

FY 2024

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

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APPROPRIATION LANGUAGE

(INCLUDING TRANSFER OF FUNDS)

Not to exceed [~~\$269,841,000~~] *\$282,127,000* may be derived from the Employment Security Administration account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which—

(1) ~~\$185,000,000~~ is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for expenditure by the States through September 30, [~~2025~~] *2026*, and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: *Provided*, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, [~~and~~] to the spouses or other family caregivers of such wounded, ill, or injured members, *and to Gold Star spouses*;

(2) ~~\$34,379,000~~ is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144;

(3) [~~\$47,048,000~~] *\$59,334,000*, *to remain available until September 30, 2025*, is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A and 2023 of title 38, United States Code: *Provided*, That, up to ~~\$500,000~~ may be used to carry out the Hire VETS Act (division O of Public Law 115–31); and

(4) ~~\$3,414,000~~ is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109:

Provided, That the Secretary may reallocate among the appropriations provided

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under paragraphs (1) through (4) above an amount not to exceed 3 percent of the appropriation from which such reallocation is made.

In addition, from the General Fund of the Treasury, \$65,500,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: *Provided*, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, [2023] 2024, to provide services under such section: *Provided further*, That services provided under sections 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans recently released from incarceration who are at risk of homelessness: *Provided further*, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: *Provided further*, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure pursuant to 31 U.S.C. 1553. In addition, fees may be assessed and deposited in the HIRE Vets Medallion Award Fund pursuant to section 5(b) of the HIRE Vets Act, and such amounts shall be available to the Secretary to carry out the HIRE Vets Medallion Award Program, as authorized by such Act, and shall remain available until expended: *Provided*, That such sums shall be in addition to any other funds available for such purposes, including funds available under paragraph (3) of this heading: *Provided further*, That section 2(d) of division O of the Consolidated Appropriations Act, 2017 (Public Law 115–31; 38 U.S.C. 4100 note) shall not apply. (*Department of Labor Appropriations Act, 2023.*)

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ANALYSIS OF APPROPRIATION AND LEGISLATIVE LANGUAGE

<u>Program and Type</u>	<u>Description</u>	<u>Rationale</u>
VETS appropriation as a standalone bureau	The Department requests the VETS appropriation language be moved out from under the Departmental Management (DM) appropriation and instead placed in the Department's enacted appropriations after the Office of Disability Employment Policy appropriation and before the DM appropriation.	This proposal will establish VETS as a separate and standalone bureau with a new heading of the Veterans' Employment and Training Service (Including Transfer of Funds). This proposal is merely an administrative action, will not affect VETS current authorities and activities, and will require the Department establishing a new VETS account number with the Department of the Treasury to execute the change.
Federal Administration appropriations language	The Department requests two-year funding availability to increase flexibility for program execution.	This proposal will mitigate uncertainty in the appropriations timing that results in delayed hiring and rushed execution of contracts. The multi-year availability would reduce the impact of short-term continuing resolutions at no cost.
USERRA Military Spouses legislative proposal	The Department is requesting an amendment to Title 38, United States Code, Chapter 43 (the Uniformed Services Employment and Reemployment Rights Act of 1994, or USERRA), to extend employment and reemployment protections under USERRA to the spouses of members of the uniformed services and other USERRA-protected services.	This proposal will support the U.S. all-volunteer force by protecting military spouse employment and their rights. Barriers to military spouse employment negatively impact national security and the national labor economy.

