

**U.S. Department of Labor  
Veterans' Employment  
and Training Service**



**November 2020**

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## TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

### Mission

The Veterans' Employment and Training Service (VETS) directly supports the Department's Strategic Goal 1: Support the Ability of All Americans to Find Good Jobs and Strategic Objective 1.2: Provide veterans, service members, and their spouses with resources and tools to gain and maintain employment.

**VETS Mission**<sup>1</sup>: We **prepare** America's veterans, service members, and their spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.

**VETS Vision**: Enabling all veterans to reach their full potential in the workplace.

### Authorizing Legislation

The establishment of the position of Assistant Secretary of Labor for Veterans' Employment and Training, the position of Deputy Assistant Secretary of Labor for Veterans' Employment and Training, and the position of Regional Administrator at the six regional offices are codified in 38 U.S.C. § 4102A. Legislation establishing the Assistant Secretary of Labor for Veterans' Employment and Training was enacted on October 17, 1980.

The agency's programs are authorized through 38 U.S.C.<sup>2</sup> 4100-4110 A, 4111, 4212, 4214 and 4321-4327; 10 U.S.C. 1144, the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) (P.L. 103-353); the Stewart B. McKinney Homeless Assistance Act (P.L. 100-77); Section 168, VOW To Hire Heroes Act (P.L. 112-56); and the Workforce Innovation and Opportunity Act (P.L. 113-128).<sup>3</sup>

### Organizational Structure

VETS has approximately 240 employees distributed across a National Office and six regional offices. The Office of National Programs and the Office of Field Operations are each led by an SES Director. The Office of Agency Management and Budget and the Office of Strategic Outreach are each led by a GS-15 Director. The six regional offices are each led by a GS-15 Regional Administrator.

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<sup>1</sup> <https://www.dol.gov/agencies/vets/about>.

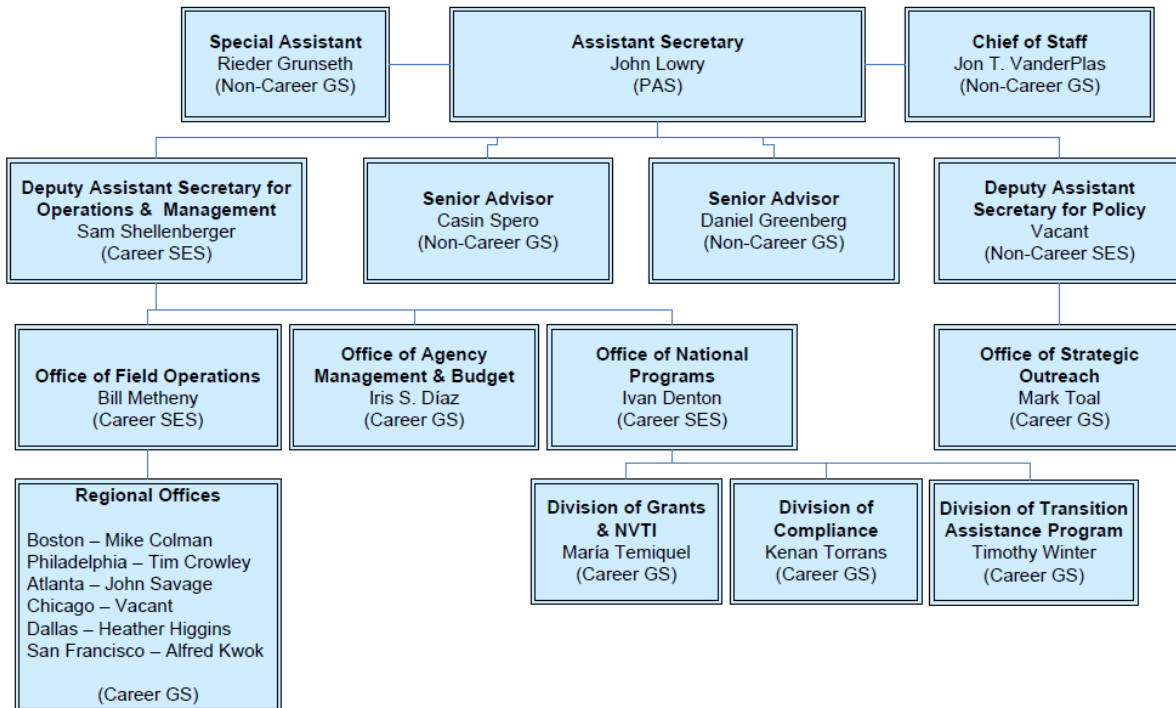
<sup>2</sup> <https://www.dol.gov/vets/usc/vpl/usc38.htm>.

<sup>3</sup> <https://www.doleta.gov/WIOA/>.

**TAB 1: Agency Organizational Overview**

*Organizational Chart*

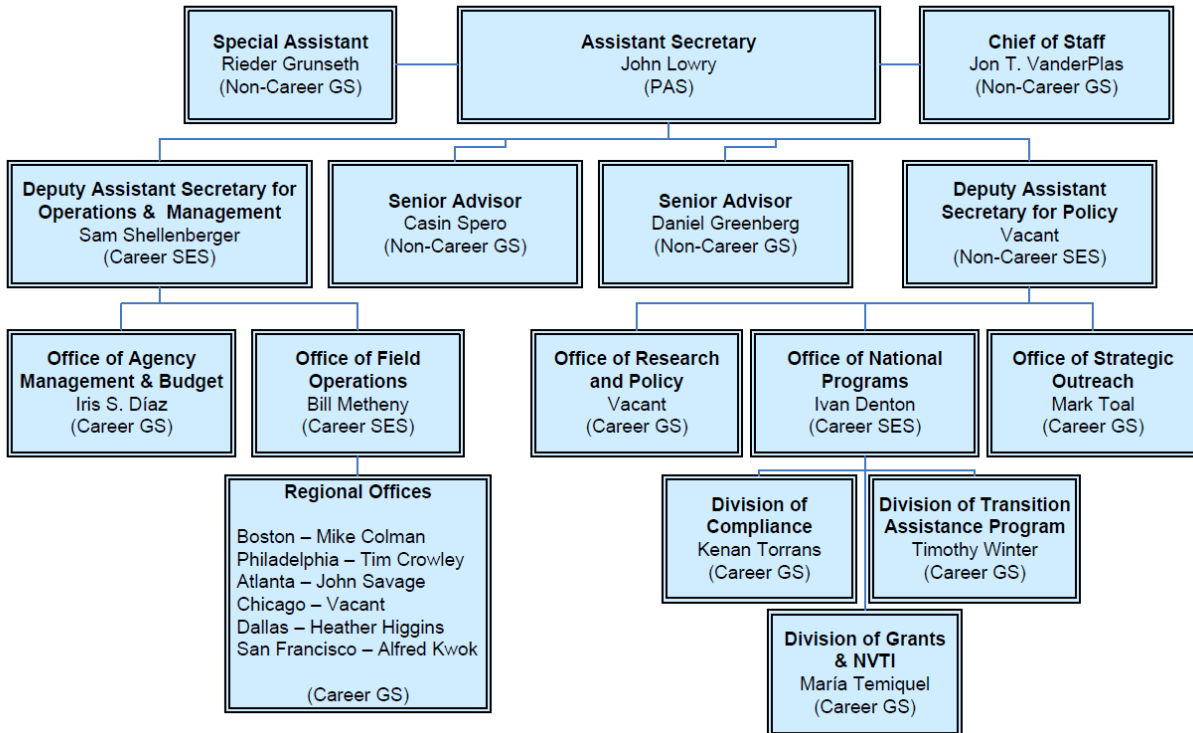
The Organization Chart as of November 1, 2020 is provided below.



