



Veterans and the Public Workforce System

Region 2 Technical Assistance Forum
Recalibrating the Workforce System
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Outline

- Introduction
- How Do Veterans Differ?
- What are the Key Aspects of Priority of Service?
- Discussion/Questions



VETS

Agency and Grant Programs

- The Veterans' Employment and Training Service (VETS):
 - Agency of the U. S. Department of Labor
 - With an Assistant Secretary (like ETA)
- VETS Administers Grant Programs:
 - Jobs for Veterans Grants to State Workforce Agencies (DVOP Specialists & LVER Staff)
 - Competitive Grants to public and private non-profit organizations (Homeless Veterans' Reintegration Program)



VETS' Advocacy Role

The Assistant Secretary of Labor for Veterans' Employment and Training shall promote and monitor participation of qualified veterans and eligible persons in employment and training opportunities under title I of the Workforce Investment Act of 1998 and other federally funded employment and training programs. (Emphasis added) [38 USC 4102A(d)]



How do Veterans Differ?



Veterans in the Labor Force

- BLS data for 2010 indicate that the median age of unemployed non-veterans is 35, while the median age of unemployed veterans is 50
- In 2010, the unemployment rates for veterans between 35 and 39 years old and between 40 and 44 years old were lower than the unemployment rates for non-veterans in those two age groups
- In 2010, the unemployment rates for non-veterans 18 to 34 and for non-veterans 45 and older were lower than the unemployment rates for veterans in the corresponding nine age groups



Veterans At One-Stops

- In 2010, two-thirds (68%) of the non-veterans served at One-Stops were between 18 and 44 years old, while over half (58%) of the veterans served at One-Stops were 45 or over
- Among veterans served at One-Stops in 2010, those between 18 and 44 years old entered employment at the rate of 49%, while those 45 and over entered employment at the rate of 40%
- While it has been known for some time that younger veterans struggle in the labor market, it has become clear since the recent recession that older veterans also struggle in the labor market



Key Veteran Subgroups

- A study identified key veteran subgroups and the most helpful workforce services for each:
 - Young, recently separated veterans (UCX claimants): low intensity services, such as job search and referral
 - Mid-career, not recently separated veterans (UI claimants): medium intensity services, such as job search and referral + career guidance
 - Older, recently separated veterans (Retired): high intensity services, such as case management
 - Veterans with significant barriers to employment (e.g., homeless): not in study; referral to needed services



Veterans Face Unique Challenges

- The heavy reliance of the Armed Forces on Guard and Reserve units is resulting in high numbers returning from deployments:
 - May need help with reinstatement in old job
 - Referral to VETS staff under USERRA
- Recent conflicts are resulting in disabilities such as PTSD and traumatic brain injury:
 - Employers hesitant to take on the risks
 - Veterans hesitant to seek treatment and/or to disclose conditions for fear of consequences



Key Differences

- Over half of veteran participants at One-Stops are 45 years of age or older
- For veterans 45 and older the EER is 40%
- For most age groups, unemployment rates for veterans are higher than for non-veterans
- Age and duration of military service interact to produce identifiable veteran subgroups
- Veterans of recent conflicts face new challenges in the current labor market



What are the Key Aspects of Priority of Service?



Key Priority of Service Events

- Jobs for Veterans Act – P.L. 107-288
November 7, 2002 – enactment
- P.L. 109-461 – December 6, 2006 –
requirement to publish regulations
- Final Regulations – January 19, 2009
- Joint Guidance – November 10, 2009
- Protocol – November 10, 2010



Issuance of Joint Guidance

- Training and Employment Guidance Letter (TEGL) No.10-09, issued by ETA
- Veterans' Program Letter (VPL) No. 07-09, issued by VETS
- Identical content issued in each agency's guidance format on the same date
- The only known instance of VETS and ETA issuing identical joint guidance



Issuance of Protocol

- In November 2010, ETA and VETS issued the ***Protocol on Priority of Service*** as a technical assistance tool following-up on the issuance of regulations and guidance
- The *Protocol* includes suggested approaches for implementing priority of service at One-Stop Career Centers
- The *Protocol* can be accessed at:
<http://wdr.doleta.gov/directives/attach/TEN/ten2010/ten15-10a1.pdf>



Verification of Veteran Status

- Priority of service emphasizes ***immediate delivery of services*** to veterans and eligible spouses, ***not*** verification of status
- While awaiting verification, ***program staff*** may provide services on a priority basis, ***including intensive services***
- While awaiting verification, ***services based on outside resources*** (such as classroom training) may ***not*** be delivered on a priority basis



Access to Full Range of Services

- Priority of service applies to the ***full range*** of services offered by workforce programs (***not*** just to entry to program participation):
 - Self-services (to the extent access is limited, such as to computers in resource rooms);
 - Staff-assisted core services;
 - Intensive services; and
 - Training.