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<u>Program and Type</u>	<u>Description</u>	<u>Rationale</u>
JVSG DVOP and LVER legislative proposal	The Department is proposing to accelerate the deadline for JVSG DVOPs and LVERs to successfully complete required training from 18 months to 12 months. Doing so would specify these service providers acquire the specialized training needed to serve veterans six months sooner than the current standard.	The proposal will accelerate the training timeline to serve veterans. The Veterans' Benefits Act of 2010 (Public Law 111-275) statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions.
HIRE Vets Medallion Program legislative language	The Department is proposing three legislative revisions to the HIRE Vets Act of 2017: 1) remove the requirement that recipients are ineligible in the year following award receipt, 2) set the award's hiring percentage to peg eligibility to the national percentage of veterans in the civilian labor force, and 3) simplify the requirement on large employer applicants to meet both the hiring and retention criteria for an award would result in its requirements matching those for small and medium employer applicants	The three legislative revisions to Public Law 115-31, Division O, the HIRE Vets Act of 2017 will simplify requirements on employer applicants and expand eligibility of the HVMP.
JVSG Surviving Spouses appropriations language	The Department is proposing to continue including Surviving spouses as an approved nonveteran group eligible for DVOP services.	The inclusion of surviving spouses recognizes that supporting the economic, social, and emotional needs of military family is a national security imperative critical to the maintenance of an all-volunteer force.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$60,500	0	\$65,500	0	\$65,500
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$60,500</i>	<i>0</i>	<i>\$65,500</i>	<i>0</i>	<i>\$65,500</i>
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Trust Funds	244	\$264,841	237	\$269,841	265	\$282,127
Fees	0	\$144	0	\$310	0	\$602
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>244</i>	<i>\$325,485</i>	<i>237</i>	<i>\$335,651</i>	<i>265</i>	<i>\$348,229</i>
B. Gross Budget Authority	244	\$325,485	237	\$335,651	265	\$348,229
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Fees	0	-\$144	0	-\$310	0	-\$602
Shared Services Realignment	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>244</i>	<i>\$325,341</i>	<i>237</i>	<i>\$335,341</i>	<i>265</i>	<i>\$347,627</i>
C. Budget Authority Before Committee	244	\$325,341	237	\$335,341	265	\$347,627
Offsetting Collections From:						
Reimbursements	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	\$149	0	\$293	0	\$0
Fees	0	\$144	0	\$310	0	\$602
<i>Subtotal</i>	<i>244</i>	<i>\$325,634</i>	<i>237</i>	<i>\$335,944</i>	<i>265</i>	<i>\$348,229</i>
D. Total Budgetary Resources	244	\$325,634	237	\$335,944	265	\$348,229
Unobligated Balance Expiring	-2	-\$177	0	\$0	0	\$0
Additional FTE Usage	0	\$0	0	\$0	0	\$0
Unobligated Balance Brought forward	0	-\$293	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
Shared Services Realignment	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	242	\$325,164	237	\$335,944	265	\$348,229

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2023 Revised Enacted	FY 2024 Request	Net Change
Budget Authority			
General Funds	\$65,500	\$65,500	\$0
Trust Funds	\$269,841	\$282,127	+\$12,286
Total	\$335,341	\$347,627	+\$12,286
Full Time Equivalents			
General Funds	0	0	0
Trust Funds	237	265	28
Total	237	265	28

Explanation of Change	FY 2024 Change							
	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	237	\$29,168	0	\$1,413	0	\$0	0	\$1,413
Personnel benefits	0	\$10,149	0	\$492	0	\$0	0	\$492
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$16	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$600	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$1,032	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$140	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$1,225	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$39,336	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$9,456	0	\$489	0	\$0	0	\$489
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$77	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$6,314	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0

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FY 2024 Change

Explanation of Change	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Supplies and materials	0	\$73	0	\$0	0	\$0	0	\$0
Equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$60,828	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$176,857	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$45	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	237	+\$335,316	0	+\$2,394	0	\$0	0	+\$2,394
B. Programs:								
USERRA Military Spouses Initiative Staffing Increase to Serve Underserved Populations	0	\$0	10	\$5,790	0	\$0	10	\$5,790
USERRA Increase	0	\$0	8	\$1,600	0	\$0	8	\$1,600
Policy and Workforce Coordination Staff	0	\$0	3	\$1,500	0	\$0	3	\$1,500
HIRE Vets Medallion Program Language and Criteria Changes Request	0	\$0	7	\$1,027	0	\$0	7	\$1,027
Accelerate the Initial Training Deadline for DVOP and LVER Staff to 12 Months from Assignment	0	\$0	0	\$0	0	\$0	0	\$0
Surviving spouses support in JVSG Move VETS' Appropriation Outside of Departmental Management Appropriation	0	\$0	0	\$0	0	\$0	0	\$0
Programs Subtotal			28	+\$9,917	0	\$0	28	+\$9,917
Total Increase	237	+\$335,316	28	+\$12,311	0	\$0	28	+\$12,311
Decreases:								
A. Built-Ins:								
To Provide For: Federal Employees' Compensation Act (FECA)	0	\$25	0	-\$25	0	\$0	0	-\$25
Built-Ins Subtotal	0	+\$25	0	-\$25	0	\$0	0	-\$25
B. Programs:								
Total Decrease	0	+\$25	0	-\$25	0	\$0	0	-\$25
Total Change	237	+\$335,341	28	+\$12,286	0	\$0	28	+\$12,286

