

FY 2013

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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APPROPRIATION LANGUAGE

Not to exceed [\$212,060,000] \$220,685,000 may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of 38 U.S.C. 4100-4113, 4211-4215, and 4321-4327, and Public Law 103-353, and which shall be available for obligation by the States through December 31, [2012] 2013, of which [\$2,444,000] \$3,414,000 is for the National Veterans' Employment and Training Services Institute.

In addition, to carry out Department of Labor programs under section 5(a)(1) of the Homeless Veterans Comprehensive Assistance Act of 2001 [and the Veterans Workforce Investment Programs under section 168 of the WIA, \$52,879,000, of which \$14,622,000 shall be available for obligation for the period July 1, 2012 through June 30, 2013], \$38,185,000.
(Department of Labor Appropriations Act, 2012)

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EXPLANATION OF LANGUAGE CHANGE

The Administration is proposing to amend FY 2013 appropriations language under the Veterans' Employment and Training Services (VETS) heading. Language providing appropriations for the Veterans Workforce Investment Program under section 168 of the Workforce Investment Act of 2001 has been deleted. The details of the elimination of this program are contained in the Veterans Workforce Investment Program section.

This change will also eliminate the program year funding available for this program.

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ANALYSIS OF APPROPRIATION LANGUAGE

Not applicable.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2011 Enacted		FY 2012 Enacted		FY 2013 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$45,971	0	\$52,879	0	\$38,185
Other Supplementals and Rescissions P.L. 112-10 for FY 2011	0	-\$92	0	\$0	0	\$0
Other Supplementals and Rescissions P.L. 112-74 for FY 2012	0	\$0	0	-\$100	0	\$0
Appropriation, Revised	0	\$45,879	0	\$52,779	0	\$38,185
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$45,879</i>	<i>0</i>	<i>\$52,779</i>	<i>0</i>	<i>\$38,185</i>
Comparative Transfer To: Transition Program (TAP)	0	\$0	0	\$0	0	\$0
Comparative Transfer From: Jobs for Veterans State Grants (JVSG)	0	\$0	0	\$0	0	\$0
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	227	\$212,156	218	\$212,060	218	\$220,685
Other Supplementals and Rescissions P.L. 112-10 for FY 2011	0	-\$2,421	0	\$0	0	\$0
Other Supplementals and Rescissions P.L. 112-74 for FY 2012	0	\$0	0	-\$401	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>227</i>	<i>\$209,735</i>	<i>218</i>	<i>\$211,659</i>	<i>218</i>	<i>\$220,685</i>
B. Gross Budget Authority	0	\$0	0	\$0	0	\$0
Offsetting Collections						
Deduction:	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
C. Budget Authority Before Committee	227	\$255,614	218	\$264,438	218	\$258,870
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
IT Crosscut	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	227	\$255,614	218	\$264,438	218	\$258,870
Other Unobligated Balances	0	\$0	0	\$0	0	\$0
Unobligated Balance Expiring	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	227	\$255,614	218	\$264,438	218	\$258,870

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2012 Enacted	FY 2013 Request	Net Change
Budget Authority			
General Funds	\$52,779	\$38,185	-\$14,594
Trust Funds	\$211,658	\$220,685	+\$9,027
Total	\$264,437	\$258,870	-\$5,567

Full Time Equivalents

General Funds	0	0	0
Trust Funds	218	218	0
Total	218	218	0

Explanation of Change	FY 2012 Base		Trust Funds		FY 2013 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	218	\$19,510	0	\$73	0	\$0	0	\$73
Personnel benefits	0	\$4,870	0	\$18	0	\$0	0	\$18
One day more of pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees Compensation Act (FECA)	0	\$75	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$2,655	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$87	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$753	0	\$53	0	\$0	0	\$53
Communications, utilities, and miscellaneous charges	0	\$387	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$342	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$2	0	\$0	0	\$0	0	\$0
Other services	0	\$0	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$4,652	0	\$0	0	\$0	0	\$0
Other government accounts (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other government accounts (DHS Charges)	0	\$57	0	\$0	0	\$0	0	\$0
Other purchases of goods and services from Government accounts	0	\$145	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$10	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$8	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$160	0	\$0	0	\$0	0	\$0
Equipment	0	\$92	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$217,860	0	\$0	0	\$0	0	\$0

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Explanation of Change	FY 2012 Base		Trust Funds		FY 2013 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Built-Ins Subtotal	218	+\$251,665	0	+\$144	0	\$0	0	+\$144
B. Programs:								
Increase of \$4,968,000 for State Grants	0	\$165,081	0	\$4,968	0	\$0	0	\$4,968
Increase of \$3,017,000 for TAP Employment Workshops	0	\$8,983	0	\$3,017	0	\$0	0	\$3,017
Increase of \$975,000 for Mandatory Training	0	\$2,439	0	\$975	0	\$0	0	\$975
Increase of \$67,000 Toward Improvement of Program Oversight and Implementation	218	\$35,155	0	\$67	0	\$0	0	\$67
Programs Subtotal			0	+\$9,027	0	\$0	0	+\$9,027
Total Increase	218	+\$251,665	0	+\$9,171	0	\$0	0	+\$9,171
Decreases:								
A. Built-Ins:								
To Provide For:								
Other services	0	\$12,772	0	-\$144	0	\$0	0	-\$144
Built-Ins Subtotal	0	+\$12,772	0	-\$144	0	\$0	0	-\$144
B. Programs:								
Elimination of the Veterans Workforce Investment Program	0	\$14,594	0	\$0	0	-\$14,594	0	-\$14,594
Programs Subtotal			0	\$0	0	-\$14,594	0	-\$14,594
Total Decrease	0	+\$12,772	0	-\$144	0	-\$14,594	0	-\$14,738
Total Change	218	+\$264,437	0	+\$9,027	0	-\$14,594	0	-\$5,567

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2011 Enacted		FY 2012 Enacted		FY 2013 Request		Diff. FY13 Req. / FY12 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	165,063	0	165,081	0	170,049	0	4,968
Unemployment Trust Funds	0	165,063	0	165,081	0	170,049	0	4,968
Transition Assistance Program	0	6,986	0	8,983	0	12,000	0	3,017
Unemployment Trust Funds	0	6,986	0	8,983	0	12,000	0	3,017
Homeless Veterans Reintegration Program	0	36,257	0	38,185	0	38,185	0	0
General Funds	0	36,257	0	38,185	0	38,185	0	0
Veterans Workforce Investment Program	0	9,622	0	14,594	0	0	0	-14,594
General Funds	0	9,622	0	14,594	0	0	0	-14,594
National Veterans Employment and Training Service Institute	0	2,444	0	2,439	0	3,414	0	975
Unemployment Trust Funds	0	2,444	0	2,439	0	3,414	0	975

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2011 Enacted		FY 2012 Enacted		FY 2013 Request		Diff. FY13 Req. / FY12 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Federal Administration	211	35,242	218	35,155	218	35,222	0	67
Unemployment Trust Funds	211	35,242	218	35,155	218	35,222	0	67
Total	211	255,614	218	264,437	218	258,870	0	-5,567
General Funds	0	45,879	0	52,779	0	38,185	0	-14,594
Unemployment Trust Funds	211	209,735	218	211,658	218	220,685	0	9,027

NOTE: FY 2011 reflects actual FTE.

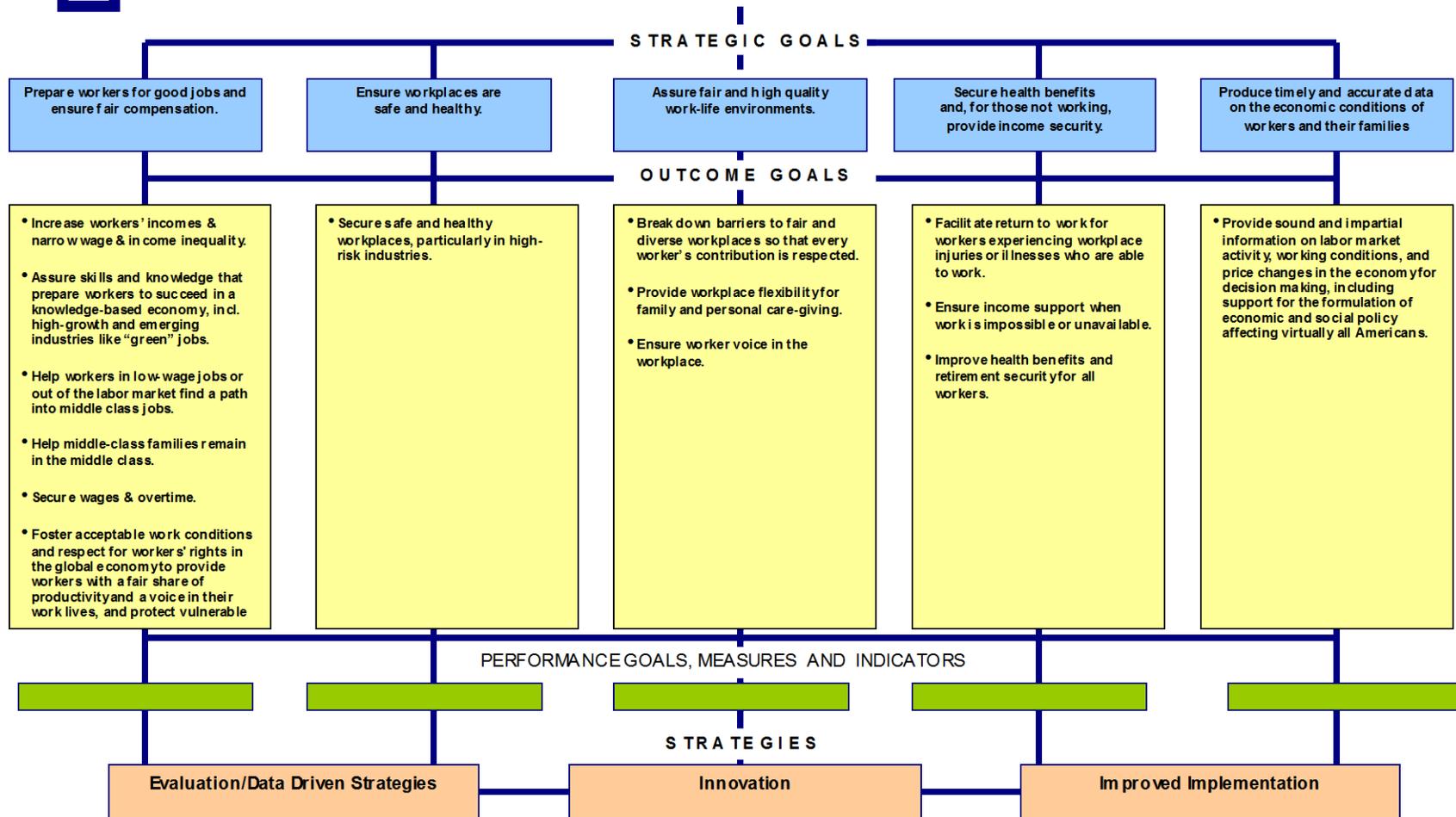
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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
	Full-Time Equivalent				
	Full-time Permanent	227	218	218	0
	Total	227	218	218	0
	Average ES Salary	\$175,331	\$175,616	\$175,616	\$0
	Average GM/GS Grade	13/8	12/5	12/6	0
	Average GM/GS Salary	\$93,352	\$85,548	\$87,601	\$2,053
	Average Salary of Ungraded Positions	0	0	0	0
11.1	Full-time permanent	19,072	19,143	19,282	139
11.5	Other personnel compensation	367	367	368	1
11.9	Total personnel compensation	19,439	19,510	19,650	140
12.1	Civilian personnel benefits	4,945	4,945	4,963	18
21.0	Travel and transportation of persons	2,257	2,655	2,655	0
22.0	Transportation of things	87	87	87	0
23.1	Rental payments to GSA	844	753	806	53
23.3	Communications, utilities, and miscellaneous charges	387	387	387	0
24.0	Printing and reproduction	342	342	342	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	11,604	12,772	16,620	3,848
25.3	Other goods and services from Federal sources 1/	4,495	4,854	4,854	0
25.4	Operation and maintenance of facilities	10	10	10	0
25.7	Operation and maintenance of equipment	8	8	8	0
26.0	Supplies and materials	160	160	160	0
31.0	Equipment	92	92	92	0
41.0	Grants, subsidies, and contributions	210,942	217,860	208,234	-9,626
	Total	255,614	264,437	258,870	-5,567
1/Other goods and services from Federal sources					
	Working Capital Fund	4,293	4,652	4,652	0
	DHS Services	57	57	57	0
	HHS Services	145	145	145	0