The Veterans’ Employment and Training Service (VETS) proposed a reorganization, which was approved on September 26, 2020. The reorganization, scheduled for implementation by early December, will: (1) realign the Office of National Programs (ONP) under the Deputy Assistant Secretary for Policy, (2) establish the Office of Research and Policy (ORP), and (3) place the Office of Strategic Outreach (OSO) under the Deputy Assistant Secretary of Policy.

**TAB 1: Agency Organizational Overview**

An Organization Chart that reflects the Reorganization is provided below.



*Office of National Programs (ONP)*

The Director of ONP, a career SES, serves as VETS’ principal advisor regarding VETS programs, which include compliance activities related to the Uniformed Services Employment and Reemployment Rights Act (USERRA); compliance activities related to Veterans’ Preference; activities, processes, and oversight of VETS grant programs including the Jobs for Veterans State Grant (JVSG) and the Homeless Veterans’ Reintegration Program (HVRP); activities, processes, and oversight related to VETS’ national program contracts including the Transition Assistance Program (TAP) for separating service members and the National Veterans’ Training Institute (NVTI).

*Office of Field Operations (OFO)*

The Director of OFO, a career SES, directs the six regional offices and their teams in each state. The 180 staff who comprise OFO implement the agency’s policies and oversee its programs across the nation, enabling the Assistant Secretary to successfully accomplish VETS’ missions. There are six regions—Boston, Philadelphia, Atlanta, Chicago, Dallas, and San Francisco. Primary regional functions include ensuring the operation, implementation, and promotion of all veterans’ employment and training programs and services within the region; providing oversight and training to VETS investigative staff; and coordinating, monitoring, and providing technical assistance to states and competitive grantees for veterans’ employment and training programs. The regional offices have the following geographic coverage:

## TAB 1: Agency Organizational Overview

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- **Boston:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont, Virgin Islands, and Puerto Rico.
- **Philadelphia:** Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia.
- **Atlanta:** Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.
- **Chicago:** Illinois, Indiana, Iowa, Kansas, Michigan Minnesota, Nebraska, Ohio, and Wisconsin.
- **Dallas:** Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, South Dakota, Oklahoma, Texas, Utah, and Wyoming.
- **San Francisco:** Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Washington, and U.S. territories in the Pacific.

### *Office of Agency Management and Budget (OAMB)*

The Director of OAMB, a GS-15, serves as the principal advisor to the Deputy Assistant Secretary of Operations and Management on the following management activities: budget formulation, execution, tracking, and evaluation; purchasing and contract procurements; internal controls; human resources and executive services; organizational performance measurement; information technology; and agency-wide administrative operations.

### *Office of Strategic Outreach (OSO)*

The Director of OSO, a GS-15, sets and guides the strategy for all communications, legislative testimony, congressional inquiries, website content, and public messaging to consistently articulate the VETS mission. OSO manages the Veterans' Employer Outreach Program, HIRE Vets Medallion Program, and the Women Veteran Program. OSO also serves as the information, outreach, and public affairs contact with employers, veterans' service and military organizations, unions, and the print and broadcast media for all matters relating to VETS' programs and activities.

### *Office of Research and Policy (ORP)*

*The ORP will plan, organize, coordinate, and execute VETS' research efforts and policy activities. This Office will provide VETS with strategic considerations to improve program outcomes through coordination and analysis of research findings related to veteran employment. It will analyze, formulate, and recommend legislative changes and options for policy initiatives and work in collaboration with other VETS' offices and programs to achieve common goals. ORP will be responsible for the work products of the Disabled Veterans Program and the Women Veterans Program.*

Workforce At-A-Glance

**DEPARTMENT OF LABOR EMPLOYMENT \*  
AS OF 11/1/2020 VETS**

AGENCY			
Subagency	National Office	Regional Office	Total
VETS	46	180	226
Total	46	180	226
RACE & GENDER			
Ethnicity	F	M	Total
American Indian		1	2
Asian	2		5
Black	23	29	52
Hawaiian/PI	0	1	1
Hispanic	7	16	23
Two or more Races	4	4	8
White	44	88	132
Total	81	145	226

BARGAINING UNIT	
Local 12	24
NCFLL	104
Non-BU	98
SUPERVISORY**	
Non Supervisor	145
Supervisor	81
WORK SCHEDULE	
F-Full Time	225
P-Part Time	1
REGIONS	
Atlanta	31
Boston	28
Chicago	33
Dallas	33
Philadelphia	23
San Francisco	32
Natl Ofc	46
Total	226

GRADE DISTRIBUTION	
00	3
04	1
07	9
09	5
11	7
12	90
13	73
14	23
15	15
Total	226
DISABLED STATUS	
No Disability	144
Non-targeted	65
Targeted	17
APPOINTMENT TENURE	
Indefinite	5
Permanent	219
Temporary	2
RETIREMENT ELIGIBILITY	
Early Out	31
Eligible	34
Not Eligible	161

METRO D.C. AREA EMPLOYEES BY BUILDING		
EMP SVC BLDG - MINNESOTA AVE		2
FRANCES PERKINS BLDG		44
Total		46
Includes regional employees working in the D.C. area		
GRADE 13 & ABOVE		
Ethnicity	F	M
American Indian	0	2
Asian	1	2
Black	4	14
Hispanic	4	2
Two or more Races	2	2
White	26	56

\* Permanent and Temporary Employees

\*\* Supervisor count includes manager levels 2 and 4

## Organizational Changes During the Past Four Years

As described earlier, the Veterans' Employment and Training Service (VETS) proposed a reorganization, which was approved on September 26, 2020 and is scheduled for implementation by early December. Other organizational changes during the past four years include:

- Finalized the formal establishment of the Office of Strategic Outreach
- Created a separate division in ONP with responsibility for TAP
- Created a Compliance Assistance Position in the Division of Compliance Programs in ONP

- Created a Senior Researcher position, and initiated a Disabled Veteran Research program
- Created six Regional Investigator Positions (1800 series)

## **Key Leaders**

### *SES Leadership Positions*

- **John Lowry**, Assistant Secretary
- **Vacant**, Deputy Assistant Secretary for Policy
- **J.S. “Sam” Shellenberger**, Deputy Assistant Secretary for Operations
- **William Metheny**, Director of Field Operations
- **Ivan Denton**, Director of National Programs

### *Non-SES Leadership Positions*

- **Jonathan VanderPlas**, Chief of Staff
- **Iris S. Díaz**, Director of Agency Management and Budget
- **Mark Toal**, Director of Strategic Outreach
- **Maria Temiquel**, Director, Division of Grants/National Veterans Training Institute
- **William Torrans**, Director, Division of Compliance Programs
- **Timothy Winter**, Director, Transition Assistance Program
- **John Savage**, Administrator, Atlanta Region
- **Michael Colman**, Administrator, Boston Region
- **Vacant**, Administrator, Chicago Region
- **Heather Higgins**, Administrator, Philadelphia Region
- **Alfred Kwok**, Administrator, San Francisco Region



## TAB 2: STATE OF PLAY

### Key Meetings, Decisions, and Announcements

#### *January 2021*

- HIRE Vets Medallion Program 2020 application period opens on January 31, 2021.

#### *March 2021*

- TAP Apprenticeship Pilot ends, TAP Employment Navigator Pilot begins.
- On March 8, the Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO) is planning to hold its first meeting of 2021. The Committee is responsible for assessing the employment and training needs of veterans.

#### *April 2021*

- Hire Vets Medallion Program 2020 application period closes on April 30, 2021.