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request		Diff. FY24 Request / FY23 Revised Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	177,820	0	179,450	0	185,000	0	5,550
Unemployment Trust Funds	0	177,820	0	179,450	0	185,000	0	5,550
Transition Assistance Program	0	32,379	0	33,348	0	34,379	0	1,031
Unemployment Trust Funds	0	32,379	0	33,348	0	34,379	0	1,031
Homeless Veterans' Reintegration Program	0	60,500	0	65,500	0	65,500	0	0
General Funds	0	60,500	0	65,500	0	65,500	0	0
National Veterans' Employment and Training Service Institute	0	3,414	0	3,414	0	3,414	0	0
Unemployment Trust Funds	0	3,414	0	3,414	0	3,414	0	0
Federal Administration - USERRA Enforcement	242	51,228	237	53,629	265	59,334	28	5,705
Unemployment Trust Funds	242	51,228	237	53,629	265	59,334	28	5,705
Total	242	325,341	237	335,341	265	347,627	28	12,286
General Funds	0	60,500	0	65,500	0	65,500	0	0
Unemployment Trust Funds	242	264,841	237	269,841	265	282,127	28	12,286

NOTE: FY 2022 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
	Full-Time Equivalent				
	Full-time Permanent	242	237	265	28
	Total	242	237	265	28
	Average ES Salary	\$196,833	\$195,580	\$195,580	\$0
	Average GM/GS Grade	13/3	13/5/6	13/5/7	0
	Average GM/GS Salary	\$108,306	\$115,538	\$119,173	\$3,635
11.1	Full-time permanent	26,915	28,268	31,423	3,155
11.3	Other than full-time permanent	141	400	400	0
11.5	Other personnel compensation	500	500	631	131
11.9	Total personnel compensation	27,556	29,168	32,454	3,286
12.1	Civilian personnel benefits	9,679	10,174	11,699	1,525
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	28	16	16	0
21.0	Travel and transportation of persons	2,383	600	732	132
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	950	1,032	1,032	0
23.3	Communications, utilities, and miscellaneous charges	188	140	174	34
24.0	Printing and reproduction	450	1,225	1,225	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	34,710	39,336	40,494	1,158
25.3	Other goods and services from Federal sources 1/	11,448	15,847	16,448	601
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	77	0	0	0
26.0	Supplies and materials	80	73	73	0
31.0	Equipment	50	0	0	0
41.0	Grants, subsidies, and contributions	237,677	237,685	243,235	5,550
42.0	Insurance claims and indemnities	65	45	45	0
91.0	Other Fund Sources	0	0	0	0
	Total	325,341	335,341	347,627	12,286
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,592	9,456	9,945	489
	DHS Services	77	77	77	0
	HHS Services	16	1,169	1,169	0
	Services by Other Government Departments	4,763	5,145	5,257	112

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AUTHORIZING STATUTES

Public Law / Act

- 38 U.S.C. Chapters 41 and 42, as amended by Pub. Law 107-288, Pub. Law 112-56, Title II, and Pub. Law 111-275
- Pub. Law 105-339
- 38 U.S.C. Chapter 43, as amended by Pub. Law 103-353
- Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300
- 38 U.S.C. 2021, 2021A, and 2023
- Pub. Law 112-56, Title II
- Pub. Law 115-31, Division "O"

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
- Homeless Veterans' Reintegration Programs
- VOW to Hire Heroes Act
- HIRE Vets Act

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2014					
Base Appropriation	\$300,518			\$269,523	227
2015					
Base Appropriation	\$269,981			\$269,981	230
2016					
Base Appropriation	\$271,110	\$271,110		\$271,110	230
2017					
Base Appropriation	\$285,520			\$279,041	237
2018					
Base Appropriation	\$279,595	\$284,051		\$295,041	228
2019					
Base Appropriation...1/	\$281,595		\$300,041	\$300,041	219
2020					
Base Appropriation...2/ 3/	\$306,041	\$316,341		\$311,341	220
2021					
Base Appropriation...3/	\$312,000			\$319,341	232
2022					
Base Appropriation...4/	\$324,831	\$334,381		\$325,341	245
2023					
Base Appropriation	\$330,968			\$335,341	237
2024					
Base Appropriation	\$347,627				265