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Secretary's Vision: "Good Jobs for Everyone"



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PERFORMANCE STRUCTURE

Strategic and Outcome Goals Supporting Secretary Solis' Vision of <i>Good Jobs for Everyone</i>	Supporting Budget Activities
Strategic Goal 1 – Prepare Workers for Good Jobs and Ensure Fair Compensation	
<p><u>Outcome Goal</u> 1.1 Increase workers' incomes and narrow wage and income inequality.</p> <p><u>Performance Goal</u> VETS 1.1 Improve employment outcomes for veterans who receive One-Stop Career Center Services.</p>	<p>State Grants National Veterans' Training Institute Federal Administration</p>
<p><u>Outcome Goal</u> 1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.</p> <p><u>Performance Goal</u> VETS 1.3 Improve veterans' access to training and employment opportunities.</p>	<p>Transition Assistance Program Homeless Veterans' Reintegration Program Veterans' Workforce Investment Program National Veterans' Training Institute Federal Administration</p>
<p><u>Outcome Goal</u> 1.4 Help middle-class families remain in the middle class.</p> <p><u>Performance Goal</u> VETS 1.4 Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.</p>	<p>Federal Administration (USERRA) National Veterans' Training Institute</p>

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SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' REPORTS

Senate

The Committee expects this appropriation to help VETS better meet the employment and training needs and employment rights of Veterans and service members. VETS shall include information in the Congressional Budget Justification on steps it will take to carry out its responsibilities more cost effectively.

Response: The Veterans' Employment and Training Service (VETS) will be providing services through a number of programs that will provide enhanced services to Veterans in the most efficient way possible. The goals and targets that are in place will ensure that the Agency remains focused on outcomes of our core mission. Particularly noteworthy will be the increase in intensive services to Veterans, especially Post-9/11 Veterans, under the President's Gold Card Initiative. The Agency will serve an increased number of transitioning service members in the Transition Assistance Program which has been redesigned and enhanced and helping them achieve higher levels of readiness for the civilian workplace. We know that 160,000 transitioning service members are expected to use the Transition Assistance Program and possible the One-Stop Career Center. These are Post- 9/11 Veterans that are eligible for Gold Card Services. The number is more that likely to increase given the downsizing of the Military Services. Some estimates are as high as 200,000. To address these numbers and achieve efficiency, VETS will increase class size of the TAP Employment Workshops. VETS will also increase awareness of Apprenticeship program through its online TAP tools.

VETS will also take on new requirements and initiatives in the VOW to Hire Heroes Act (P.L.- 112-56. VETS will also work collectively with the Departments of Veteran Affairs, Defense, and Homeland Security in assisting our transitioning service members and retraining qualified Veterans for skills in high demand occupations in accordance with the Veterans Retraining Assistance Program (VRAP) covered in Section 211 of the VOW Act. Veterans receiving services will number 45,000 in the last quarter of 2012 and 54,000 in FY 2013. Most of the 100,000 will probably have completed training under the VRAP and will be seeking employment services in FY 2013. The law requires the Department to provide employment services for Veterans completing VRAP training.

In accordance with Section 223 of the VOW, VETS will convert the Transition Assistance Program to all contract facilitators in FY 2013 which will free up approximately 35 DVOP and LVER work years for intensive services. VETS will also conduct a demonstration to assist Veterans with leveraging training, knowledge, skills, ability, and experience gained in the military toward gaining a credential.

VETS expects improved outcomes for the Homeless Veterans Reintegration Program that will continue to make progress on the goal of eliminating homelessness among Veterans. The program requirements and mandates for FY 2013 will require that the Agency operate at peak efficiency in order to meet its goals because as the homeless Veterans population has decreased over the years, the remaining participants in that cohort are probably the most difficult to serve

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and who have significant barriers to employment. In order to improve program effectiveness, homeless service providers will be required to work more closely with the DVOP and LVERS on placement into employment. Despite this, the targets will be maintained for the most difficult to serve.

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AUTHORIZING STATUTES

Public Law / Act

- Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021
- Public Law 105-339
- Public Law 103-353
- Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300
- Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021
- Modified for HVRP by Section 203, Pub. Law 109-233
- Pub. Law 112-56

Legislation

- Jobs for Veterans Act
- Veterans Employment Opportunities Act
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Vietnam Era Veterans' Readjustment Assistance Act of 1974
- Jobs for Veterans Act
- Homeless Veterans' Reintegration Program
- VOW to Hire Heroes Act

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2003...1/	\$210,337	\$210,337	\$218,037	\$265,817	500
2004...2/	219,993	219,993	219,993	275,884	500
2005...3/	220,648	225,648	226,781	284,569	500
2006...4/	224,334	224,334	224,334	283,391	470
2007	224,887	223,189	223,189	285,587	480
2008	228,096	228,198	231,198	228,096	234
2009...5/	238,439	239,439	239,439	239,439	234
2010	255,127	255,127	256,127	263,127	224
2011...6/	262,494	255,127	256,127	255,614	227
2012...7/	261,036	0	0	264,438	218
2013	258,870	0	0	0	0

1/ Reflects a \$1,392 reduction pursuant to P.L. 108-07.

2/ Reflects a \$1,347 reduction pursuant to P.L. 108-199.

3/ Reflects a \$1,816 reduction pursuant to P.L. 108-447.

4/ Reflects a \$2,243 reduction pursuant to P.L. 109-149.

5/ This bill was only reported out of Subcommittee and was not passed by the Full House.

6/ A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared.

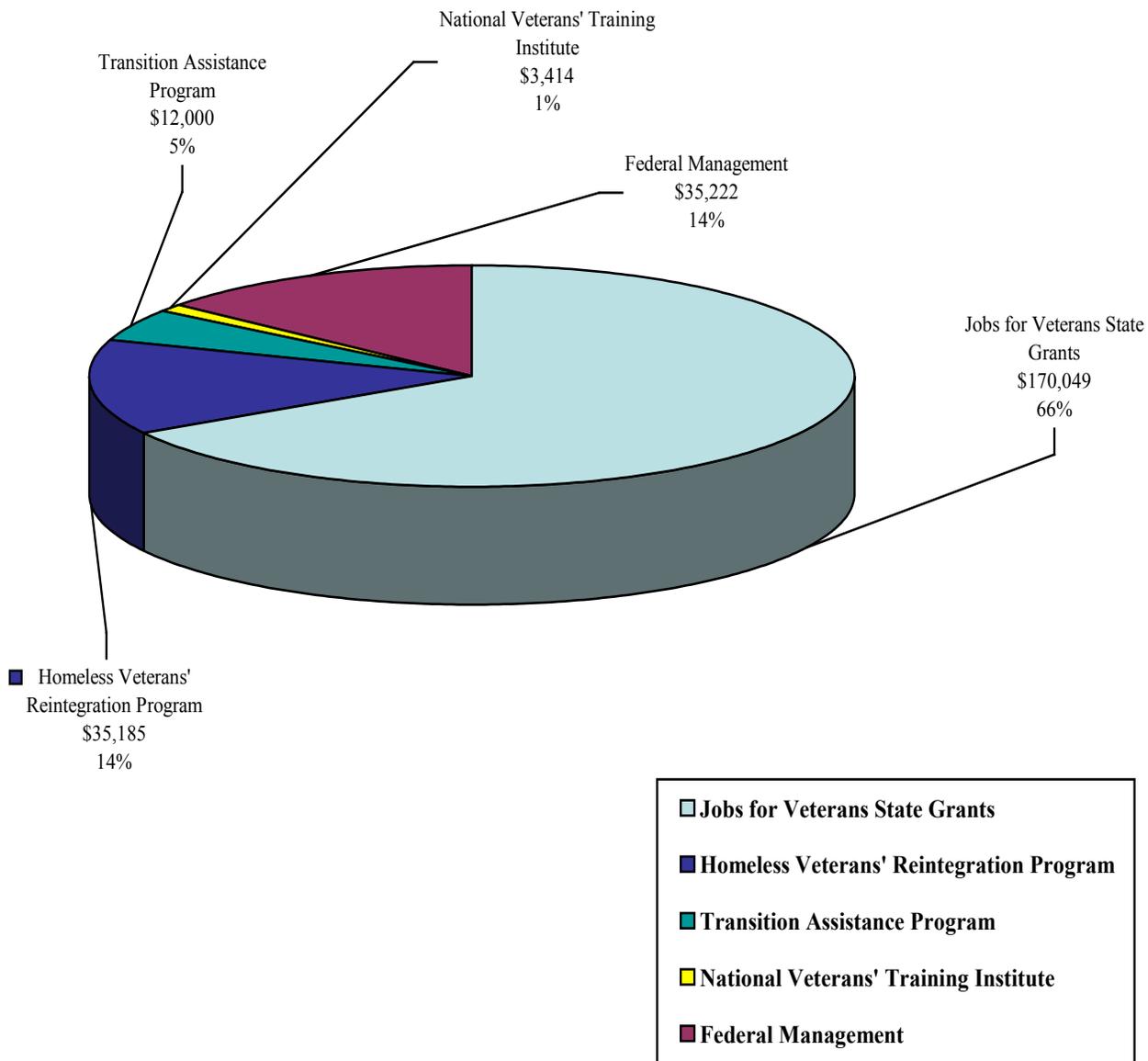
7/ Reflects a \$500,735 reduction pursuant to P.L. 112-74

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Cost Model

In FY 2013, VETS requests a total of \$258,870,000. These funds will provide the additional funding VETS requires to serve our Nation's Veterans.

FY 2012 Budget Request by Program Activity
Total VETS' Budget: \$258,870
(\$ in thousands)



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OVERVIEW

Introduction

The Veterans' Employment and Training Service (VETS) proudly serves Veterans and Service Members, providing resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.

For FY 2013, the Department is requesting \$258,870,000 for VETS. This includes increased funding for:

- Jobs for Veterans State Grants +4,968,000
- Transition Assistance Program +3,017,000
- National Veterans' Training Institute +975,000
- Federal Administration +67,000 for Program Increase

The Department is also requesting a \$14,594,000 reduction in funding as a result of the elimination of the Veterans Workforce Investment Programs.

The mission of VETS is a direct reflection of the Nation's responsibility to meet the employment, training, and job security needs of Americans who served in uniform. VETS helps Veterans obtain positive employment outcomes through services provided at One-Stop Career Centers and other locations. Grants are provided to State Workforce Agencies (SWA) to support staff dedicated to serving Veterans. VETS ensures that Veterans with a requirement for special employment assistance, due to disabilities or other barriers to employment, receive appropriate services based on their needs. The VOW to Hire Heroes Act (Public Law 112-56), enacted in November 2011, requires the implementation of new performance measures related to services to veterans by the State Workforce Agencies and other training and employment programs funded by the DOL.