#### *October 2021*

- [Notify employers who will receive HIRE Vets Medallion Awards no later than October 11. VETS will also notify applicants who will not be receiving an award at that time.](#)

#### *November 2021*

- [Announce the names of HIRE Vets Medallion award recipients at a time to coincide with Veterans Day.](#)

### Policy and Regulatory Issues

#### *Transition Assistance Program*

In VETS, one of our recent focus areas has been to improve the assistance we provide to service members who are completing their military duties to transition successfully to civilian life. Last year, as a member of the interagency Transition Assistance Program (TAP), our agency provided in-person employment workshops to 172,000 service members at more than 200 military installations worldwide. TAP assists transitioning service members to set the employment trajectory that will inform the rest of their lives. As the consequences of a successful or unsuccessful transition compound over time, it is critical that we provide service members with the resources and opportunities necessary to get the transition right.

To further improve the transition experience of our service members, the VETS Division of TAP will facilitate improved employment outcomes, as discussed below:

- Specialized curricula for service members and military spouses;

- An “Employment Navigator and Partnership” pilot to expand the employment assistance provided through workshops beyond the classroom for the first time in program history;
- A data-matching project with the National Directory of New Hires (NDNH) to analyze the most influential factors to transitioning service members’ civilian wage outcomes;
- A [Veteran Employment Challenge](#) for the private sector to develop a new job-matching tool that uses all the capability of modern technology to better connect transitioning service member and employers; and
- An apprenticeship pilot program that links DOL, DOD, VA, public and private sector resources to help interested service members enroll in apprenticeship programs prior to separation.

### *Enhancing TAP Curricula*

The National Defense Authorization Act (NDAA) for Fiscal Year 2019, (P.L. 115-232), became law on August 13, 2018, and included program changes to TAP. In response, with a focus on improved outcomes, VETS revised the employment course curricula to provide a one-day employment preparation workshop that is mandatory for all transitioning service members, an optional two-day workshop for career exploration and technical career preparation, and an optional two-day workshop for general employment preparation. In addition, DOD will offer an optional two-day workshop on Higher Education, and SBA will offer an optional two-day workshop on Entrepreneurship. These changes to TAP were designed to help transitioning service members make the best career choices among those available to them, taking into account individual skills and high-demand career fields.

VETS is developing course curriculum specific to military spouses who are transitioning out of the service or to another installation. The Transition Employment Assistance for Military Spouses (TEAMS) curriculum will assist military spouses in their career endeavors with training on employment essentials, tailored to their unique circumstances. TEAMS will include components of the current curriculum for service members, such as resume development and interviewing techniques, and also include components more specific to the needs of military spouses as a result of their frequent moves and the complexities associated with state licensing and credentialing requirements. As an example, last year DOL developed a military spouse web portal where military spouses can search efficiently for specific points of contact, guidelines, and state laws on professional licensing, including information on how occupational licenses from one state can be recognized in another. While developing the new course curriculum in coordination with DOD’s Military Spouse Employment Partnership, VETS continues to evaluate delivery options with DOD to determine the most effective and efficient format--likely hybrid models that allow face-to-face programming and digital delivery.

In FY 2021, VETS plans to develop a transition assistance curriculum designed specifically to address the employment needs of wounded warriors. The curriculum will pay special attention to job accommodation resources developed in coordination with the Office of Disability Employment Policy, so that wounded warriors are able to realize their full potential despite the injuries they incurred in service to all of us.

*Employment Navigator and Partnership Pilot*

To provide a more agile and individualized employment transition service, VETS is in the development phase of an individualized, employment-outcome-based pilot program to help service members leverage the best-fit partner resources. Inspired and informed by the model many colleges use to provide career counseling and placement offices on campus, Employment Navigators will be available on select military installations in Fiscal Year 2021 to assist transitioning service members find the career path most suited to their desires and capabilities and to connect them with the most effective transition partner resources to help them reach their goals. Using customer-based case management referrals to the appropriate government and non-government entities, Employment Navigators will assist service members to navigate the overwhelming array of programs to find the best fit for each of them.

*Employment Outcomes / National Directory of New Hires*

To assess the effectiveness of the “Employment Navigators” as well as to better understand and improve the aspects of military service and TAP that contribute to future employment outcomes, we are arranging a memorandum of understanding with the U.S. Department of Health and Human Services in order to use the National Directory of New Hires to properly track and analyze employment outcome data. VETS receives data daily from DOD on transitioning service members. This growing database contains demographic information, highest education level achieved, military base geographic data, and a list of all the courses each service member participated in during the transition process. By matching the data with the National Directory of New Hires, we will be able to analyze the most influential factors in a successful transition.

*Veterans Employment Challenge*

Using America Competes Act authority, in December 2019, VETS, with in-kind support in testing and review from DOD and the VA, established the Veterans Employment Challenge. The Veterans Employment Challenge invited private sector organizations to compete to develop a better job-matching tool for transitioning service members and veterans. After three phases that included more than 50 competitors, three finalists conducted field testing in the challenge’s fourth phase. The finalists, Eightfold, LinkedIn, and Square Peg Hires, presented their software solutions to transitioning service members from various Army installations through virtual TAP workshops. The transitioning service members evaluated their user experience and provided feedback as part of the competitive review process.

In July, based on user-experience evaluations, Eightfold.ai was selected as the finalist. Further testing and evaluations conducted in August confirmed the product’s effectiveness with transitioning service members, transition assistance instructors, and employers. VETS supports the development of Eightfold.ai’s software with a goal of making this finished platform to all transitioning service members, military spouses, and veterans.

### *Apprenticeship Pilot*

Apprenticeships offer effective pathways to gain critical job skills and connect talented workers with employers. The FY 2019 appropriations bill provided funding for VETS to run an apprenticeship pilot program, including a robust evaluation component. VETS launched the pilot at eight U.S. military installations to offer transitioning service members, and their spouses, opportunities to be hired into apprenticeship positions in industries and locations that match their interests prior to separation. From April 1, 2020, to March 31, 2021, Apprenticeship Placement Counselors will draw on their networks of prospective employers, industry associations, and stakeholders to connect the participants to viable apprenticeship opportunities across the country.

Transitioning service members are well equipped to become apprentices as they are goal-oriented, hard-working, responsible, and have proven leadership skills. VETS will incorporate lessons learned and best practices into the employment navigator program and broader transition assistance portfolio.

### *VETS Compliance Programs*

VETS administers the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), 38 U.S.C. 4301-4335 and investigates claims under the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. 3330a *et. seq.*.

### *USERRA*

VETS has statutory responsibility for interpreting, administering, and helping enforce USERRA. USERRA comprises three major areas: 1) Anti-discrimination—USERRA provides that employers cannot take any adverse action against any current or prospective employee, due in any part to that individual's past, present, or future military service, status, or obligations; 2) Anti-retaliation—USERRA provides that no employer can take any adverse action against any employee—regardless of military affiliation—for either asserting or helping another employee assert his or her rights under the statute; and 3) Reemployment—USERRA provides that employees who meet the criteria for entitlement to reemployment rights must be promptly reinstated into the same positions of status, seniority, and rate of pay they otherwise would have attained had they remained continuously employed. This is commonly referred to as the escalator principle and has been the law since 1946.

USERRA is a highly complex statute, and covers virtually all employers—private and public. VETS provides extensive technical assistance through briefings to all members of the general public, military units, and professional associations. In addition, VETS investigates complaints received from individuals who believe their USERRA rights were violated. If VETS is unable to resolve a case to a claimant's satisfaction, regardless of the outcome, the claimant may elect to continue to pursue relief through private counsel or through the U.S. Department of Justice (DOJ) or the U.S. Office of Special Counsel (OSC) for independent review and consideration of litigation in U.S. District Court (non-federal, state, private employers), or before the MSPB (federal employers).