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

3/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

4/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

OVERVIEW

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of America's veterans. Our vision is to enable all veterans, transitioning service members and military spouses to reach their full potential in the workplace. VETS is part of an integrated employment, training, and compliance enterprise in the Department of Labor (DOL). VETS is the only agency in DOL that serves both employment/training and compliance functions.

In Fiscal Year (FY) 2024, VETS will continue DOL's commitment to support the employment needs of veterans and employers in the job markets of today and tomorrow. VETS will also support Administration and Departmental priorities through Strategic Objective 1.1 (of DOL's FY 2022-2026 Strategic Plan): Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities. These priorities are reflected in our budget proposals that are designed to align staffing and financial resources to serve effectively and sustainably our nation's veterans, including advancing racial and gender equity; prioritizing information technology, modernization, and cybersecurity; management and performance efforts to deliver results for all Americans, and evidence and evaluation. Recognizing the impact of veteran employment success on the national economy and the recruitment of our all-volunteer force, this budget invests in meeting the employment needs of transitioning service members, veterans, and their spouses. VETS will continue to restore staffing to provide both in-person and virtual service delivery methods in a post-pandemic environment to find and reach those we serve and to speed our nation's veterans' return to work.

VETS' strategies to support the Departmental Priorities of building a modern, inclusive workforce are:

- Prepare veterans, transitioning service members and military spouses for quality jobs and meaningful careers through an array of workshops aimed to provide a tailored transition experience in the Transition Assistance Program (TAP).
- Provide veterans, transitioning service members and military spouses with employment resources to build quality jobs and meaningful careers in ways that address systemic inequities through three programs: the Jobs for Veterans State Grants (JVSG) program, the Homeless Veterans' Reintegration Program (HVRP), the National Veterans' Training Institute (NVTI).
- Protect the employment rights of National Guard, Reserve members and veterans by conducting compliance activities at the national, regional, and state level in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and Veterans' Preference programs. VETS also proposes to include military spouses under USERRA's employment protections.
- Promote employment opportunities for veterans, transitioning service members, and military spouses by improving our capability to effectively communicate with consistent and coordinated messaging in order to inform and engage people and organizations regarding VETS' programs.

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- Enhance VETS' partnerships including government and non-government stakeholders that are associated with VETS' Mission; these efforts include building partnerships with Veteran and Military Service Organizations that support underserved and underrepresented populations.
- Personnel – Invest in VETS' 21st Century Workforce so we are ready to address the needs of our customers by recruiting, developing, and retaining skilled and diverse staff committed to continuous improvement and positive employment outcomes.
- Digital Proficiency - IT Modernization, Digital Solution, and Data Maturity - to improve the effectiveness, efficiency, and accountability of our programs and staff.

VETS' major initiatives in FY 2024 support the Administration's priorities of equity and serving underserved populations by ensuring military spouses employment rights are protected, TAP services yield positive employment outcomes for veterans and their spouses in their communities, and staffing levels are sufficient to meet the needs of underserved populations and homeless veterans.

- **Extend USERRA protections to Military Spouses.** Revises legislation and requests associated funding to newly extend USERRA protections to military spouses, aligned to President Biden's Unity Agenda and the Administration's emphasis on improving the economic security of military and veteran families.
- **TAP Off Base Transition Training (OBTT) Pilot.** Funding will allow VETS to continue implementing the OBTT pilot enacted in FY 2020 and required for a five-year period that offers transition assistance services to veterans and their spouses at locations other than military installations.
- **Restore staff levels to better reach historically excluded communities.** Provides funding for personnel to meet the growing, intersectional demands and needs of serving veterans, including better serving homeless veterans. This is done in advancement of the Administration's focus on serving historically excluded communities and those experiencing homelessness.

The VETS budget is formulated and executed through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2024 request is \$185,000,000.