The U.S. military discharges approximately 160,000 active duty Service Members and approximately 110,000 Reserve and National Guard Service Members annually, and VETS expects greater demand for transition assistance and employment services for Veterans over the next few years, due to two factors. Public Law 112-56, for the first time requires that separating Service Members participate in the Transition Assistance Program (TAP) jointly operated by the Department of Defense (DOD), the Department of Veterans Affairs (VA), and VETS. In addition, the Administration is planning to reduce the size of the military over the next five years, which is likely to increase the total number of persons leaving the military services each year.

VETS protects the employment and reemployment rights of Veterans and members of the National Guard and Reserve Forces through investigation and resolution of claims from protected individuals under two labor laws. Under the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA), VETS protects the civilian reemployment rights of Reservists and National Guard members who are called to active duty.

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Under the Veterans' Employment Opportunities Act, VETS helps to ensure that Veterans obtain the preference in hiring and retention that Federal agencies are required to give to qualified veterans by investigating claims of violations of those rights.

VETS meets its responsibilities through budget activities that directly support the Secretary's vision of, "*Good Jobs for Everyone*" through the strategic goal of, "Prepare Workers for Good Jobs and Ensure Fair Compensation." In FY 2013, additional funding will be used to support increased workload involved in implementing the VOW Act. There are fourteen sections of this Act for which VETS has lead responsibility for implementation. These include such program-related activities as improved reporting on Veteran outcomes attained through the Jobs for Veterans' State Grants Program; improvement to the Transition Assistance Program; demonstration programs on credentialing and licensing of Veterans, and a cost study comparing the costs incurred by DOL, DOD, and the VA in preparing veterans for placement in occupations that require civilian licensing, administering the evaluation of individuals who receive training at the National Veterans' Training Institute; creation of a new mentoring program for certain Veterans who are seeking employment, and, coordinating with the Department of Veterans' Affairs on determining eligibility of veterans for new programs authorized by the Act.

The VETS budget is formulated through six budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2013 request is \$170,049,000.

The JVSG helps Veterans find good jobs by providing employment services at One-Stop Career Centers and other locations through funding for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. DVOPs and LVERs are State employees whose salaries and benefits are funded through formula grants to the States, District of Columbia, Puerto Rico, Virgin Islands, and Guam.

DVOPs and LVERs are primarily stationed at the One-Stop Career Centers where they provide intensive services to Veterans and outreach to employers. In addition, VETS is collaborating with the VA's Vocational Rehabilitation and Employment (VR&E) Service by stationing DVOP specialists at VA Regional Offices and other points of entry to help VR&E participants find good jobs.

DVOPs and LVERs support other VETS programs and are critical to their success. These include:

- Homeless Veterans' Reintegration Program
- Veterans' Workforce Investment Program
- Transition Assistance Program
- Incarcerated Veterans' Transition Program

The request will support 1,965 DVOP and LVER, Full-Time Equivalent (FTE), personnel and provide services to 624,000 Veterans. Duties of these staff were expanded by the VOW to Hire Heroes Act (Public Law 112-56).

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(2) **Transition Assistance Program (TAP)** - The FY 2013 request is \$12,000,000.

This program helps Service Members and their spouses make the initial transition from military service to the civilian labor force. TAP for active service members consists of a standardized, comprehensive two and a half day employment workshop at military installations worldwide. These workshops are presented by professionally-trained facilitators. At the request level, TAP will be delivered to over 160,000 transitioning service members and spouses. Section 221 of The VOW to Hire Heroes Act makes TAP mandatory for most transitioning service members. This budget will enable VETS to provide workshops, using contracted personnel as workshop facilitators, to additional transitioning service members and spouses.

(3) **Homeless Veterans' Reintegration Program (HVRP)** – The FY 2013 request is \$38,185,000.

Of the total amount requested, VETS anticipates that \$24,985,000 will support grants under the “mainstream” HVRP program. Up to \$4,000,000 of the total will support grants under the specialized segment focusing on the reintegration of incarcerated Veterans, and up to \$7,200,000 of the total will support grants under the specialized segment focusing on the reintegration of homeless female Veterans and Veterans with families. VETS anticipates that an additional \$2,000,000 will support cooperative agreements with non-profit organizations responsible for providing technical assistance to HVRP grantees.

HVRP is VETS' primary program addressing the problem of Veteran homelessness. This is the only Federal nationwide program focusing exclusively on the employment of Veterans who are homeless. HVRP provides employment and training services to help homeless Veterans with the skills and opportunities they need to gain meaningful employment.

HVRP grants are awarded competitively to State and local Workforce Investment Boards, State agencies, local public agencies, and private non-profit, faith-based, and community-based organizations. HVRP grantees provide an array of services utilizing a holistic case management approach that directly assists homeless Veterans and provides training services to help them to successfully transition into the labor force.

(4) **Veterans' Workforce Investment Program (VWIP)** – There is no request for resources in this activity in FY 2013. Over the past five years the VWIP cost per placement of a participant into employment has continuously grown to a cost of over \$4,700 per placement in Program Year 2010 which ended on June 30, 2011. From PY 2006 through PY 2009, this represents increases of 25%, 28%, 38%, and 64% respectively over the cost per placements in the Homeless Veterans Reintegration Program (HVRP). Because of the relatively small number of Veterans served and the increasingly high cost of the VWIP program, VETS believes that funds for this program are better directed to programs with stronger accountability measures, including the implementation of new veteran training activities mandated in Pub. Law 112-56.

(5) **National Veterans' Employment and Training Service Institute (NVTI)** – The FY 2013 request is \$3,414,000.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

NVTI was established to ensure a high level of proficiency and training for staff that provide Veterans employment services. NVTI provides training to Federal staff and Veteran service providers. These Veteran service providers include DVOPs and LVERs, Federal staff who are trained in USERRA and VP investigations and compliance, and all facilitators for the Transition Assistance Program employment workshops.

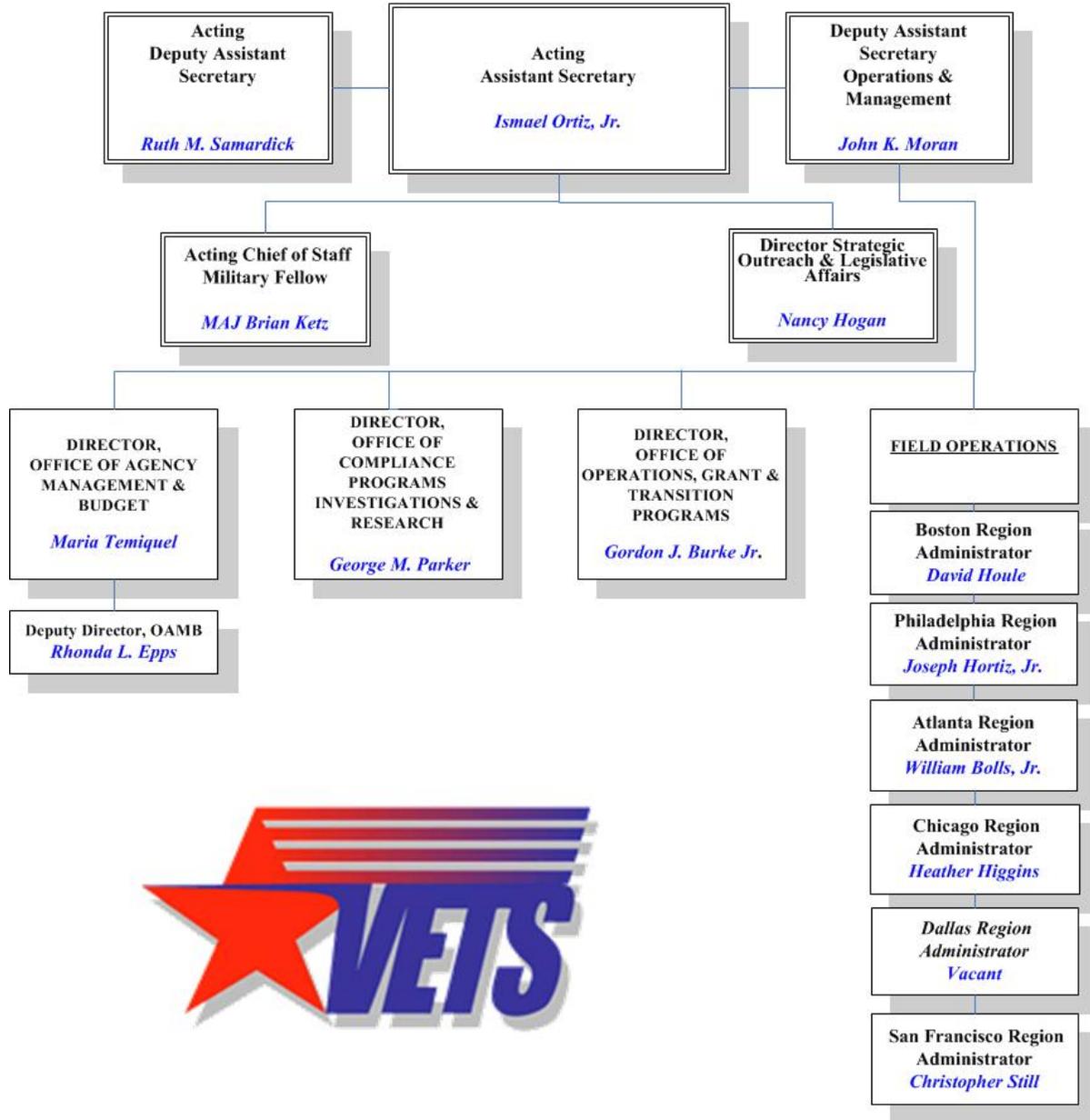
NVTI provides instruction in competency-based training courses. The primary objective is to increase the service providers' productivity through increased knowledge. The NVTI effort ensures consistent training and delivery of services for Veterans and all direct client service providers.

At the request level, NVTI will be able to train 2,210 Veteran service providers and meet the new training requirements of Veterans' Benefits Act of 2010 (Public Law 111-275). The prior statutory requirement called for DVOP specialists and LVER staff to complete all mandatory training courses within 36 months of assignment to their positions. The new statutory requirement calls for those same mandatory training course to be completed within 18 months of assignment to their positions. The VOW to Hire Heroes Act requires that attendees receive an examination to measure participants' performance. This budget level also will enable proficiency testing of participants in the training courses for Disabled Veterans Outreach Program specialists and Local Veteran Employment Representatives required by P.L. 112-56.

(6) Federal Administration – The FY 2013 request is \$35,222,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the agency's activities, programs, and initiatives, to include the programs contained in the other five budget activities.

VETERANS' EMPLOYMENT AND TRAINING SERVICE



STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	165,063	165,081	170,049	4,968
FTE	0	0	0	0

Introduction

The State Grants budget activity funds the Jobs for Veterans’ State Grants (JVSG) program. These grants support two programs through formula grants to the State Workforce Agencies: the Disabled Veterans’ Outreach Program (DVOP) and the Local Veterans’ Employment Representative (LVER) Program. The program functions mainly as a staffing grant, providing for the salaries and benefits for state merit employees who provide Veterans employment services and specialized services to those wounded and injured. The JVSG program supports the goal of preparing workers for good jobs and ensuring fair compensation by providing employment services at different locations. These include One-Stop Career Centers, VA offices, military medical treatment facilities, and Warrior Transition Units.

State grants support the Secretary’s vision of “Good Jobs for Everyone” and the following Departmental Outcome Goal:

- 1.1 Increase workers’ incomes and narrow wage and income inequality.