VETS USERRA investigators must undergo a two-week training course at NVTI before being allowed to investigate USERRA cases. Stakeholders include the National Committee for

Employer Support of the Guard and Reserve, the Office of the Solicitor, DOJ, OSC, and OPM. VETS is responsible for publishing Quarterly Reports to Congress on timeliness of its investigations, due one month after the end of each quarter, and a USERRA Annual Report to Congress due July 1. Annual case volumes over the last four years have ranged from 1,000 - 1,100.

For both VEOA and USERRA, cases are tracked through an electronic information management system, the VETS Case Management System (VCMS). The VCMS became operational in April of 2020. .

### *VEOA*

This primarily involves veterans' preference in federal hiring and during reductions-in-force (RIFs). The U.S. Office of Personnel Management (OPM) is responsible for interpreting and administering those statutes and regulations governing veterans' preference in the federal sector. VETS is responsible for investigating complaints received from preference-eligible veterans who believe their veterans' preference rights in federal hiring were violated. VETS receives 600-800 veterans' preference complaints annually. VETS does not have enforcement authority over veterans' preference. If VETS finds the evidence supports the claimant's allegation, VETS will work with the subject federal agency to obtain the appropriate relief, which often involves reconsideration of the certified list of applicants. If VETS is unable to resolve the matter to the veteran's satisfaction (regardless of the outcome of the case) the veteran may elect to continue to pursue the matter with the Merit Systems Protection Board (MSPB).

VETS' investigators must first complete a one-week course on VEOA at the National Veterans' Training Institute (NVTI) before being allowed to investigate a veterans' preference case. Most veterans' preference cases are investigated through telephone interviews, electronic transmission (e-mail) of documents and statements, and hard-copy evidentiary material.

### ***The Jobs for Veterans State Grants (JVSG) and the Homeless Veterans Reintegration Program (HVRP)***

VETS administers two grant programs. The largest grant is the JVSG program, which annually funds approximately 1,400 Disabled Veterans' Outreach Program (DVOP) Specialist and 500 Local Veterans Employment Representatives (LVER) via the State Workforce Agencies (SWA). DVOP specialist provide services to Veterans with significant barriers to employment and LVER staff conduct employer outreach to local businesses about the benefits of hiring Veterans. Over the past few years, VETS made the following policy adjustments:

- Clarified state flexibility in utilizing Consolidated Positions. Consolidated Positions are used in several States, which combines or consolidates the role of a DVOP and a LVER
- Removed merit staffing requirements from Grant Provisions.

VETS administers HVRP to over 150 grantees across the US. These grantees provide employment related services and support to homeless veterans with a goal of reintegrating them back into the workforce. Over the past few years, VETS made the following HVRP policy adjustments:

- Implemented service to veterans that are “at risk” of becoming homeless, consistent with VA programs that serve homeless veterans.
- Shifted the program from an annual grant into a three year grant, incrementally funded on an annual basis.
- Emphasized JVSG and HVRP integration via various policy documents.

## **Key Agency Stakeholders**

VETS engages with public- and private-sector employers to leverage the right strategic partnerships to maximize the impact on veteran employment outcomes.

### *Veteran Service Organizations (VSOs)*

VETS works closely with congressionally-chartered VSOs, including the American Legion, Veterans of Foreign Wars (VFW), Vietnam Veterans of America (VVA), Student Veterans of America (SVA), Paralyzed Veterans of America (PVA), Disabled American Veterans (DAV), Military Officers Association of America (MOAA), and American Veterans (AMVETS).

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

The Committee's charter and obligation is to assess the employment and training needs of the nation's veterans, and advise VETS with regard to the extent to which the Department's programs and activities are meeting the employment and training needs of veterans. The ACVETEO is a non-discretionary federal advisory committee and is subject to the Federal Advisory Committee Act (FACA). Kayla Williams is the ACVETEO Chairperson until January 2022. She is affiliated with the Center for a New American Security. More information on Kayla is available at: <https://www.cnas.org/people/kayla-m-williams>.

*Federal Partners*

VETS works closely with the following Federal Partners in support of all the Agency programs.

- DOD: Military to Civilian Transition Office, Force Education and Training
- VA Veterans' Benefit Administration: the Office of Transition and Economic Development, Education Services, and Veteran Readiness and Employment.
- Small Business Administration: Office of Veteran Business Development
- Office of Personnel Management (OPM)
- Department of Education
- Department of Transportation

*Other Stakeholders*

VETS also works closely with the following organizations:

- National Association of State Workforce Agencies (NASWA)
- National Governors' Association (NGA)
- U.S. Chamber of Commerce: Hiring our Heroes Foundation
- National Conference of State Legislatures (NCSL): Labor and Economic Development Committee
- Society for Human Resource Management (SHRM)
- U.S. Interagency Council on Homelessness (USICH)
- National Coalition for Homeless Veterans (NCHV)
- Syracuse University: Institute for Veterans and Military Families

**TAB 3: CALENDAR**

<b>Event</b>	<b>Date</b>
HIRE Vets Medallion Program’s annual application period	January 31 – April 30
USERRA Quarterly Report to Congress	January 30, 2021
2020 Advisory Committee on Veterans’ Employment, Training, and Employer Outreach (ACVETEO) report to Congress	February 1, 2021
Planned release of the Funding Opportunity Announcement for HVRP and the Homeless Female Veterans and Veterans with Families grants	February 1, 2021
Annual Report Due to Congress*	February 1, 2021
ACVETEO Quarterly Meeting TAP Executive Council Quarterly Meeting	1st Quarter, 2021
Annual notification of the JVSG fiscal year funding estimates to the state workforce agencies.	April 2021
USERRA Quarterly Report to Congress	April 30, 2021
ACVETEO Quarterly Meeting TAP Executive Council Quarterly Meeting	2nd Quarter 2021
USERRA Annual Report to Congress	July 1, 2021
HVRP and the Homeless Female Veterans and Veterans with Families grants awarded	July 1, 2021
ACVETEO Quarterly Meeting TAP Executive Council Quarterly Meeting	3rd Quarter 2021
USERRA Quarterly Report to Congress	July 30, 2021
VETS’ 4212 Federal Contractor Program filing season (Note: Contractors may submit 4212 reports throughout the year, as needed)	August 1 – September 30 (Annually)
HIRE Vets Medallion Program Award Recipients Notified	NLT October 11, 2021
ACVETEO Quarterly Meeting TAP Executive Council Quarterly Meeting	4th Quarter 2021
USERRA Quarterly Report to Congress	October 30, 2021
HIRE Vets Medallion Program Award Event (scheduled in the vicinity of Veterans Labor Day)	November 2021
ACVETEO required annual report submission to the Secretary of Labor and to the Senate and House Veterans’ Affairs Committees.	December 31, 2021
2020 ACVETEO report to Congress	February 1, 2022

\*VETS is responsible for publishing two Annual Reports to Congress. These include an overall annual report (which includes HIRE Vets Medallion Program data) and a separate USERRA



**TAB 3: Calendar**

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Annual Report. Although the overall report is due on February 1, annual fiscal year data is not available until approximately 60 days after the end of the fiscal year (November 30). The report can be produced only after the relevant annual fiscal year data is collected and analyzed. The overall annual report was transmitted to Congress in May 2020, and the USERRA Annual Report was transmitted to Congress in July 2020.

**TAB 4: BUDGET**  
**Veterans' Employment and Training Service**  
**BUDGET AUTHORITY AND FTE SUMMARY**

(Dollars in millions)

	FY 2017 Enacted	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request
<b>Budget Authority</b>	\$279.0	\$295.0	\$300.0	\$311.3	\$312.0
<b>FTE*</b>	237	229	217	220	220

\*Reflects authorized direct FTE only.

