27	11	-	6	3	11	9	-	3	3	7
OK	Oklahoma	54	14	6	15	6	17	-	1	6	4	17	3	1	4	2	35
OR	Oregon	286	102	23	51	32	127	46	1	29	18	105	64	-	15	9	150
PA	Pennsylvania	227	78	1	36	18	88	14	-	15	5	79	29	-	8	2	89
PR	Puerto Rico	174	-	-	18	3	47	-	21	6	4	33	-	22	5	2	109
RI	Rhode Island	14	2	-	6	3	10	1	5	1	1	6	1	5	1	1	2
SC	South Carolin	67	36	-	12	3	26	11	-	11	7	20	14	-	5	3	31
SD	South Dakota	73	19	-	34	18	37	8	-	23	11	31	7	-	14	9	30
TN	Tennessee	333	154	21	72	41	133	80	2	31	16	108	90	-	15	11	97
TX	Texas	161	90	-	20	13	58	35	29	15	10	48	18	34	4	3	71
UT	Utah	60	7	2	9	5	31	13	-	1	-	20	9	-	4	2	27
VA	Virginia	106	37	-	19	10	34	5	-	9	3	16	5	-	3	3	61
VI	Virgin Islands	1	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-
VT	Vermont	4	-	-	3	2	3	-	-	2	2	-	-	-	-	-	1
WA	Washington	299	66	-	90	63	134	22	-	46	31	121	37	-	21	9	139
WI	Wisconsin	79	36	-	26	16	56	20	-	18	13	39	11	-	7	4	34
WV	West Virginia	26	3	-	4	2	10	5	-	-	-	6	2	-	-	-	9
WY	Wyoming	3	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1
National Totals		6,660	2,098	81	1,554	862	3,102	1,027	127	724	411	2,502	1,131	154	375	203	2,878

\*Source: ETA 9002 (6/30/05)