The Disabled Veterans' Outreach Program (DVOP) is a state grant program authorized by Section 4103(A) of Title 38, United States Code. DVOP specialists provide intensive employment assistance to meet the employment needs of eligible Veterans. DVOP specialists provide intensive services at One-Stop Career Centers and at the Veterans Rehabilitation and Employment (VR&E) offices. They also provide recovery and employment assistance to wounded and injured service members receiving care at DoD military treatment facilities and Warrior Transition Units through the Recovery & Employment Assistance Lifelines (REALifelines) program, with priority of service being given to disabled and economically or educationally disadvantaged Veterans. DVOP specialists also provide services through the Homeless Veterans' Reintegration Program, Veterans’ Workforce Investment Program, Transition Assistance Program, and Incarcerated Veterans’ Transition Program.

The Local Veterans' Employment Representative (LVER) program is a state grant program authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for Veterans, encourage the hiring of disabled Veterans, and generally support Veterans in gaining and retaining employment. LVER staff conduct seminars for employers and job search workshops for Veterans, and facilitate the provision of employment, training, and placement services to Veterans by all staff of the employment service delivery system. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and referrals.

STATE GRANTS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$161,894	0
2009	\$168,894	0
2010	\$172,394	0
2011	\$165,063	0
2012	\$165,081	0

FY 2013

The request level of \$170,049,000, an increase of \$4,968,000, provides services for 624,000 Veterans in this budget activity. The increase will allow VETS to continue to provide unemployed post-9/11 era Veterans with the intensive and follow-up services they need to succeed in today's job market under the President's Gold Card Initiative that began in early FY 2012. The increase will provide services to 100,000 participating Veterans above the FY 2012 level in support of the President's commitments under the VOW to Hire Heroes Act (Pub. Law 112-56) and VETS refocusing initiative.

Pub. Law 112-56, Section 241, allows VETS to provide requesting States additional flexibility in FY 2013 for services provided in outlying areas where only one JVSG-funded staff person can be assigned. In such areas where only an LVER staff person is assigned, a waiver can be granted allowing an LVER to also provide intensive services to Veterans who present barriers to employment, including those who were wounded or are disabled or homeless. Such waiver approvals would be budget neutral, since States are able to choose the mix of LVER and DVOP positions in the State.

Similarly, a DVOP Specialist in another area may be permitted to also fulfill the employer outreach and job development functions reserved for an LVER staff member through the refocusing initiative, and thus will proportionately reduce the time normally spent providing intensive services for Veterans.

Finally, with the implementation of Sections 233 (expanded Department of Veterans' Affairs Vocational Rehabilitation) and 261 (Work Opportunities Tax Credit for Wounded Warriors) of the VOW to Hire Heroes Act, the number of transitioning service members and disabled Veterans who take advantage of the expanded vocational rehabilitation programs and qualify for employer tax credits will also be provided intensive services by DVOP Specialists. This accounts for much of the increase of Veterans served and additional funds requested for FY 2013.

For FY 2012, the national target for the proportion of Veterans receiving intensive services is 30 percent. For FY 2013, based on the continuation of the approaches initiated in FY 2012, and pursuant to the implementation of Sections of the VOW to Hire Veterans Act, that national target is 35 percent.

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FY 2012

The enacted level of \$165,081,000 provides for employment services for 624,000 Veteran participants in this budget activity.

The FY 2012 program will continue to support a robust effort to provide more intensive services as a result of the refocusing effort, the Gold Card initiative and the new mandates for employment services by DVOP and LVER staff in the VOW to Hire Heroes Act.

The Gold Card provides unemployed post-9/11 era Veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS). (More information can be found at: <http://www.dol.gov/vets/goldcard/revisegoldcard5.pdf>). An eligible veteran can present the Gold Card at his/her local [One-Stop Career Center](#) to receive enhanced intensive services including up to six months of one-on-one follow-up. The enhanced in-person services available for Gold Card holders at local [One-Stop Career Centers](#) may include: job readiness assessment, including interviews and testing; development of an Individual Development Plan (IDP); career guidance through group or individual counseling that helps Veterans in making training and career decisions; provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions; referral to job banks, job portals, and job openings; referral to employers and registered apprenticeship sponsors; referral to training by WIA-funded or third party service providers, and, monthly follow-up by an assigned case manager for up to six months

In FY 2012 VETS will work with the VA to implement Section 211 of the VOW to Hire Heroes Act of 2011 which requires the Secretary of Veterans Affairs, in collaboration with the Secretary of Labor, to establish a program of retraining assistance for eligible Veterans by no later than July 1, 2012. The number of Veterans who participate in the program may not exceed 45,000 in Fiscal Year (FY) 2012 and 54,000 during the period beginning on October 1, 2012, and ending on March 31, 2014, when the authority to make payments under the program terminates. Eligible Veterans will receive the 3-year Montgomery GI Bill-Active Duty (chapter 30) full-time rate for up to 12 months of pursuit of a training program in an occupation deemed by Department of Labor to be in high demand. The training programs must begin on or after July 1, 2012, and the authority for VA to make payments ends on March 31, 2014. After completion of the training, DOL is to provide employment services within 30 days. During FY 2012 the applications for the program will be processed by DVOP, LVER and other One-Stop Career Center staff. In the process of taking applications, DOL is responsible for determining certain eligibility criteria and specifically make determinations regarding whether an applicant: is at least 35 years of age but no more than 60 years of age as of the date of the submittal of the application for assistance; is unemployed; is not enrolled in any Federal or State job training program at any time during the 180-day period ending on the date of the submittal of the application for assistance; and will be in pursuit of a program of education that provides training for a high-demand occupation. After determining that an applicant is eligible according to these criteria, DOL will forward applications for individuals meeting the above requirements to VA upon determination.

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Although the program will serve up to 45,000 in 2012, and up to 54,000 in 2013, the major effort for providing intensive services for this program will occur in FY 2013 and FY 2014 when participants are completing training and seeking employment services.

FY 2011

The agency enacted level of \$165,063,000 provides a workload of employment services for Veteran participants in this budget activity.

During FY 2011 VETS initiated a refocusing of the responsibilities of DVOP specialists and LVER staff on their core statutory responsibilities. For the DVOP specialists, the refocusing emphasizes the delivery of intensive services. This is now a VETS measure in its Operating Plan that is being tracked to ensure that we continuously improve on providing these services to more Veterans. For LVER staff, the refocusing emphasizes outreach to employers.

During FY 2011 DVOP specialists provided staff-assisted services to 331,281 Veterans, transitioning service members, and other eligible persons. Of those Veterans served by DVOP specialists, 96,490 entered employment and 58,802 received intensive services. Most of the Veterans who received intensive services faced barriers to employment and were served using the case management approach. LVER staff provided staff-assisted services to 312,680 Veterans, transitioning service members, and other eligible persons. Of those Veterans served by LVER staff 98,831, entered employment. Veterans who entered employment exclusively through the efforts of the DVOP and LVER program staff members had average earnings after six months of \$15,922.

STATE GRANTS

DETAILED WORKLOAD AND PERFORMANCE				
	PY 2011 Enacted		PY 2012 Enacted	PY 2013 Request
	Target	Result	Target	Target
State Grants				
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.1 - Increase workers' incomes and narrowing wage and income inequality	--		--	--
Outcome Goal 1.3 - Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs	--		--	--
Number of Participants	624,000	527,932	624,000	624,000
VETS-JVSG-01 - Entered Employment Rate for Veterans	44.80%	45.60%	46.60%	47.00%
VETS-JVSG-02 - Employment Retention Rate for Veterans	71.20%	77.60%	78.80%	79.20%
Average earnings for Veterans over 6 month period	\$16,535.00	\$16,710.00	\$16,662.00	\$16,884.00
VETS-JVSG-03 - Entered Employment Rate for Disabled Veterans	41.70%	43.10%	44.20%	44.60%
VETS-JVSG-04 - Employment Retention Rate for Disabled Veterans	70.80%	77.20%	78.30%	78.80%
Average earnings for Disabled Veterans over 6 month period	\$16,969.00	\$17,357.00	\$17,096.00	\$17,318.00
JVSG-05 - Percent of Veterans receiving intensive services	24.00%	25.10%	32.00%	35.00%
Cost/Participant	\$265.00	\$313.00	\$265.00	\$273.00
State FTE	2,117	2,117	1,965	1,965
Cost per FTE	\$77,970.00	\$77,970.00	\$84,010.00	\$86,540.00

This chart shows the workload and performance measures by which VETS quantifies the contributions made by this budget activity to the specific DOL Strategic Goal and the two Outcome Goals identified at the top of the chart.

Under the State grants budget activity, the first key workload measure listed in the chart is the number of Veterans and other eligible participants receiving staff assisted services from DVOP specialists and LVER staff members through the One-Stop Career System. The second through seventh measures listed are the Federal job training program common measures used by DOL for employment programs. These outcome measures are not affected by the change in funding level, since they reflect the quality of the service, not the overall workload or output of the service. For example, Entered Employment Rate measures the percent of participants who receive a staff assisted service and then achieve employment. Although the number of participants is influenced more by economic conditions within the State and the prevalence of job openings, the

STATE GRANTS

level of funding also has a significant impact on the number of participants who can receive the service.

The eighth measure listed captures the proportion of those Veterans served by a DVOP specialist or LVER staff member who receive intensive service. The three additional measures listed in the chart facilitate comparisons between the various VETS employment programs and within programs over time. Cost per participant and cost per FTE allow a comparison to VETS' other employment programs: Homeless Veterans' Reintegration Program, Vocational Rehabilitation and Employment Program, and Veterans' Workforce Investment Program. The State full-time employment identifies the number of DVOP and LVER FTEs that can be supported by each level of funding.

The FY 2013 common measure performance targets for this activity are: Entered Employment Rate for All Veterans of 47.0%; Entered Employment Rate for Disabled Veterans of 44.6%; Employment Retention Rate for all Veterans of 79.2%; Employment Retention Rate for Disabled Veterans of 78.8%; Average (six month) Earnings for All Veterans of \$16,884; and Average Earnings for Disabled Veterans of \$17,318.

Through FY 2011, all six of the common measure performance targets were established based on the DOL regression adjustment methodology. For FY 2012 and FY 2013, only the Average Earnings targets are based on the regression adjustment methodology. For the Entered Employment Rate and the Employment Retention Rate measures, the FY 2011 results exceeded the levels predicted by the regression adjustment methodology. Therefore, for FY 2012 and FY 2013, the Entered Employment Rate targets and the Employment Retention Rate targets were established by projecting that the increases experienced for FY 2011 would continue at a modest rate for FY 2012 and FY 2013, as economic conditions continue to improve.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
41.0	Grants, subsidies, and contributions	165,063	165,081	170,049	4,968
	Total	165,063	165,081	170,049	4,968
	1/Other goods and services from Federal sources				

STATE GRANTS

CHANGES IN FY 2013

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Travel and transportation of persons	0
Communications, utilities, and miscellaneous charges	0
Other services	0
Other government accounts (Census Bureau)	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$4,968**

Direct FTE **0**

	Estimate	FTE
Base	\$165,081	0
Program Increase	\$4,968	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	6,986	8,983	12,000	3,017
FTE	0	0	0	0

Introduction

The purpose of TAP employment workshops is to assist transitioning service members to quickly secure civilian employment suited to their qualifications. The budget increase is expected to reduce the length of time unemployed, the time to first civilian job and the amount of unemployment compensation received.

VETS provides Transition Assistance Program (TAP) employment workshops at military installations to help service members and their spouses make the initial transition from military service to the civilian workplace with less difficulty. TAP employment workshops consist of a comprehensive two and a half day workshop at military installations worldwide. Professional facilitators from JVSG grantees, DOL contractors, or Federal staff present the workshops.

TAP supports the Secretary's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal:

- 1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

The Bureau of Labor Statistics (BLS) data for June 2011 indicate that the unemployment rate was 8.9 percent for all Veterans, 13.3 percent for all post-9/11 era Veterans, and 25.5 percent for post-9/11 era Veterans ages 20-24. The unemployment rate for the 20-24 age-group has fluctuated in recent years but has consistently far exceeded the unemployment rate for other Veteran age groups. The overwhelming majority of Veterans in the 20-24 year old age group also are recently separated Veterans, by almost any current definition.