At-A-Glance

- The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of Americans who have served in uniform. VETS prepares transitioning service members and military spouses for civilian employment and provides employment and training services to eligible veterans and their spouses. VETS also protects the employment rights of service members and veterans, and ensures that federal employers give appropriate preferential hiring to veterans.
- VETS programs and activities are funded through five separate appropriations:
  - **Jobs for Veterans State Grants (JVSG)** – JVSG is a formula grant to states that assists veterans in obtaining and maintaining meaningful employment through services provided at American Job Centers (AJC) and other locations. Funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state and the number of unemployed persons in the state.
  - **Transition Assistance Program (TAP)** – TAP is jointly administered by the Department of Defense (DOD), the Department of Veterans Affairs (VA), and DOL. DOL provides (under contract) a one-day TAP Employment Workshop, and two specialized multi-day employment workshops both domestically and abroad, to assist veterans in transitioning to civilian employment.
  - **Homeless Veterans' Reintegration Program (HVRP)** – HVRP is a discretionary grant program focused exclusively on the employment of veterans who are homeless. Grantees provide job training, counseling, and placement services, including job readiness, literacy, and skills training, to aid in the re-integration of homeless veterans into the labor force.
  - **National Veterans' Training Institute (NVTI)** –NVTI ensures a high level of proficiency and training for state staff that provide veterans employment services. NVTI also provides training to federal staff who perform compliance and enforcement activities under USERRA and Veterans' Preference. NVTI is funded through a contract.
  - **Federal Administration – USERRA Enforcement (FA)** – FA funds VETS' staff and associated administrative expenses for all programs. FA also funds VETS' compliance activities including investigations of claims from protected individuals under two labor laws: the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Veterans' Employment Opportunities Act.

Budget and FTE Trends

- From FY 2012 to FY 2020, VETS' budget authority has increased from \$264.4 million to \$311.3 million.
- In FY 2014, most activities were funded at approximately the pre-sequestration and pre-recession levels of FY 2013 except JVSG, which received an increase of \$14.4 million. The President's Request for VETS in FYs 2015 and 2016 largely included only inflationary increases, which were provided.
- In FY 2012, VETS' authorized FTE level was 218. The FY 2020 FTE ceiling is 221. VETS hired staff to support changes to TAP required by the 2019 National Defense Authorization Act (NDAA).
- VETS has authority in its appropriations language to transfer up to three percent between the four activities funded by the Unemployment Trust Fund. In FY 2017 and 2018, these funds were also used to cover start-up costs for the HIRE VETS program implemented in FY 2019.
- In FY 2017, the Department of Veterans Affairs transferred to VETS \$2.0 million and full administrative control of the Career Technical Training Track workshops offered within TAP. However, in the 2019 National Defense Authorization Act, Congress changed the TAP program to a one-day mandatory employment course and four two-day elective courses. VETS is responsible for providing the mandatory course and two of the elective courses. In response to the 2019 NDAA, VETS is also piloting TAP employment counselors on base, to facilitate better service to transitioning service members and improve employment outcomes. VETS is partnering with the Chief Evaluation Office to evaluate these efforts.
- The FY 2019 Omnibus saw JVSG, HVRP, and NVTI flat-funded from FY 2018, and increases to TAP and Fed Admin. VETS received an additional \$3.8 million in funds, which included \$3.5 million in two-year funding for an apprenticeship pilot within TAP. The FY 2020 appropriation provided a total of \$311.3 million for VETS, with an increase of \$5.0 million for HVRP and an increase of \$6.0 million for TAP. The FY 2020 appropriation did not include language or funding to continue the TAP apprenticeship pilot.
- By statute, the HVMP program is intended to be fully funded by fees. However, due to lower than projected fee revenue, VETS has had to augment the fee funding with funding from Federal Administration funds. VETS' current appropriations language permits the agency to spend up to \$500,000 of the Federal Administration funds annually to support the HVMP program. The HVMP program is a priority for Senator Blunt, who chairs the Labor-HHS-Education appropriations subcommittee.

Upcoming Issues

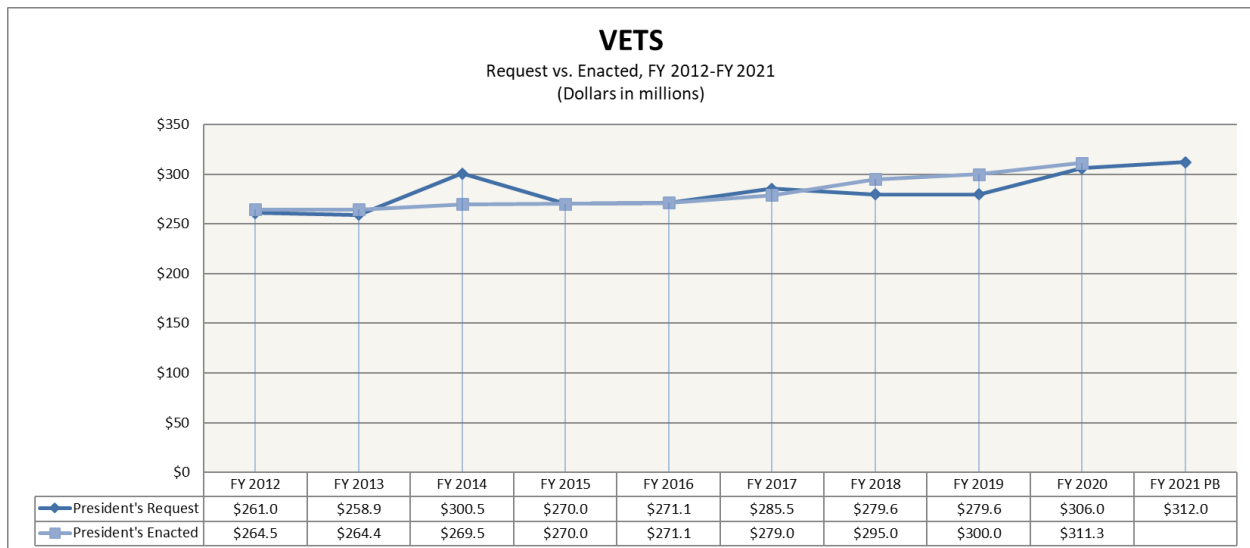
- In 2019, with the implementation of HVMP, VETS collected fees from employers who wish to be recognized in their efforts to recruit, employ, and retain veterans. VETS initially estimated collecting \$1.2 million annually for program costs and to fund three FTE with those collections. The collected fees will not be added to the direct appropriation accounts.
- VETS now estimates that it needs approximately \$700,000 to sustain the HVMP Program. Program fees collected in FY 2019 were \$74,100, and fees collected in FY 2020 were \$106,540. While fee revenue is projected to increase each year, the program has not yet reached a sustainable, self-funded level.
- The FY 2019 NDAA mandated changes to TAP which VETS began implementing in FY 2020. In FY 20, VETS was provided \$1.5 million to develop TAP curriculum targeted at military spouses and began the workshop pilot in October.