JVSG provided resources to states to serve over 42,000 veterans during Program Year (PY) 2020. JVSG staff assist veterans to obtain and maintain employment through services provided at American Job Centers (AJCs) and other locations. VETS awards JVSG as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state compared to the total number of veterans seeking employment in all states. The grant supports three types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide individualized career services targeted to meet the employment needs of veterans with significant barriers to employment; and

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- Local Veterans' Employment Representative (LVER) staff, who conduct outreach to employers to increase employment opportunities for veterans.
- Consolidated DVOP/LVER position allows a staff person to perform both duties of a DVOP specialist and a LVER staff person.

The FY 2024 request will support up to 1,800 DVOP specialists, LVER staff, and Consolidated positions across the country, consistent with current levels.

VETS will continue to focus on the provision of services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of individual employment plans; group and individual career counseling and planning; connection to career training and apprenticeship opportunities; and short-term skills development (such as interview and communication skills), to improve employment outcomes for these individuals.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Veterans Benefit Administration by providing Labor Market Information and other employment services to veterans who are enrolled in the Chapter 31 Veteran Readiness and Employment (VR&E) program. VETS and VBA also conducted a pilot to increase veteran enrollment in apprenticeships in order to provide more opportunities to high quality employment. The five pilot sites increased apprenticeship participation despite lower overall enrollment numbers, which helped make progress on President Biden's goal for the National Apprenticeship system to serve at least one million apprentices annually within the next ten years as well as the Administration's priority of advancing racial and gender equity and support for underserved communities, including veterans. The training materials and resources developed for the pilot are now available to VR&E staff, JVSG staff, and others who serve veterans with disabilities. Finally, this budget activity supports VETS' Disabled Veteran and Women Veteran activities.

(2) Transition Assistance Program (TAP) –The FY 2024 request is \$34,379,000.

In FY 2024, VETS will continue implementation of the OBTT pilot and expand to fifty sites in twenty states. OBTT was reauthorized and expanded under PL 116-315 section 4303 and is required for a five-year period. VETS restructured the DOL TAP curriculum to better meet the needs of veterans and their spouses in their achieving post-transition employment goals. For greater flexibility and accessibility, VETS developed 2-hour standalone modules focused on specific topics relevant to the employment needs of veterans and their spouses. VETS will provide instructor-led in-person and virtual delivery of the restructured DOL TAP courses to veterans and their spouses.

During FY 2024, VETS will continue to conduct a pilot that uses contracted Employment Navigators (ENs) stationed on-site at select military installations to be able to track and report participant employment outcomes. VETS will first report on this pilot, including participant employment outcomes, in FY 2024 to determine whether stationing ENs at brick-and-mortar installations is an effective and efficient use of resources. ENs assist transitioning service members to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners. This one-on-one support

VETERANS' EMPLOYMENT AND TRAINING SERVICE

from the EN facilitates a deliberate, in-depth exploration of post-separation career paths. It also helps the transitioning service member focus and navigate the “sea of goodwill” of support organizations with positive productive connections to our partners.

VETS will obtain, analyze, and publicly report outcome data for this EN resource. Analysis will be conducted on the:

- employment outcomes for those who receive services from Employment Navigators, as well as those who do not; and
- employment placement, employment retention, and quarterly/annual earnings data, which will come from the NDNH and be matched to existing participant information.

In FY 2024 VETS will continue providing virtual course offerings of the Transition Employment Assistance for Military Spouses (TEAMS) workshops. The TEAMS curriculum consists of nine workshops covering topics from individual branding to federal hiring.

In FY 2024, VETS will continue delivery of course curriculum designed for transitioning service members undergoing medical separation or retirement. This curriculum will leverage existing TAP curriculum revised to create an employment-focused transition assistance curriculum to best serve the needs of wounded, ill, and/or injured service members and their caregivers as they depart the military.

DOL offers a 1-day mandatory workshop, as well as two 2-day elective workshops on employment preparation and vocational training as part of TAP to assist service members' transition to civilian employment. Approximately 10,000 DOL TAP workshops are conducted each fiscal year. VETS works closely with the Department of Defense and other stakeholders to help meet the employment needs of transitioning service members and their spouses. The DOL TAP workshops are provided on military installations and virtually, both domestically and abroad, and are facilitated by an all-contract staff. At the request level, DOL TAP workshops will be delivered to approximately 150,000 transitioning service members and spouses. TAP supports the Department's priority that workers have the skills they need to obtain family sustaining careers and improve employment opportunities for our nation's veterans, transitioning service members, and their spouses.