On August 15, 2011, VETS awarded a contract for the complete redesign of the TAP employment workshop to Micro Systems Automation Group (MSAG), a Service Disabled Veteran Owned Small Business (SDVOSB). MSAG is tasked with the redesign of the 2 ½ day employment workshop incorporating the latest best practices in career transition and adult learning principles, storytelling for interviews, making the culture change from military to civilian, and use of technology in the job search to include social networking tools. MSAG will develop a new workshop curriculum, materials, and online content.

In coordination with VETS and DOD, MSAG conducted an evaluation of the redesigned workshop at Andrews Air Force Base, Naval Base Norfolk, Fort Bragg, and Marine Corps Base Camp Lejeune. MSAG also developed the train-the-trainer package and trained 160 of the current workshop facilitators on the new curriculum. This included DVOP/LVER facilitators.

TRANSITION ASSISTANCE PROGRAM

In FY 2011 VETS will began a phased implementation of the redesigned workshop. The redesign project consists of four phases. Phase 1 began in FY 2011 and was completed in FY 2012. Phases 2 and 3 were completed in the first quarter of FY 2012 and phase 4 will be carried out through the remainder of FY 2012.

- Phase 1 – Curriculum development and design.
- Phase 2 – Evaluate redesigned workshop. Testing sites were Andrews AFB, Naval Station Norfolk, Camp Lejeune, Ft. Bragg and/or Joint Base Lewis-McChord.
- Phase 3 – Training of current workshop facilitators on the new employment workshop.
- Phase 4 - Implementation of redesigned workshop at TAP sites supported by State workforce facilitators (DVOP/LVER).

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$0	0
2009	\$0	0
2010	\$7,000	0
2011	\$6,986	0
2012	\$8,983	0

FY 2013

The requested level funding of \$12,000,000 provides services for 6,400 employment workshops, an increase of 1,400 over FY 2012 and serves 160,000 participants. The production measure for this activity is all quarterly reports, including the number of workshops conducted and the number of participants are submitted to the VETS National Office within 45 calendar days of the end of the reporting period. The VOW to Hire Heroes Act requires that the Transition Assistance Employment Workshop become mandatory for transitioning service members.

Given this mandate it is unclear what the exact number of participants will be, but it is unlikely to exceed 200,000. The range of attendance is based on the mandatory TAP provision and the current military drawdown and we expect the largest impact to occur in 2013. The Agency Request is based on 160,000 participants with an increase in the number of workshops that will make it possible to reduce workshop size to an optimal level of 25 participants per workshop, compared with a level slightly above 31 participants per workshop that is planned for FY 2012. This reduction in the number of participants per workshop and will capitalize on the interactive, experiential curriculum of the redesigned employment workshop.

If the military services experience sharp draw-downs in the numbers of service members on active duty during FY 2013 with a corresponding increase in the demand for TAP employment workshops, the Agency Request level will make it possible to respond to that increased demand by allowing the number of participants per workshop to increase above the optimal level of 25,

TRANSITION ASSISTANCE PROGRAM

while maintaining a reasonable cap on the number of participants per workshop. For example, if the number of participants were to increase to 200,000 for FY 2013, instead of the 160,000 currently estimated, the number of participants per workshop would be slightly above 31 participants per workshop, the level currently estimated for FY 2012. The Agency Request will allow the program to continue to meet the expected demand from the Department of Defense, including the mandatory TAP requirements in PL 112-56.

Despite this uncertainty, VETS is committed to provide quality workshops while also completing the transition to all professional facilitators in FY 2013 which is also mandated by Section 223. During the TAP Employment Workshop, transitioning service members and their spouses receive information and training on:

- Resume, cover letter, and job application preparation
- Federal hiring process and Federal resume preparation
- Interviewing and salary negotiation techniques
- Networking and building peer support groups
- Researching local Labor Market Information
- Job search techniques to include online and social networking
- Career and life planning
- Transitioning from military to a civilian work environment and culture
- Federal, State, and local programs available to assist Veterans once they have left the service – Local Veteran Employment Representatives, Disabled Veteran Outreach Program Specialists, One-Stop Career Center system.

FY 2012

The funding level for FY 2012 is \$8,983,000 for the Transition Assistance Program. With these funds, TAP will provide an estimated 5,000 Employment Workshops serving 152,000 participants.

VETS anticipates increased demand for TAP Employment Workshops due to a projected drawdown in military personnel beginning in FY 2012, and in connection with the Department of Defense (DOD) moving to comply with mandatory TAP participation in FY 2013 Q1. Another source of increased demand will be the Department of Defense's Yellow Ribbon Reintegration Program, and in providing workshops to retiring Reserve and National Guard members, which represent two populations not fully supported in previous years. VETS projects providing up to 1,000 one-day TAP Employment Workshops to National Guard members.

On November 11, 2011, VETS unveiled the redesigned TAP Employment Workshop. In FY 2012 Q2 and Q3, VETS will pilot the redesigned workshop at eleven military bases:

- Air Force (2) – Travis AFB, CA, McGuire AFB, NJ
- Army (4) – Ft Bragg NC, Ft Belvoir VA, Ft Knox KY, Ft Drum NY
- Coast Guard (1)– US Coast Guard Training Center Cape May, NJ
- Marine Corps (2) – Marine Corps Base Quantico, VA, Marine Corps Air Station Miramar, CA

TRANSITION ASSISTANCE PROGRAM

- Navy (2) – Naval Air Station Jacksonville, FL, Naval Base San Diego, CA

The purpose of the pilot program is to implement the new curriculum and refine and finalize this curriculum based on feedback and evaluation during the pilot phase. DOL will evaluate the delivery of the TAP employment workshop at each of the selected sites through both participant based surveys and on-site assessments and technical assistance. Evaluation will result in a data synthesis and recommendations report.

From FY 2012 Q4 through FY 2013 Q1, VETS will implement the redesigned TAP Employment Workshop at all TAP sites worldwide.

This will be the first year of the redesigned program that includes six major components:

- Pre-work prior to attending TAP to segment and determine career readiness
- Best practices content from leading adult learning courses in both the public and private sector. This includes storytelling for interviews, making the culture change from military to civilian, and use of technology in the job search to include social networking tools.
- Experiential facilitation to make the learning experience more engaging. The redesigned curriculum demonstrates applicability with the constructive-developmental theory of human development.
- After-TAP support and counseling for Veterans after they leave the military
- Online content to allow Veterans to revisit components of the TAP program as a refresher or for follow-on learning
- Performance metrics to measure the success of the reengineered TAP program
 - Workforce Investment Act Standardized Reporting Data (WIASRD) system will be modified and be able to start tracking Veterans who attended the TAP Employment Workshop versus those who did not
 - This new TAP field will be available in the reporting system starting June 2012
 - Starting October 1, 2012 the system will collect and compile data on Entered Employment Rate, Employment Retention Rate, and average wage on the two groups, those who attended a TAP Employment Workshop versus those who did not.

FY 2011

Participation in the TAP Employment Workshop increased by 11 percent over FY 2010 participation. VETS worked closely with the Marine Corps to improve the TAP Employment Workshop delivery experience at Camp Lejeune, NC. Workshop class size had been very high with many classes having over 200 participants with just one facilitator. VETS added contract facilitators allowing the transition personnel at Camp Lejeune to increase the number of available workshops, thus reducing overall class sizes.

TRANSITION ASSISTANCE PROGRAM

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2011 Enacted		FY 2012 Enacted	FY 2013 Request
	Target	Result	Target	Target
Transition Assistance Program				
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.4 - Help middle class workers remain in the middle class	--		--	--
Number of participants	142,000	144,242	152,000	160,000
Percent of participants who believed the workshop prepared them for gainful employment	--	--	Baseline	TBD
Number of TAP participants who access One-Stop services			Baseline	TBD
Entered Employment Rate for TAP participants who access One-Stop services				Baseline
Employment Retention Rate for TAP participants who access One-Stop services				Baseline
Average Earnings for TAP participants who access One-Stop services				Baseline
Cost/Participant	\$56.00	\$48.43	\$59.10	\$75.00
Number of Workshops	4,500	4,203	4,500	6,400
Cost/Workshop	\$1,777.00	\$1,662.00	\$1,996.00	\$1,875.00

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the two Outcome Goals listed at the top of the chart.

Under the Transition Assistance Program budget activity, the first measure listed on the chart above is the number of transitioning service members and spouses attending employment workshops, which is a key measure of the workload for this program. This information is provided to the Departments of Defense and Homeland Security to determine the percent of all transitioning service members who attend the employment workshops. The second measure listed is being developed to identify the perceived usefulness of the program to the participants. The third measure listed is to be collected for the first time for FY 2012 and a baseline level will be established for that year, identifying those veterans who attended TAP within the past three years and subsequently received services at One-Stop Career Centers. The fourth, fifth and sixth measures listed are the common measures to be applied to the former TAP participants. Because there are structural lags for outcomes to be experienced and reported after receipt of One-Stop services, the baselines for those measures will be established in FY 2013. The eighth measure listed above is the number of workshops. That is a second key workload measure, which interacts with the number of participants in determining how different funding levels are applied. The funding level does not influence the number of participants but does influence the number of workshops that DOL is budgeted to provide. Therefore, differing funding levels result in differing numbers of participants per workshop.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	700	1,098	1,098	0
25.2	Other services from non-Federal sources	6,286	7,885	10,902	3,017
	Total	6,986	8,983	12,000	3,017

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2013

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Travel and transportation of persons 0

Other services 0

Built-Ins Subtotal \$0

Net Program \$3,017

Direct FTE 0

	Estimate	FTE
Base	\$8,983	0
Program Increase	\$3,017	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	36,257	38,185	38,185	0
FTE	0	0	0	0

Introduction

The Homeless Veterans' Reintegration Program (HVRP) is authorized under 38 U.S.C. 2021 (formerly 38 U.S.C. 4111 and 42 U.S.C. 11448). HVRP is the only federally funded, national program that targets employment and training for homeless Veterans. The purpose of the 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 homeless Veterans.

The Department of Veterans Affairs (VA) estimated that in 2010 approximately 75,600 Veterans were homeless on any given night. In addition, the VA estimates that approximately double that number experiences homelessness over the course of a year. The HVRP supports the strategic plan of the U.S. Interagency Council on Homelessness that calls for ending Veteran homelessness and the Administration's commitment to eliminate homelessness among Veterans by 2015.

Both urban and non-urban HVRP grantees are selected through a competitive process which demands applicants demonstrate that a significant number of homeless Veterans exist within their geographic service area and that their particular programs are uniquely qualified to coordinate a wide array of support services to ensure that homeless Veterans are able to prepare for, secure, and retain employment as the most effective way to reduce Veteran homelessness in their area. HVRP grantees are held to rigorous annual performance targets and must strive to meet at least 85% of their planned cumulative goals or be subject to closely monitored Corrective Action Plans (CAPs). Critical program performance metrics include: Enrollments, Placements, Placement Rate, Entered Employment, and Cost per Placement. Average Wage at Placement and Rates of Retention also are closely monitored and evaluated.

HVRP awards competitive grants to State and local Workforce Investment Boards, State and local public agencies, and private non-profit, faith-based, and community-based organizations, to operate employment programs that reach out to homeless Veterans and help them to become reintegrated into the workforce. HVRP grantees provide and coordinate a wide array of services utilizing a holistic case management approach that directly assists homeless Veterans by establishing and monitoring critical linkages to a variety of supportive care available in their local communities.