**TAB 4: Budget**

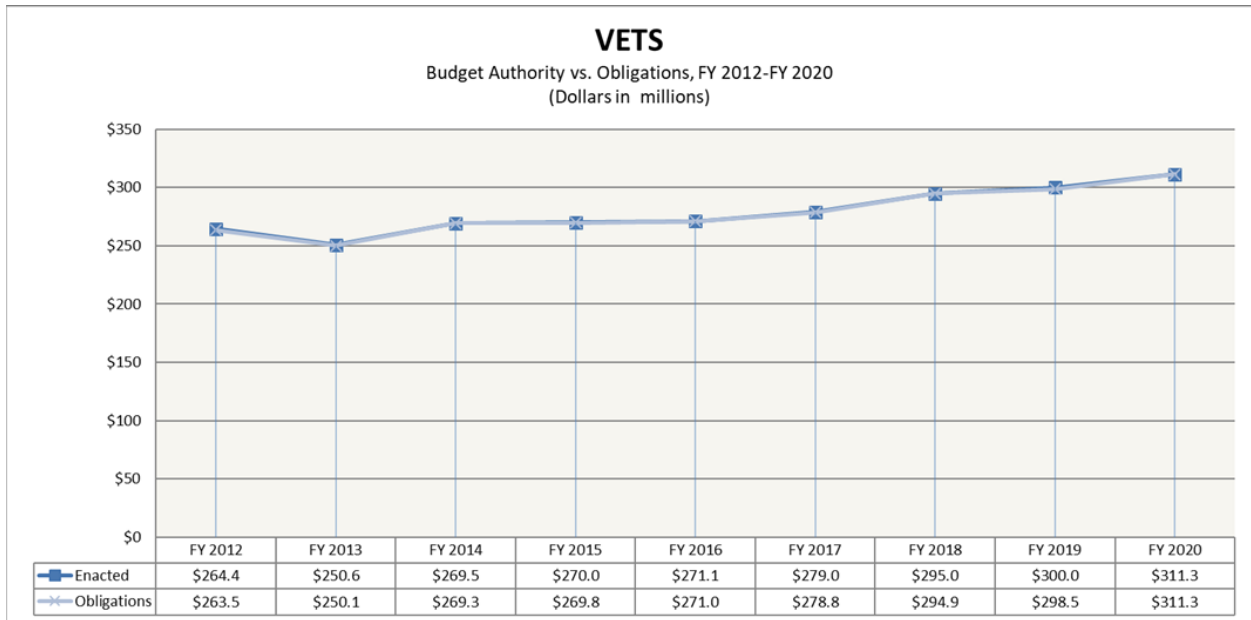
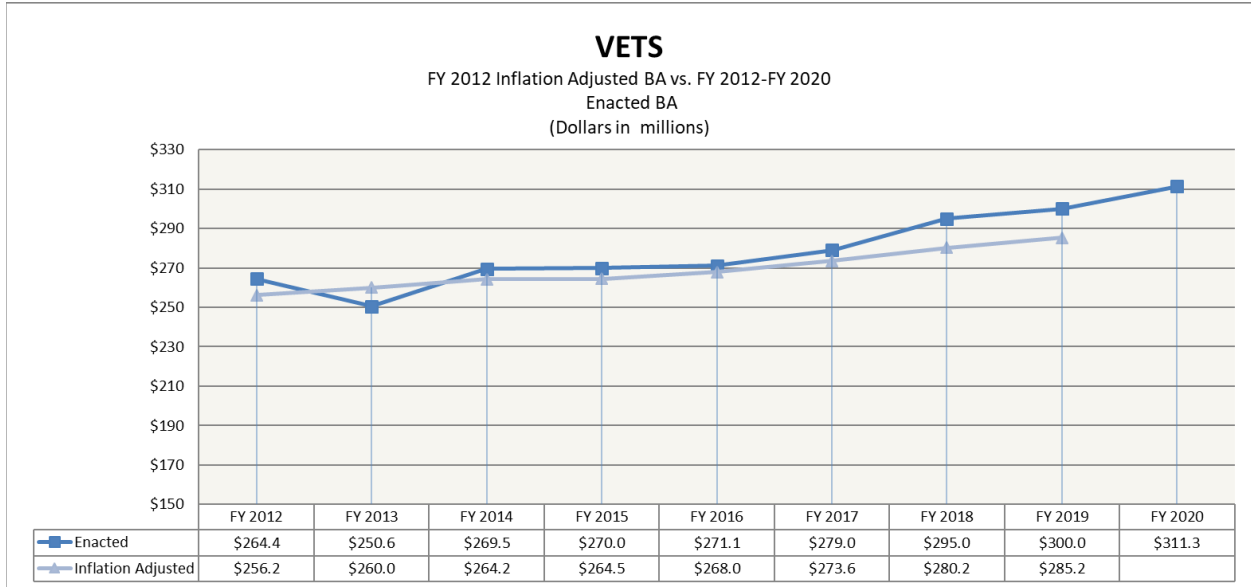
- Due to COVID-19, states shifted the JVSG formula-funded staff to process unemployment claims. Therefore, states have been slower than usual in expending the JVSG formula funds. Under current appropriations language restrictions, states have only until December 31, 2020, to expend the JVSG formula funds. The FY 2021 President’s Budget proposed to extend the JVSG expenditure period to three years, in line with ETA formula funds. The Department submitted an anomaly to extend the expenditure period in the FY 2021 Continuing Resolution, but the provision was not enacted as part of the initial Continuing Resolution. Congress is aware of the expenditure issue for FY 2020. If the FY 2020 expenditure period is not enacted, VETS estimates that states will return approximately \$10 million to Treasury.