At the request level, VETS will improve the quality of employment-related services to transitioning service members, with a focus on improved outcomes.

(3) Homeless Veterans' Reintegration Program (HVRP) – The FY 2024 request is \$65,500,000.

HVRP is the only federal nationwide program that focuses exclusively on the employment of veterans experiencing homelessness or at risk of homelessness. The program provides job training, counseling, and placement services, including job readiness, and skills training, to aid in the reintegration of veterans at risk of or experiencing homelessness into the labor force. These services helped 14,744 homeless veterans in PY 2020, a reduction of 2,379 homeless veterans served in PY 2019 due to the COVID-19 pandemic. HVRP funds are awarded on a competitive

VETERANS' EMPLOYMENT AND TRAINING SERVICE

basis to eligible applicants, including state and local Workforce Development Boards, public agencies, for-profit and commercial entities, and non-profit organizations, including faith-based and community organizations.

Grantees provide an array of services to veterans at risk of or experiencing homelessness through a case management approach, which includes linkages to a variety of support services available in local communities. Grantees also provide services to veterans at risk of or experiencing homelessness through collaboration with other federal programs, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing grantees, and U.S. Department of Health and Human Services (HHS) grantees.

(4) National Veterans' Training Institute (NVTI) – The FY 2024 request is \$3,414,000.

NVTI was established in 1986 by Public Law 100-323 to ensure a high level of proficiency and training for staff that provide employment services to veterans. NVTI provides training to over 4,000 participants¹ each fiscal year, including DVOP specialists and LVER staff, other Department of Labor grant funded staff who serve veterans, and federal staff who perform grants management as well as compliance and enforcement activities under the USERRA and Veterans' Employment and Opportunities Act. In FY 2019 3,480 participants received training, 3,299 participants in FY 2020, 5,834 participants in FY 2021 and 3,456 in FY 2022.

At the request level, NVTI will train veteran service providers to meet the training requirements of the Veterans' Benefits Act of 2010 (Public Law 111-275). This statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions. The request level will support the development of a new, specialized curricula that prepare our service providers for a changing economy and a diverse, inclusive, and equitable workforce. We will continue to offer virtual training courses and webinars that were deployed during the COVID-19 pandemic to maximize training opportunities for students across the Nation.

VETS is proposing language to accelerate the deadline for JVSG DVOPs and LVERs to successfully pass required training from 18 months to 12 months. This would require these service providers to acquire the specialized training needed to serve veterans six months sooner than the current standard.

(5) Federal Administration – USERRA –The FY 2024 request is \$59,334,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the VETS' programs. The request will fund VETS staff distributed across each state, the District of Columbia, Puerto Rico, six regional offices, and the national office.

This budget activity also funds compliance activities required by USERRA, pursuant to 38 U.S.C. 4301, et seq. in order for VETS to investigate complaints filed under USERRA. USERRA is the statute that protects the employment rights and benefits of eligible individuals who leave employment positions to undertake military service. USERRA protects individuals

¹ This number includes individuals who have taken more than one course.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

from employment discrimination who serve, have served, or will serve in the military, as well as individuals who make complaints, participate in proceedings, or exercise rights under USERRA. Pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. § 3330a, VETS also helps to ensure that qualified veterans obtain the required preference in federal agency hiring and retention actions by investigating claims of violations of those rights. Pursuant to 38 U.S.C. § 4212, federal contractors submit annual reports to VETS setting forth their efforts to discharge affirmative action duties to hire and retain covered veterans in their employment. The request level includes investments to improve the Veterans' Case Management System (VCMS) that are necessary to expand USERRA protections to military spouses.

This budget activity also funds the Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act) that authorized an award program through which the Secretary of Labor recognizes employers who demonstrate a commitment to recruiting, employing, and retaining veterans. The Budget also includes three legislative language proposals that would allow VETS to award more HVMP awards to employers and incur more application fees to administer the program as Congress intended.

Equity in Budgeting

VETS is committed to supporting the Department's Agency Priority Goal of advancing racial equity, diversity, inclusion, and supporting underserved communities. The VETS FY 2024 budget request includes major initiatives that advance equity in the workforce through the focused delivery of resources to historically underserved populations, especially women, (LGBTQ+), rural communities and others adversely affected by persistent inequality. VETS will achieve this with a multi-faceted approach.