Grantees must first design, develop, and execute project orientation workshops and program awareness activities as a part of their proposed outreach. To promote collaboration between the HVRP and the array of local service providers (and thereby eliminate or reduce the duplication in services and enhance the level of assistance), grantees must then actively integrate their

HOMELESS VETERANS' REINTEGRATION PROGRAM

activities with direct providers of services to homeless Veterans, including shelter and soup kitchen operators and Veteran services organizations (VSO's). Successful applicants also must collaborate and coordinate with other Federal, State and local programs like those sponsored by the VA and HUD to promote jointly funded programs and to integrate and leverage the varied services needed by homeless Veterans.

The extensive level of outreach and coordination that is required ensures that homeless Veterans are drawn into the program and that HVRP grantees effectively manage the needed supportive services such as housing, mental and physical health services, and substance abuse treatment once participants are enrolled. By coordinating these supportive services, HVRP grantees are better able to focus and prepare homeless Veterans for the employment and training opportunities that are also coordinated through their program.

The main strength of the HVRP program is its employment-focus and its "hands-on" approach. Homeless Veterans receive customized employment and training services to assist them to successfully transition into the labor force that includes occupational, classroom, and on-the-job training as well as job search and placement assistance, including follow-up services.

The HVRP is the only nationwide Federal program that provides employment and training assistance to homeless Veterans to fully reintegrate them back into the workforce. The Department of Labor's traditional job training and employment programs are often not well suited on their own to assist homeless Veterans because these programs tend to be office-based and require a higher degree of participant self-reliance. Helping homeless Veterans requires a substantial amount of outreach and job development with employers as well as the coordination of individually tailored supportive services and training interventions. To facilitate this higher degree of support, HVRP grantees establish linkages to the local workforce investment system and One-Stop Career Centers and typically have an employment specialist funded by VETS (through their employment service grants to States) out-stationed on their site to specifically serve homeless Veterans.

HVRP's "hands-on" approach has produced extremely positive performance results and VETS expects these results to continue in the years ahead. The average wage at placement for Veteran participants has risen to nearly \$11 per hour while the employment retention rate has increased to 64% - meaning that a significant majority of program participants are securing and maintaining decent paying jobs and breaking the cycle of homelessness. HVRP operates on the principle that the attainment of meaningful employment in a well paying job reduces Veteran homelessness, the threat of repeated episodes of homelessness, and leads to the eventual elimination of even chronic and long-term Veteran homelessness.

The HVRP awards grants in four program categories:

- Homeless Veterans
- Homeless Female Veterans and Homeless Veterans with Families (HFVWWF)
- Incarcerated Veterans Transition Program (IVTP)
- Technical Assistance

HOMELESS VETERANS' REINTEGRATION PROGRAM

The first program category above is the mainstream HVRP program and that category receives the majority of the funding.

The second and third program categories above provide funds to support grantees providing specialized services to two segments of the homeless Veteran population with special needs. The first of these segments is the homeless female Veterans and homeless Veterans with families. The second segment is the incarcerated Veterans.

The fourth program category above supports two partner organizations that assist VETS with planning, assisting and assessing the network of community based organizations responsible for implementing service delivery activities in the other four program categories.

The Homeless Veterans' Reintegration Program (HVRP) supports the Secretary's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal:

- 1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

HVRP supports the Departmental budget theme of *Increasing Employment of our Nation's Veterans*. Through an analysis of the production reporting and applying metrics to the competitive grant process, VETS will be making several changes from solicitation through award. Currently, grants are awarded on the last day of the program year, which prevents sufficient timing for the grantees from hiring staff until the start the first day of the new program year. VETS will be staggering grant announcements over the fiscal year as opposed to announcing all grants at the same time.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$23,620	0
2009	\$26,330	0
2010	\$36,330	0
2011	\$36,257	0
2012	\$38,185	0

FY 2013

A total of \$38,185,000 is requested for FY 2013 for HVRP. This request is the same amount as the FY 2012 enacted level. At the level, HVRP will provide services for 26,000 Veteran participants served through 151 grantees in this budget activity which represents an almost 10% increase from the previous fiscal year.

Beginning with FY 2010, VETS has funded sub-programs in HVRP through separate grants. In addition to the mainstream HVRP, the agency request allows VETS to fund sub-programs in the approximate amounts of:

HOMELESS VETERANS' REINTEGRATION PROGRAM

- Homeless Female Veterans and Homeless Veterans with Families: \$7,200,000
- Incarcerated Veterans: \$4,000,000
- Technical Assistance: \$2,000,000

Based on the experience of other programs that serve the homeless, HVRP's focus on providing vital employment and training services is considered the unique factor in ensuring a successful end to Veteran homelessness. As mentioned, the HVRP is the only program targeted toward the homeless population that specifically provides employment and training related services. HVRP's Average Wage at Placement results compare favorably to other USDOL training programs, such as WIA Adult Program, WIA Dislocated Worker Program, and the Employment Opportunities for Youth and Adults with Disabilities Program. Furthermore, the HVRP Average Cost Per Placement and its Employment Placement and Retention Rates compare favorably to these programs over time.

One reason for this measured level of success is that HVRP's duration of follow up tracking is three months longer than other more traditional Federal employment and training programs. Representatives from a number of Veteran Service Organizations (VSOs), the VA, and the National Coalition of Homeless Veterans (NCHV) have all publically recognized the HVRP as a critical and essential program to addressing the needs of homeless Veterans and for breaking the cycle of homelessness that is so important to eliminating the problem all together.

Another critical reason for HVRP's success is that grantees must deliver a "continuum of care" or holistic case management approaches that integrate diverse support services needed by homeless Veterans to meet the specific employment and training goals of the program. Since no HVRP funds may be used directly for funding supportive services, grantees must collaborate and coordinate with other Federal, State, and locally funded programs which provide these supportive services on a community level. As a result, HVRP operates in partnership with other programs for the homeless, such as the Grant and Per Diem Program and the Veterans Affairs Supportive Housing Program (VASH) sponsored by HUD and the VA to address the lack of shelter as well as provide extensive and complementary physical and mental health care related services. In addition, HVRP grant recipients are required to leverage other non-employment related services funded by such agencies as the Department of Health and Human Services through SAMSHA and the Social Security Administration to address substance abuse conditions that may characterize a Veteran's homeless condition. HVRP grantees also must establish linkages to the local workforce investment system and the One-Stop Career Centers in their service delivery area. Often times, HVRP grantees will arrange for an employment specialist funded by VETS employment service grants to States out-stationed to the site serving the homeless Veterans. This holistic approach ensures that services are delivered but not duplicative across agencies and administrative levels and ensures that participants achieve and maintain a level of "job readiness" that enables them to secure and keep meaningful jobs. These jobs allow formally homeless Veteran participants to re-enter mainstream society as productive citizens and employees within an increasingly competitive global oriented workplace.

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2012

Enacted funding of \$38,185,000 will help contribute significantly toward making the elimination of homelessness among Veterans an attainable goal. This funding provides a workload of employment services for 26,000 Veteran participants served through 151 grantees in this budget activity, an increase of approximately 11,000 participants and 6 grants.

Beginning with FY 2010, VETS has funded sub-programs in HVRP through separate grants. In addition to the mainstream HVRP, the agency request allows VETS to fund sub-programs in the approximate amounts of:

- Homeless Female Veterans and Homeless Veterans with Families: \$5,300,000
- Incarcerated Veterans: \$4,000,000
- Technical assistance: \$2,000,000

During FY2012, VETS expects improved outcomes in the Homeless Female Veterans and Homeless Veterans with Families as the Program enters its third year of operation and grantee experience enables improved outcomes. VETS also expects improved outcomes across all HVRP programs as the economy improves.

In FY 2012, VETS anticipates that up to \$15 million will be available for new Urban and Non-Urban grants with awards ranging from a minimum of \$100,000 to a maximum award of \$300,000 for Urban grants and a minimum award of \$100,000 to maximum award of \$200,000 for Non-Urban grants. VETS expects to award grants in both the Urban and Non-Urban categories, however, the actual number of grants to be awarded in each category will be announced after selections are made as the grants are awarded based on the merit of the applications and the financial amounts proposed by the pool of successful applicants. Applicants must clearly identify the funding category for which they are applying. The Grant Officer reserves the right to negotiate proposed funding amounts and geographic service delivery areas under each of the designated funding categories.

The anticipated active period of performance for these grants will be from July 1, 2012 through June 30, 2013. In addition, grantees will be required to provide follow-up and retention services during a nine (9) month period from July 1, 2013 through March 31, 2014. During this period, successful grantees will be expected to report on their follow-up and retention services for up to three quarters. Up to three (3) years of additional funding may be available, subject to the Department's decision to exercise the additional year(s) of funding based upon an assessment of satisfactory grantee performance and the appropriation of available funds.

Through this solicitation, VETS will help implement the goals presented within the VA's Five-Year Plan to End Homelessness and the National Strategic Plan to Prevent and End Homelessness endorsed by the Interagency Council on Homelessness. VETS also strongly encourages HVRP applicants to be active participants in local HUD Continuum of Care Committees as well as frequent contributors to the development of local Ten-Year Plans to End Homelessness within their proposed geographic service areas.

HOMELESS VETERANS' REINTEGRATION PROGRAM

This enacted level reflects the Administration's priority to prevent and end homelessness. HVRP is an essential piece in accomplishing the ambitious goals of Opening Doors: the Federal Strategic Plan to Prevent and End Homelessness which was released in June 2010. Funding for this program will help prevent and end homelessness among Veterans by 2015.

FY 2011

In FY 2011, the program continued to provide employment-focused services to homeless Veterans. Homeless Veterans received customized employment and training services to assist them to successfully transition into the labor force, including occupational, classroom, and on-the-job training as well as job search and placement assistance, including follow-up services. During the performance period July 1, 2010 through June 30, 2011 (PY 2010), VETS received \$36.330 million for HVRP, a 37 percent increase over the prior year's allocation of \$26.330 million. Of the total, \$34.8 million was awarded to grantees. Inclusive within this amount are two additional programs designed to address difficult to serve subpopulations of homeless Veterans, the Homeless Female Veterans and Veterans with Families Program (26 grants awarded), and the Incarcerated Veterans Transition Program (16 grants awarded). Of the \$36.330 million, VETS also funded two Cooperative Agreements totaling nearly \$850,000 dollars. During PY 2010, the number of participants receiving employment-related training and services was 15,951 (an 11% increase over PY 2009) and the number of Veterans who were placed in employment was 9,447 (12% increase). While the placement rate remained the same at 59 percent, the employment retention rate rose slightly from 62 to 64 percent.

HOMELESS VETERANS' REINTEGRATION PROGRAM

DETAILED WORKLOAD AND PERFORMANCE				
	PY 2011 Enacted		PY 2012 Enacted	PY 2013 Request
	Target	Result	Target	Target
Homeless Veterans Reintegration Program				
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.1 - Increase workers' incomes and narrowing wage and income inequality	--		--	--
Outcome Goal 1.3 - Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs	--		--	--
Number of participants	25,000	15,971	26,710	26,710
VETS-HVRP-01a – HVRP placement rate (including IVTP & HFVWF participants)	74.5%	59.1%	65.0%	66.0%
VETS-HVRP-03c - Homeless female veteran placement rate (including female participants in HVRP, IVTP & HFVWF)	Baseline	51%	52%	53%
Cost /Participant	\$1,453.00	\$2,273.00	\$1,430.00	\$1,430.00
Number of Grants	151	143	151	151
Cost/Grant	\$240,496.00	\$253,545.00	\$252,881.00	\$252,881.00

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the two Outcome Goals listed at the top of the chart.