Staff Contacts

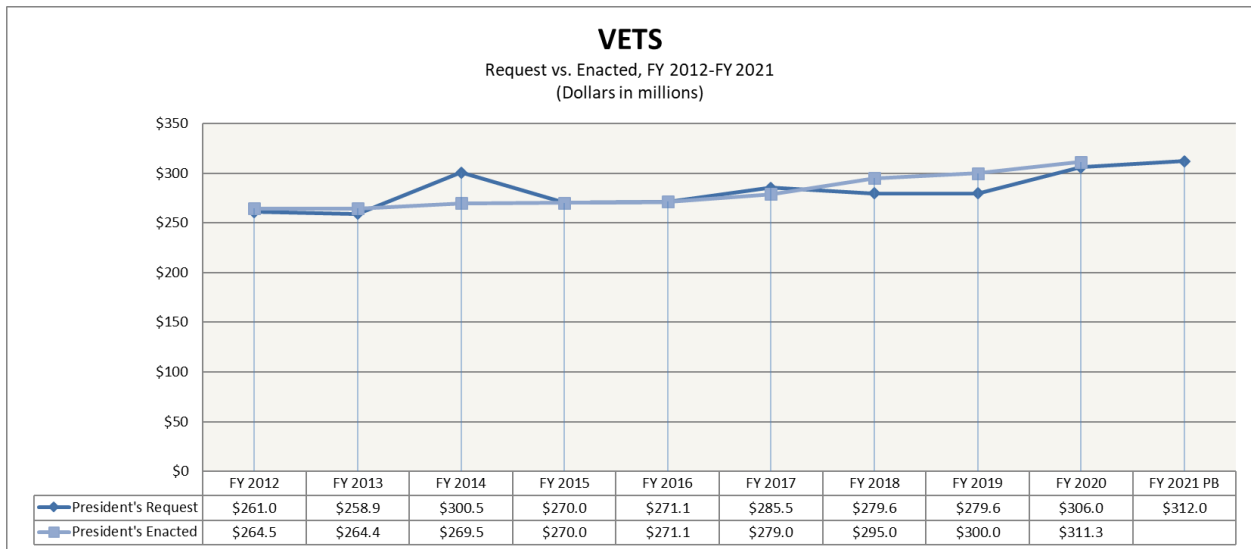
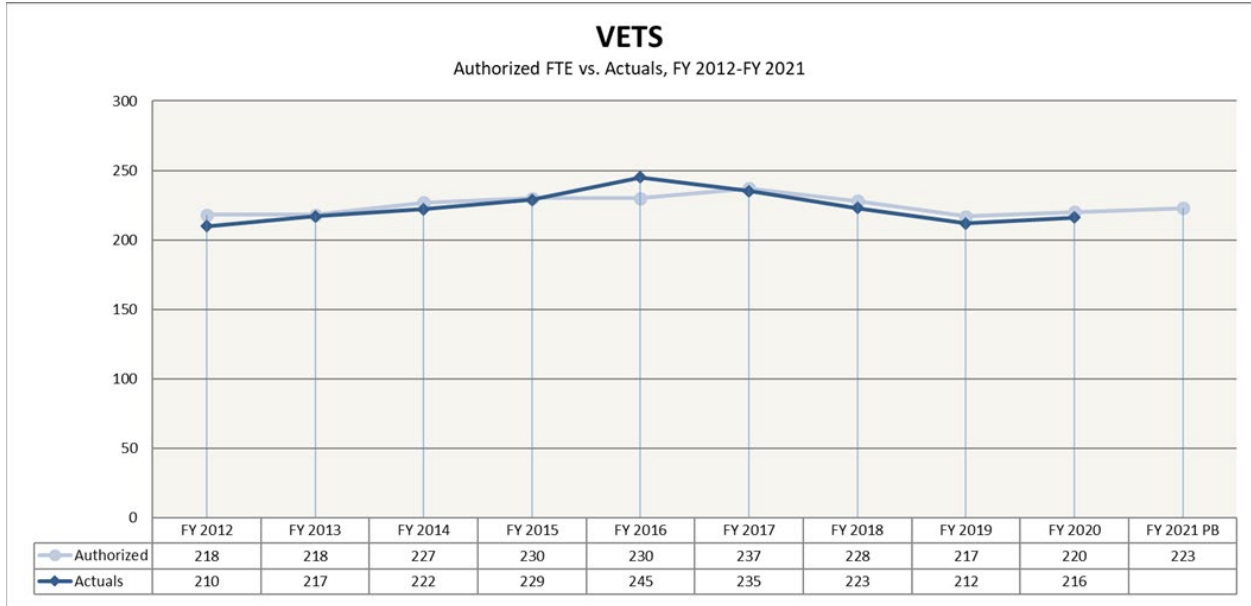
Joseph Matotek, Budget Officer, Office of Agency Management and Budget  
 Veterans’ Employment and Training Service  
 matotek.joseph@dol.gov  
 (202) 693-4720



**TAB 4: Budget**

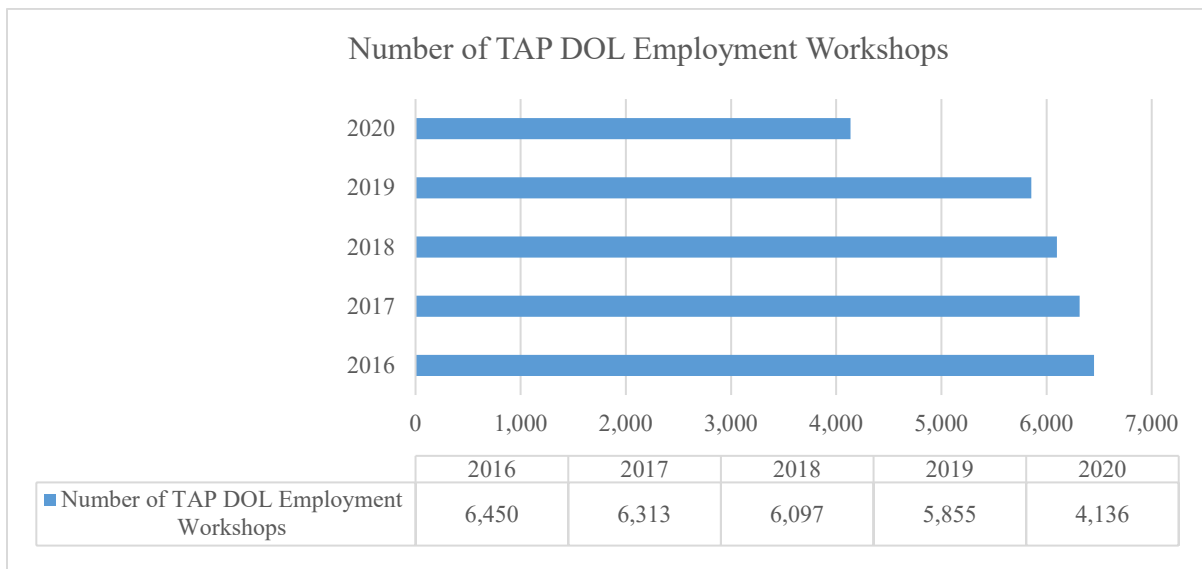
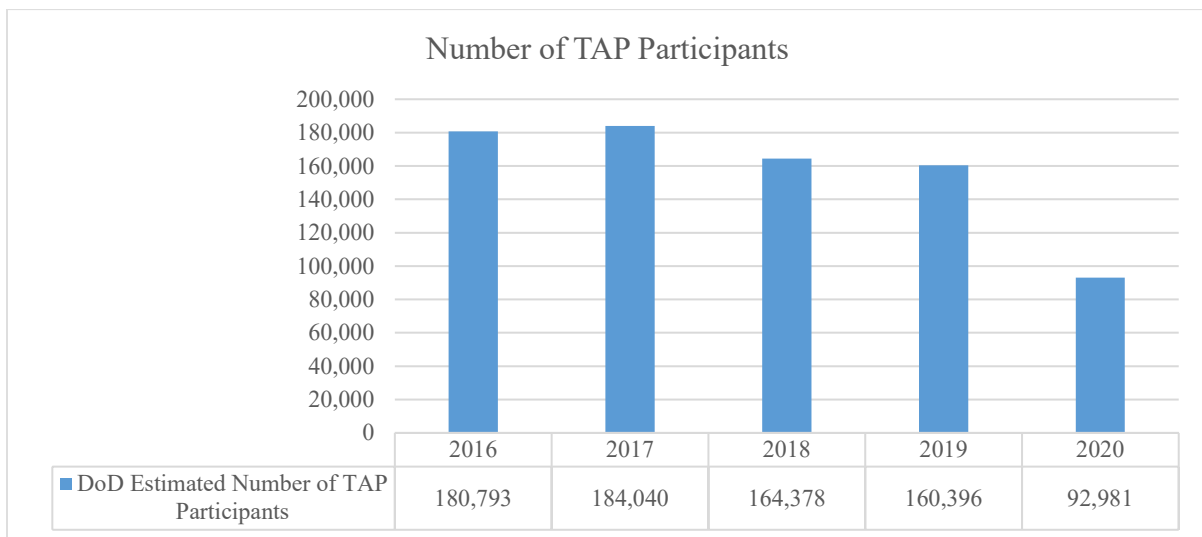


**TAB 4: Budget**



## TAB 5: Agency Performance

The Department of Labor’s Transition Assistance Program (TAP) provides assistance to the nation’s transitioning service members and their spouses by providing a series of employment workshops to aid in a successful transition from military to civilian employment. The National Defense Authorization Act (NDAA) of 2019 made revisions to TAP, including the structure and length of the courses. In 2019, more than 160,000 transitioning service members participated in the Employment Workshop course, conducted through nearly 6,000 workshops. Fewer in-person courses were delivered in 2020 due to COVID. VETS is working with HHS to obtain access to the National Directory of New Hires, which will allow for employment-based outcomes (e.g., placement into employment, earnings, employment retention) to be analyzed for all transitioning service members.