- **Off-Base Transition Training Pilot (OBTT) Pilot.** OBTT has the potential to support underserved populations in locations away from active-duty installations, including rural and tribal communities.

In FY 2023, VETS will continue the efforts started in FY 2022 to add demographic indicators, including:

- **Department of Defense (DoD), Transition Assistance Program (TAP) Satisfaction Survey** – VETS will work with DoD to add demographic information to their Satisfaction Survey to determine program satisfaction across various demographic indicators.
- **Jobs for Veterans State Grants (JVSG)** – VETS will analyze historical data to develop equity metrics that seek to reduce difference in median earnings in the 2nd quarter after exit between all JVSG exiters and JVSG exiters that are members of disadvantaged populations.
- **Homeless Veterans' Reintegration Program (HVRP)** – VETS will determine an appropriate means to obtain survey information from HVRP participants to assess responses across demographic indicators.
- **Demographic indicators for compliance programs** – VETS will request a change to the VETS-1010 form to allow the collection of additional demographic measures

VETERANS' EMPLOYMENT AND TRAINING SERVICE

including gender, date of birth, race, and ethnicity. These measures will allow VETS the ability to ensure equitable treatment during the conduct of investigations and identify any trends involving claimants who are part of a protected class in addition to military status.

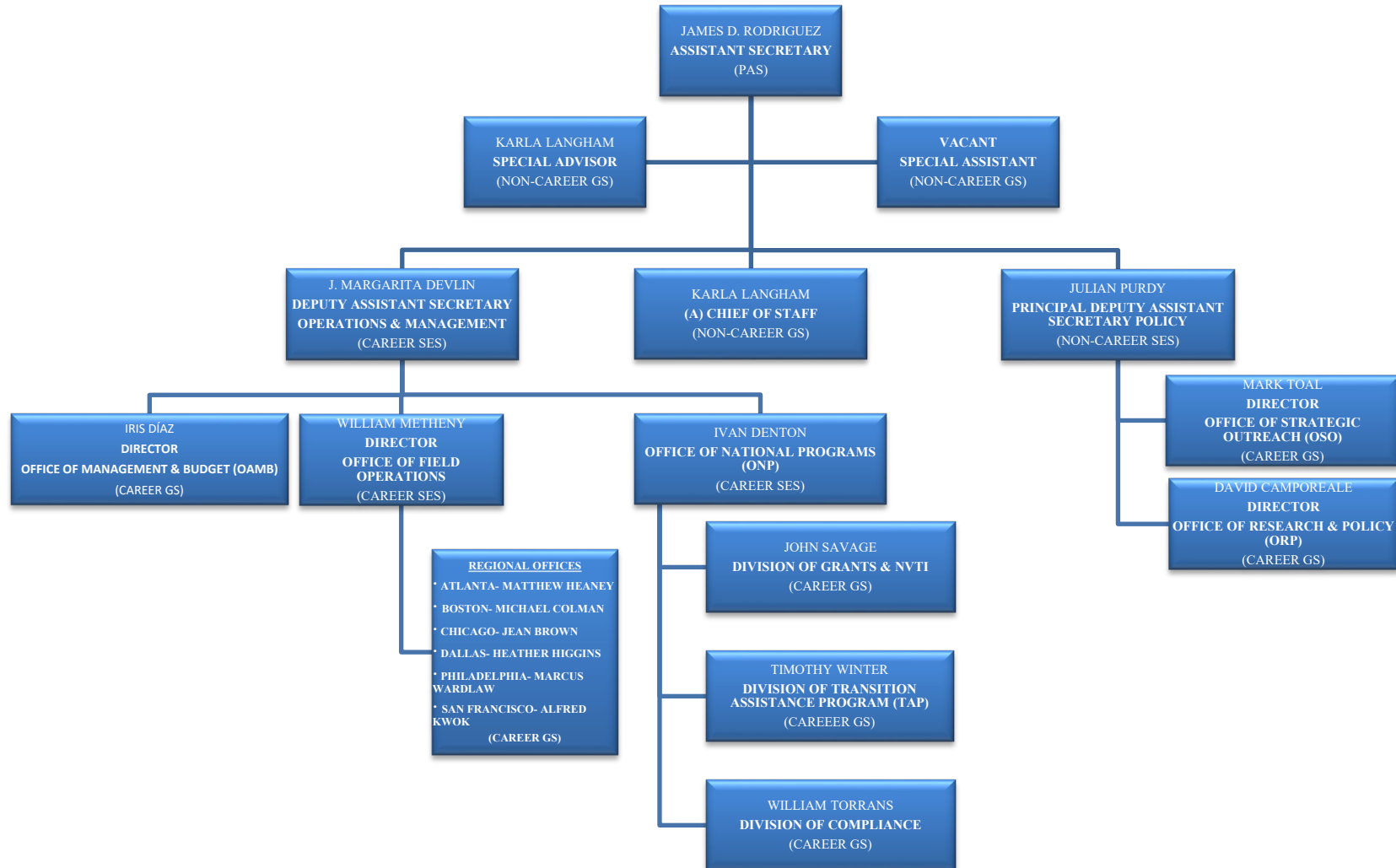
- **Sexual orientation information** – VETS will add sexual orientation fields to begin capturing this information in our data systems.