Under the HVRP budget activity, the number of Veterans receiving employment services from the grantees funded through this program is a key workload measure. Key outcome measures include the placement rate for all HVRP participants, as well as the placement rate for all female HVRP participants. Additional measures (cost per participant, number of grants, and cost per grant) help explain the relationship between funding level and outputs. These measures have been used to provide comparisons between the various VETS employment programs and between fiscal years. Cost per participant and cost per grant allow a comparison to the other employment programs: State Grants, the VA's Vocational Rehabilitation Program, and Veterans' Workforce Investment Program.

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	36,257	38,185	38,185	0
	Total	36,257	38,185	38,185	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2013

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

Estimate FTE

Base \$38,185 0

VETERANS' WORKFORCE INVESTMENT PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	9,622	14,594	0	-14,594
FTE	0	0	0	0

Introduction

The Veterans' Workforce Investment Program (VWIP) budget activity supports efforts to ensure Veterans' lifelong learning and skills development, under 29 U.S.C. 2913 (Veterans' Workforce Investment Programs - Sec. 168, Workforce Investment Act, P.L. 105-220) in programs designed to serve current eligible and targeted Veteran subgroups with severe employability barriers.

VWIP supports the following outcome goal of Secretary's vision of "Good Jobs for Everyone" and the following Departmental Outcome Goal:

- 1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$7,351	0
2009	\$7,641	0
2010	\$9,641	0
2011	\$9,622	0
2012	\$14,594	0

FY 2013

No funds are requested for this activity in FY 2013.

Over the past five years the VWIP cost per placement of a participant into employment has continuously grown to a cost of over \$4,700 per placement in Program Year 2010 which ended on June 30, 2011. From PY 06 through PY 09, this represents increases of 25%, 28%, 38%, and 64% respectively over the cost per placements in the Homeless Veterans Reintegration Program (HVRP). Because of the relatively small number of Veterans served and the relatively increasingly high cost of the VWIP program, the Department believes that funding is better redirected to programs with stronger accountability measures, as well as the implementation of veteran training activities mandated in Public Law 112-56.

The elimination also addresses concerns about overlapping employment and training programs. The program's goals are similar to those of the veterans State grant program, which supports employment services and training specifically for veterans in career centers around the nation including connecting veterans to training opportunities supported by Workforce Investment Act

VETERANS' WORKFORCE INVESTMENT PROGRAM

funding to local workforce areas. In addition, the Budget requests \$100 million for the Workforce Innovation Fund, which will promote reform of multiple workforce programs, including several DOL programs that offer priority of service to veterans.

FY 2012

The recently enacted FY 2012 appropriation of \$14,594,000 included an increase of \$4,972,000 for the VWIP program. Given the proposal to eliminate the program in FY 2013, VETS is exploring transition options. This will likely require making grants with multi-year periods of performance, as done in many other WIA competitive grant programs. VETS anticipates up to 10 new grantees in FY 2012.

The plan for VWIP will include a mix of continuation and new grants, with new grants made available on a competitive basis.

FY 2011

In PY 2011, VWIP funds were awarded to eligible organizations through a competitive grant process. Eligible organizations in PY 2010 included State and local workforce investment boards, States and State agencies, local public agencies, and private non-profit organizations including faith-based and community-based organizations. The VWIP provides participants with access to specialized employment, training, and educational resources, tailored to meet the individual needs of each Veteran served. In many VWIP programs, minority, female, economically disadvantaged, homeless Veterans, and/or disabled Veterans qualify and receive these specialized resources.

The VWIP is employment and training focused and grantee must implement a case management approach that assists qualified Veterans to re-enter and retain meaningful jobs within the local labor force. VWIP grantees must provide at least 80% of its participants with specific skill building related training. The program also provides critical linkages with a wide array of supportive service organizations located within their local communities to help Veteran participants become "job ready" and to sustain their employment once a job is secured.

VETS' operates the VWIP on program year cycle that begins on July 1 and ends on June 30 the following year. Each grant awarded is a one year grant with two potential option years with annual grant amounts ranging from \$146,248 to the maximum of \$500,000. Last year, the enacted budget of \$9,621,718 for VWIP was enough to maintain 22 existing VWIP grants; however, no new first year VWIP grants were awarded in PY 2011. These VWIP grants enrolled 4,233 Veterans and placed 2,388 participants into jobs, generating a 56% Placement Rate. The Cost per Placement was \$3,521 which was slightly higher as compared against previous program years. A participant's Average Wage at Placement increased to just under \$15.00 per hour which represented the highest wage level that the program has ever produced.

VETERANS' WORKFORCE INVESTMENT PROGRAM

DETAILED WORKLOAD AND PERFORMANCE				
	PY 2011 Enacted		PY 2012 Enacted	PY 2013 Request
	Target	Result	Target	Target
Veterans Workforce Investment Program				
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.1 - Increase workers' incomes and narrowing wage and income inequality	--		--	--
Outcome Goal 1.3 - Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs	--		--	--
Outcome Goal 1.4 - Help middle-class families remain in the middle class	--		--	--
Number of Participants	4,600	4,269	4,600	--
VWIP-01 - VWIP Placement Rate	Baseline	56%	60%	--
Cost/Participant	\$2,096.00	\$2,254.00	\$2,096.00	--
Number of Grants	22	22	22	--
Cost/Grant	\$459,000.00	\$459,000.00	\$459,000.00	--

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the three Outcome Goals listed at the top of the chart.

Under the Veterans' Workforce Investment Program budget activity, the key workload measure is the number of Veterans receiving employment services from the grantees funded through this program. The level of funding does influence the number of participants who will receive service. The key outcome measure is the placement rate for VWIP participants.

Other measures have been used to provide comparisons between the various VETS employment programs and between fiscal years. Cost per participant allows a comparison to the other employment programs: State Grants, Homeless Veterans' Reintegration Program, and the VA Vocational Rehabilitation Program.

VETERANS' WORKFORCE INVESTMENT PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	9,622	14,594	0	-14,594
	Total	9,622	14,594	0	-14,594

VETERANS' WORKFORCE INVESTMENT PROGRAM

CHANGES IN FY 2013

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	-\$14,594
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Direct FTE	0
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	Estimate	FTE
Base	\$14,594	0
Program Decrease	-\$14,594	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	2,444	2,439	3,414	975
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) was established in 1986 and authorized in 1988 by Public Law 100-323. NVTI provides competency-based training to further develop and enhance the professional skills of Veterans' employment specialists and service providers throughout the United States. Under a five-year, \$12,200,000 contract administered by VETS, NVTI instructors' main objective is to ensure high quality employment services for Veterans by training DVOP specialists, LVER staff, and others who provide direct services to Veterans. NVTI also conducts training for Federal staff in USERRA investigative techniques, Veterans' Preference law, and grants management. The NVTI, currently operated by the University of Colorado, provides a platform to ensure consistent training is provided to all Veterans employment service providers. This consistency ensures that the requirements mandated in Title 38, Chapters 41 and 42, along with regulatory and Agency policy, are uniformly implemented in all States. Further, the centralized training provides a forum for the sharing of promising practices. According to a statement in the GAO Report: GAO-06-176, "Overall, state and local workforce officials were pleased with the quality of NVTI training. For example, a DVOP in a One-Stop center in California found that NVTI classes provided a valuable opportunity to network and exchange ideas with other participants from around the country."

Recognizing the need for consistent training for all DVOP specialist and LVER staff, on December 22, 2006, Public Law 109-461 was passed requiring all DVOP and LVER attend the NVTI within three years of employment. On October 13, 2010, Public Law 111-275 amended the timeline for DVOP and LVER to complete NVTI training within three years to 18 months. Further, VETS has required that all Transition Assistance Program (TAP) facilitators attend the TAP training at NVTI prior to delivering a TAP workshop for separating military personnel; and that all Federal VETS staff attend the Uniformed Services Employment and Reemployment Act (USERRA) and the Veterans Employment Opportunities Act (VEOA) training sessions prior to actively investigating complaints from Veterans.

NVTI supports the Secretary's vision of "Good Jobs for Everyone" by teaching skills and knowledge to those Federal and State staff and grantees that support the following Outcome Goal:

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

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

NVTI supports the Departmental budget theme of *Increasing Employment of our Nation's Veterans*.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$1,949	0
2009	\$1,949	0
2010	\$2,449	0
2011	\$2,444	0
2012	\$2,439	0

FY 2013

The request level funding of \$3,414,000, an increase of \$975,000, is required to address a legislative mandate contained in Veterans' Benefits Act of 2010 that all DVOP specialists and LVER staff participate in two mandatory training sessions within 18 months of initial employment or reassignment and TAP instructors receive training provided by NVTI. There is currently a backlog of training sessions as a result of VETS addressing other legislatively mandated training. This additional funding for FY 2013 will provide training to an additional 660 participants, at an average cost of \$1,500 per participant, for a total of \$33,000 per class and enable NVTI to achieve compliance with the new statutory requirements. The base level funding provides a workload of training for 2,210 VETS and State staff members. The production measures related to this activity are conducted by Federal staff and therefore identified in the Federal Administration budget activity.

The VOW to Hire Heroes Act requires that Disabled Veterans Outreach Program specialists and Local Veteran Employment Representatives are tested upon training course completion to measure participants' proficiency. This budget will enable those examinations of participants in the training courses.

FY 2012

The enacted funding of \$2,439,000 provides a workload of training for 2,528 VETS and State staff members. The production measures related to this activity are conducted by VETS Federal staff and therefore identified in the Federal Administration budget activity. In addition to the core courses offered through the training institute, NVTI will revise the TAP facilitator training curriculum to reflect the newly redesigned TAP employment workshop. They will develop podcasts specifically directed at the distinct roles and responsibilities of the DVOP and LVER ensuring that the Congressionally mandated functions of the positions are adhered to. To realize cost efficiencies, while also ensuring that the required training is provided to all veteran service providers, the training institute will continue to develop training opportunities through various modalities, including web-based training. As required under PL 112-56, a final examination will be developed and implemented for all DVOPs and LVERs that participate in training.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

FY 2011

The base level of funding of \$2,444,000 provided for 66 on-site training sessions or 1,785 VETS and State staff members. In addition the core courses provided, NVTI developed Grants Management training for Federal VETS staff, covering the requirements of the oversight responsibility related to the Jobs for Veterans State Grants. This training consisted of four distance phases along with one week of classroom training.

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING
SERVICE INSTITUTE**

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2011 Enacted		FY 2012 Enacted	FY 2013 Request
	Target	Result	Target	Target
National Veterans Employment and Training Service Institute				
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.1 - Increase workers' incomes and narrowing wage and income inequality	--		--	--
Outcome Goal 1.2 - Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emergency industry sectors like "green jobs"	--		--	--
Outcome Goal 1.3 - Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs	--		--	--
Outcome Goal 1.4 - Help middle-class families remain in the middle class	--		--	--
Number of training classes and distance learning resources completed	62	66	80	85
VETS-NVTI-01 – Number of trainees completing classes and distance learning courses on schedule	1,700	1,785	2,528	2,210
Cost/Participant	\$1,441.00	\$1,369.00	\$965.00	\$1,190.00

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the Outcome Goal listed at the top of the chart. Under the National Veterans Training Institute budget activity, the key workload measure is the number of DVOPs, LVERs, Federal staff, and others who receive training through the NVTI.

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING
SERVICE INSTITUTE**

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
21.0	Travel and transportation of persons	49	49	49	0
25.2	Other services from non-Federal sources	2,395	2,390	3,365	975
	Total	2,444	2,439	3,414	975

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING
SERVICE INSTITUTE**

CHANGES IN FY 2013
(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Travel and transportation of persons	0
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Other services	0
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Built-Ins Subtotal	\$0
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Net Program	\$975
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Direct FTE	0
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	Estimate	FTE
Base	\$2,439	0
Program Increase	\$975	0

FEDERAL ADMINISTRATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY 13 Req. / FY 12 Enacted
Budget Authority	35,242	35,155	35,222	67
FTE	211	218	218	0

NOTE: FY 2011 reflects actual FTE.