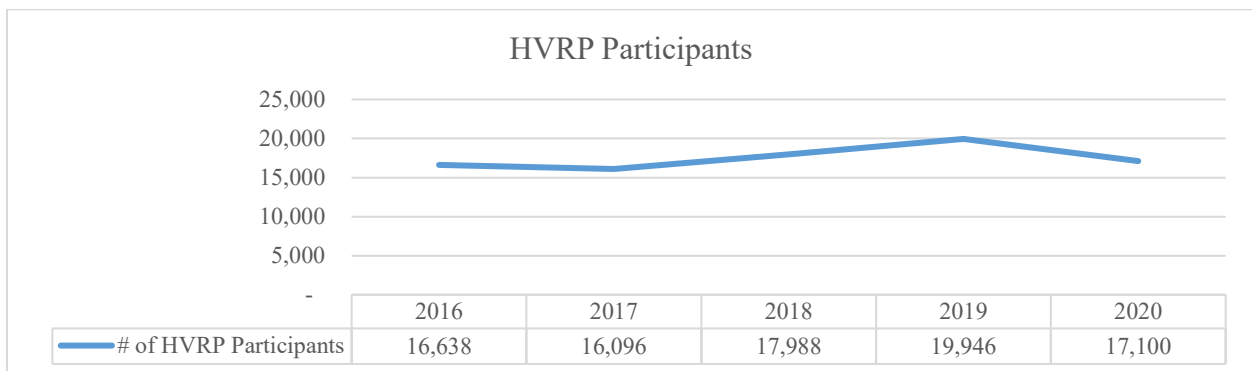


**TAB 5: Agency Performance**

VETS provides the states with formula funding through the Jobs for Veterans State Grants (JVSG) Program to hire veteran employment specialists in the State Workforce System. The JVSG-funded employment specialists provide Individualized Career Services at American Job Centers to assist veterans in overcoming significant barriers to employment including homelessness, disability, or previous incarceration. Studies show that individualized career services significantly help veterans obtain jobs.<sup>4</sup>

In FY 2017, JVSG transitioned to the standard WIOA placement rate measures and discontinued the use of the historic placement rate measures. VETS began collecting outcomes on the new WIOA measure in FY 2018. In PY 2018, JVSG served nearly 80,000 veterans at American Job Centers nationwide. The Employment Rate (4th quarter after exit) for veterans served by VETS funded Disabled Veteran Outreach Program (DVOP) Specialists was 57 percent. The quarterly Median Earnings (2nd quarter after exit) was \$6,420.

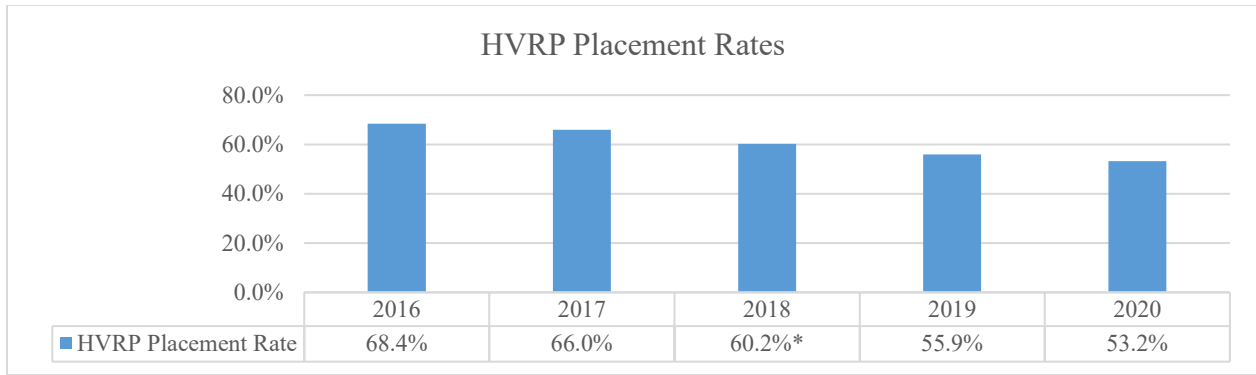
The Homeless Veterans’ Reintegration Program (HVRP) addresses the needs of one of the most vulnerable populations of veterans, those who are homeless or at risk of homelessness. HVRP provides employment and training services to homeless veterans, equipping them with the skills to gain meaningful employment. VETS served nearly 20,000 homeless veterans in program year (PY) 2019 through the HVRP competitive grant program, which resulted resulting in a job placement rate of 55.9 percent of program participants. In PY 2017, a policy change was made in the HVRP program allowing grantees to continue serving participants into the following program year, increasing overall participation and reducing administrative burden.



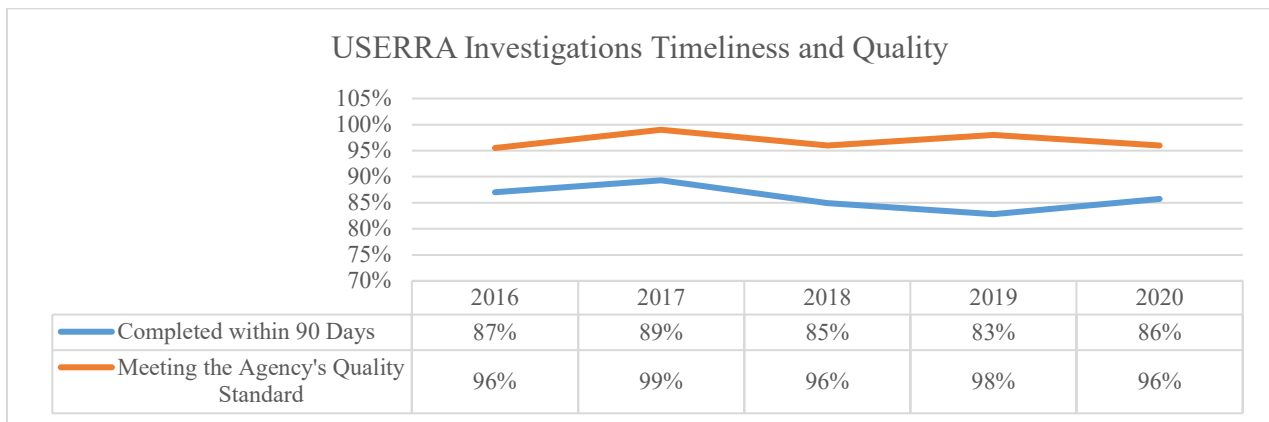
<sup>4</sup> Source: Summit Consulting, January 2015, “Veteran and Non-Veteran Job Seekers”; <http://www.dol.gov/asp/evaluation/completed-studies/VeteranNon-VeteranJobSeekers.pdf>.



**TAB 5: Agency Performance**



The Uniformed Services Employment and Reemployment Rights Act (USERRA) anti-discrimination provisions prohibit employers from taking any adverse action against any current or prospective employee, due in any part to those individuals' past, present, or future military service, status, or obligations. Over the past several years, VETS has successfully closed or received approved claimant extension for 100 percent of cases within the required 90-day period.



The Honoring Investments in Recruiting and Employing American Military Veterans Act (HIRE Vets Act), required the Secretary to establish a program that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. In 2018, VETS conducted a limited HIREVets Medallion Program (HVMP) Demonstration Program, accepting 300 applications and awarding the HIRE Vets Medallion to 239 employers using the same criteria as in the rule. After the Demonstration Program, HVMP officially launched in 2019 and accepted 433 applications from which 427 employers were awarded the HIRE Vets Medallion. In 2020, VETS will award 675 employers, a nearly 60 percent increase from the prior year. The official awards announcement will be made on or near Veterans Day 2020, as required by the Act.