Universal Access/Eligibility Criteria

- ***Universal Access Programs*** - Do not include eligibility criteria (e.g., Wagner-Peyser services):
 - First priority level - Veterans and eligible spouses
 - Second priority level - Non-covered persons
- ***Programs with Eligibility Criteria*** - Conditions that all participants must meet (e.g., WIA Adult)
 - First priority level - Veterans and eligible spouses who meet the eligibility criteria
 - Second priority level – Non-covered persons who meet the eligibility criteria



Statutory Priority - Example

- *WIA Adult program* – statutory priority for low-income individuals and public assistance recipients, ***if WIB determines funds are limited:***
 - First level of priority - veterans or eligible spouses who are low-income or public assistance recipients
 - Second level of priority - non-covered persons who are low-income or public assistance recipients
 - Third level of priority - veterans or eligible spouses who are ***not*** low-income or public assistance recipients
 - Fourth level of priority - non-covered persons who are ***not*** low-income or public assistance recipients



Income Eligibility & VA Benefits

- When determining low-income status for veterans and eligible spouses:
 - Military income ***to be excluded***:
 - ❖ Pay or allowances while on active duty
 - ❖ Service-connected disability compensation
 - ❖ VA educational assistance (e.g., “GI Bill”)
 - Military income ***not to be excluded***:
 - ❖ DOD Pension for military retirees



WIA Training & VA Benefits

- The WIA statute and regulations require coordination of “other grant assistance” (e.g. Pell grants) with WIA training
- The joint guidance on priority of service clarifies that VA benefits are **not** “other grant assistance,” and therefore, veterans are **not** required to exhaust VA benefits, such as GI Bill benefits, as a pre-condition for receiving WIA training



Monitoring Priority of Service

- Joint monitoring of Priority of Service by:
 - The Veterans' Employment and Training Service (VETS)
 - The DOL agency responsible for the program's administration and oversight (typically ETA)
- If monitoring identifies a failure to comply:
 - To be handled in accord with the program's established compliance review processes
 - A corrective action plan also may be required



Two Reporting Requirements

- **All programs** are required to adopt the definitions for *veteran* and *eligible spouse*, which appear in the regulations, at OMB's next periodic approval of their reporting systems
- **Some programs** are required to collect data on *covered entrants* - *Veterans* or *eligible spouses* who are at the "point of entry" to the workforce system or a qualified job training program (i.e., at the initial point of contact, prior to receipt of services; e.g., an *applicant*, not a *participant*)



Reporting on Covered Entrants

- The programs that are required to report on ***covered entrants***:
 - *Wagner-Peyser State Grants*
 - *WIA Adult*
 - *WIA Dislocated Worker*
 - *WIA National Emergency Grants*
 - *Trade Adjustment Assistance (TAA)*
 - *Senior Community Service Employment Program (SCSEP)*

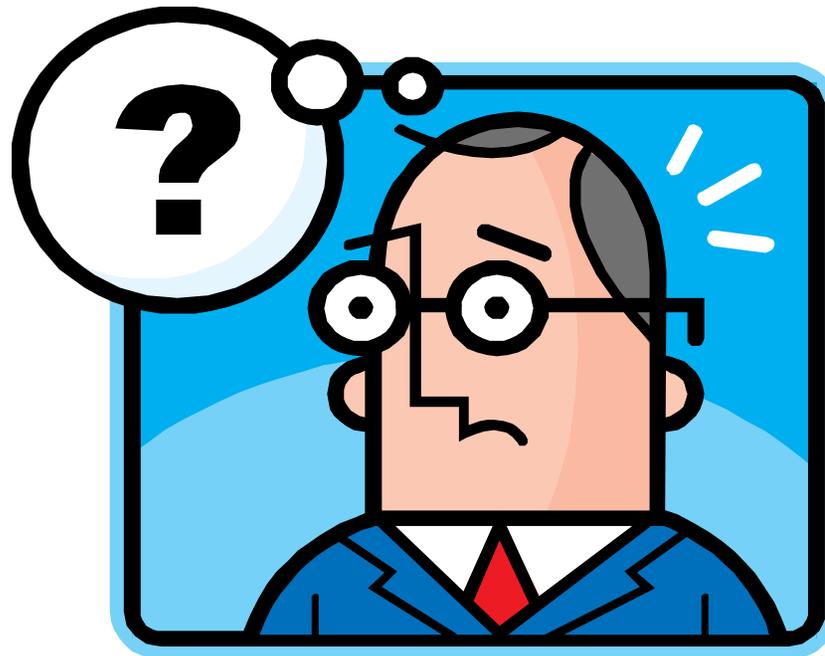


Implementation of Reporting

- For **SCSEP**, the new definitions have been adopted and reporting on covered entrants was implemented as of July 1, 2009 (PY 2009)
- For **Wagner-Peyser, WIA** (Adult, Dislocated Worker, and National Emergency Grants), and **Trade Adjustment Assistance**, the reporting on covered entrants has been waived for PY 2009, PY 2010 and PY 2011
- ETA and VETS are considering when and how to implement reporting on covered entrants for **Wagner-Peyser, WIA** and **TAA**



Questions??





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