Introduction

The Federal Administration budget activity supports Federal staff of the Veterans' Employment and Training Service (VETS). The primary responsibility of Federal Administration is to provide oversight and monitoring of VETS' grants and grantees, and to perform investigations and assure compliance with USERRA and Veterans' Preference law.

This budget activity supports the Secretary's vision of "*Good Jobs for Everyone*" and the following Departmental Outcome Goals:

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

VETS collaborates with the Departments of Defense and Veterans Affairs and with State partners and Veterans' service organizations to implement USERRA and VP investigations and compliance activities. These programs enable Veterans and members of National Guard and Reserve Forces to serve on active duty without harm to their employment status, by protecting their reemployment and employment rights. This also enables all Veterans to obtain Veterans' Preference in Federal employment and employment with Federal contractors.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2008	\$33,282	234
2009	\$34,625	234
2010	\$35,313	224
2011	\$35,242	227
2012	\$35,155	218

FY 2013

At the request level for Federal Administration, VETS will provide overall agency support for fulfillment of all the agency's programs and operations, including:

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- Investigation of an estimated 1,500 USERRA claims.
- Investigation of an estimated 850 VP claims.
- Education and outreach on USERRA and VP to approximately 80,000 individuals.
- Grant oversight of the Jobs for Veterans State Grants, to include serving as grant officer technical representatives to the 56 grantees, conducting site visits, providing technical assistance, and reviewing and approving annual State operating plans and quarterly financial and performance reports. Implementation of the new reporting requirements related to services to veterans and new performance measures required by P.L. 112-56 will increase the depth and scope of VETS' oversight activities applicable not only to the State Workforce Agencies, but also to all of the other DOL-funded training and job placement programs that are subject to the "priority of service" requirements of the Jobs for Veterans Act (P.L. 107-288). Under that statute, VETS is required to jointly monitor, with the Employment and Training Administration, compliance by all DOL-funded program operators with the requirement to give priority to veterans for enrollment in programs for which they are eligible.
- Grant oversight of the Homeless Veterans Reintegration Program competitive grants, to include serving as grant officer technical representatives to the 168 grantees, conducting site visits, providing technical assistance, and reviewing and approving annual grant applications and quarterly financial and performance reports.
- Even with the elimination of new grants, grant oversight of the Veterans' Workforce Investment Program competitive grants, to include serving as grant officer technical representatives to the existing cadre of grantees will be necessary. This will include, conducting site visits, providing technical assistance, and reviewing and approving annual grant applications and quarterly financial and performance reports.
- Technical and managerial oversight of the Transition Assistance Program employment workshops, to include site visits to all transition sites in the continental United States.
- Technical and contract oversight of the National Veterans' Training Institute, to include serving as contracting officer's technical representative, conduct site visits, scheduling and approving all training classes and distance learning resources conducted by the NVTI.

In addition, VETS maintains an Internet web site that enables Federal contracting officers to check on Federal contractors' submissions of the VETS-100 form. The VETS-100 form provides information on Federal contractors and the number of Veterans they employ in target groups identified in the statute.

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FY 2012

The FY 2012 enacted funding level for Federal Administration in VETS will provide overall agency support for fulfillment of all the agency's programs and operations, including:

- Investigation of an estimated 1,500 USERRA claims.

The Veterans' Benefits Act of 2010 (VBA), Pub. Law 111-127 requires the Secretary of Labor and the U.S Office of Special Counsel (OSC) to carry out a three-year demonstration project concerning enforcement of the rights of federal executive branch employees under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as amended, 38 U.S.C. § 4301-4335. The VBA directs OSC to administer the Demonstration Project and directs the Secretary of Labor to cooperate with OSC in carrying out the project. The VBA also directs the Secretary to refer certain claims, over which DOL would otherwise be responsible, to OSC for investigation and resolution. Pursuant to direction from the Office of Management and Budget (OMB), the agreement provides for compensation for claims referred to OSC by the Department of Labor (DOL) for investigation and resolution pursuant to the VBA during periods of appropriations funded through the term of the Demonstration Project.

- Investigation of an estimated 850 Veterans' Preference complaints.
- Education and outreach on USERRA and VP to approximately 80,000 individuals.
- Grant oversight of the Jobs for Veterans State Grants (budget activity), to include serving as grant officer technical representatives to the 54 grantees, conducting site visits to State grantees, providing technical assistance on operations of the grant, and reviewing and approving annual State operating plans and quarterly financial and operational reports.
- Grant oversight of the Homeless Veterans' Reintegration Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 162 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Grant oversight of the Veterans' Workforce Investment Program competitive grants (budget activity), to include serving as grant officer technical representatives to the 22 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Technical and managerial oversight of the Transition Assistance Program (budget activity) Employment Workshops, to include site visits to all transition sites in the continental United States.
- Technical and contract oversight of the National Veterans Training Institute (budget activity), to include scheduling and approving all training classes and distance learning resources conducted by the NVTI.

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In addition, VETS maintains an Internet web site that enables Federal contracting officers to check on Federal contractors' submissions of the VETS-100 form, which provides information on Federal contractors' number of targeted Veterans employed by the federal contractors and the targeted Veterans hired in the past year.

FY 2011

The FY 2011 enacted level of \$35,242,000 allowed VETS to continue to support the current FTE and operations levels and mission critical program functions, which allow VETS to administer and monitor its grants effectively and to aggressively enforce the Veteran employment laws for which the agency has investigative responsibility. First and foremost, the Agency is maintaining full Federal staffing with high quality employees who are being afforded excellent professional development training opportunities to improve their knowledge skills and abilities for serving the nation's Veteran population with transition assistance, employment services, training programs and enforcement of legal protections.

USERRA

USERRA provides reemployment rights for uniformed service members following qualifying service in the uniformed services. The law prohibits employer discrimination against a person on the basis of that person's prior military service, current military obligations or intent to join a uniformed service. The law also prohibits employer retaliation against a person who seeks to enforce USERRA rights or assists in an investigation or court proceeding. On behalf of the Secretary of Labor, the Veterans' Employment and Training Service (VETS) administers USERRA, investigates complaints, and performs educational outreach activities.

Veteran's Preference

Veterans' Preference in Federal employment is provided to veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns. These veterans receive preference in hiring and also in retention during reductions in force. The Veterans Employment Opportunities Act of 1998 gave the U.S. Department of Labor (VETS) the responsibility to investigate formal complaints from eligible individuals who allege that a Federal agency has violated such individual's rights under any statute or regulation relating to veterans' preference.

Federal Contractor Program

Title 38, U.S.C. 4212 requires entities receiving Federal contract(s) or sub-contract(s) of \$100,000 or more to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans and other veterans who have served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This statute also mandates that Federal Government contracting officers verify that current VETS-100 reports are filed prior to contract awards. VETS provide access to the VETS-100 database to all Federal Government contracting officers.

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DETAILED WORKLOAD AND PERFORMANCE				
	FY 2011 Enacted		FY 2012 Enacted	FY 2013 Request
	Target	Result	Target	Target
Federal Administration				
VETS-USERRA-01 Percent of USERRA investigations completed within 90 days	87.00%	87.00%	90.00%	90.00%
Strategic Goal 1 - Prepare workers for good jobs and ensure fair compensation	--		--	--
Outcome Goal 1.1 - Increase workers' incomes and narrowing wage and income inequality	--		--	--
Outcome Goal 1.3 - Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs	--		--	--
Outcome Goal 1.4 - Help middle-class families remain in the middle class	--		--	--
VETS-USERRA-02 - Percent of USERRA referrals completed within 60 days	60.00%	57.00%	70.00%	70.00%
USERRA-03 - Number of Employers Contacted for Employer Outreach	97,000	78,183	80,000	80,000
VETS-GM-03 - Percent of planned onsite reviews of HVRP and VWIP grantee locations conducted by VETS' field staff	100.00%	57.00%	96.00%	96.00%
Number of new USERRA Complaints received	1,550	1,548	1,500	1,500
Number of Veterans' Preference investigations initiated	670	844	850	850

This chart shows the workload and performance measures by which VETS quantifies contributions made by this budget activity to the specific DOL Strategic Goal and the four Outcome Goals listed at the top of the chart.

A primary responsibility of the Federal Administration budget activity is to provide oversight and monitoring of VETS' grants and grantees to ensure each grant maximizes the number of Veterans returned to the workforce. VETS conducts two distinct types of reviews of grant applications each fiscal year. For JVSG, each grantee submits a State Plan for a five-year period of performance once every five years. However, funding is provided on an annual basis. Therefore, each year the annual funding requests submitted by all 54 JVSG grantees are systematically reviewed for compliance with applicable laws, regulations, and the annual guidance on the policies and procedures applicable for that fiscal year. Similarly, since each competitive grant is re-competed following a three-year period of performance, VETS requests applications for new competitive grants for approximately one-third of the competitive grantees each fiscal year. Because of the rigor required by the competitive process, experienced VETS staff members are selected for this activity and receive annual "refresher" training on the procedures for reviewing applications for competitive grants.

VETS' Federal Administration continues to exercise oversight and monitoring of all VETS grants through the full life-cycle of the grant period by conducting on-site reviews of competitive grantees. In addition to assessing grantee compliance with agreed performance levels, VETS on-

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site reviews also include providing assistance on program execution and performance reporting as well as sharing best practices between and among grantees. The combined activities raises the performance levels of all grantees and provides them with the tools to increase the number of Veterans served and placed in good jobs.

Finally, VETS' Federal Administration provides outreach, investigation and compliance under USERRA and Veterans Preference. VETS conducts outreach to both these groups through a variety of media including attendance at mobilizations and demobilizations, as well as a variety of employer oriented events.

VETS has undertaken a comprehensive training program for its staff in order to ensure that investigations are completed both accurately and in a timely manner. VETS reviews open and closed cases in order to ensure that quality standards are met, and seeks to improve both quality and timeliness at every opportunity.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2011 Enacted	FY 2012 Enacted	FY 2013 Request	Diff. FY13 Req./ FY12 Enacted
11.1	Full-time permanent	19,072	19,143	19,282	139
11.5	Other personnel compensation	367	367	368	1
11.9	Total personnel compensation	19,439	19,510	19,650	140
12.1	Civilian personnel benefits	4,945	4,945	4,963	18
21.0	Travel and transportation of persons	1,508	1,508	1,508	0
22.0	Transportation of things	87	87	87	0
23.1	Rental payments to GSA	844	753	806	53
23.3	Communications, utilities, and miscellaneous charges	387	387	387	0
24.0	Printing and reproduction	342	342	342	0
25.1	Advisory and assistance services	2	2	2	0
25.2	Other services from non-Federal sources	2,923	2,497	2,353	-144
25.3	Other goods and services from Federal sources 1/	4,495	4,854	4,854	0
25.4	Operation and maintenance of facilities	10	10	10	0
25.7	Operation and maintenance of equipment	8	8	8	0
26.0	Supplies and materials	160	160	160	0
31.0	Equipment	92	92	92	0
	Total	35,242	35,155	35,222	67
	1/Other goods and services from Federal sources				
	Working Capital Fund	4,293	4,652	4,652	0
	DHS Services	57	57	57	0
	HHS Services	145	145	145	0

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CHANGES IN FY 2013

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$73
Personnel benefits	18
One day more of pay	0
Federal Employees Compensation Act (FECA)	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	53
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services	-144
Working Capital Fund	0
Other government accounts (DHS Charges)	0
Other purchases of goods and services from Government accounts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0

Built-Ins Subtotal **\$0**

Net Program **\$67**

Direct FTE **0**

	Estimate	FTE
Base	\$35,155	218
Program Increase	\$67	0