VETS is also actively supporting the implementation of Presidential Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government that calls on federal agencies to advance equity through identifying and addressing barriers to equal opportunity that underserved communities may face due to government policies and programs,² in the areas of apprenticeships, workers' rights awareness and education, and unemployment insurance.

² Executive Order No. 13985 (2021) <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

VETERANS' EMPLOYMENT AND TRAINING SERVICE

ORGANIZATION CHART



Updated March 3, 2023

STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	177,820	179,450	185,000	5,550
FTE	0	0	0	0

Introduction

The state grants budget activity funds the JVSG program. The JVSG program functions as a staffing grant, providing salaries and benefits for state employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning service members who have participated in TAP and were identified as in need of individualized career services;
- wounded or ill service members in military treatment facilities, and their family caregivers;
- veterans aged 18 – 24; and,
- Vietnam-era veterans

The grants are distributed on a formula basis to State Workforce Agencies to support DVOP specialists and LVER staff. These staff provide employment services in various locations in 50 states, the District of Columbia, Puerto Rico, Guam, and the Virgin Islands. Sites include State Workforce System facilities, VA facilities, military installations, medical treatment facilities, and Soldier Recovery Units (formerly called “Warrior Transition Units”). Soldier Recovery Units are located at major military medical treatment facilities and provide support to wounded, ill, and injured soldiers who require at least six months of rehabilitative care and complex medical management.

DVOP specialists are authorized by Section 4103A of Title 38, United States Code. DVOP specialists provide specialized services to veterans and eligible spouses with significant barriers to employment. Additionally, since FY 2014, appropriation language has allowed DVOP specialists to provide services to transitioning service members who have participated in TAP and are in need of individualized services and to wounded, ill, or injured service members and their family caregivers. Those services include comprehensive and specialized job readiness assessments, interview preparation, development of individual employment plans, and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured service members receiving care at the DoD military treatment facilities and Soldier Recovery Units, with special consideration to those veterans who are economically or educationally disadvantaged. Additionally, DVOP specialists may provide individualized employment-related services to eligible veterans served through the Homeless Veterans’ Reintegration Program, Homeless Female Veterans and Veterans with Children program, and Incarcerated Veterans Transition Program.

STATE GRANTS

LVER staff are authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with local businesses to increase employment opportunities for veterans, encourage the hiring executives to increase employment opportunities for veterans, encourage the hiring of veterans who have a disability, and generally facilitate and support veterans in gaining and retaining employment. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$180,000	0
2020	\$180,000	0
2021	\$180,000	0
2022	\$183,000	0
2023	\$185,000	0

FY 2024

The FY 2024 requested level is \$185,000,000 for the JVSG program. The FY 2024 request will support up to 1,800 DVOP specialists, LVER staff, and Consolidated positions across the country, consistent with current levels.

VETS will continue to focus on the provision of services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of individual employment plans; group and individual career counseling and planning; connection to career training and apprenticeship opportunities; and short-term skills development (such as interview and communication skills), to improve employment outcomes for these individuals.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Veterans Benefit Administration by providing Labor Market Information and other employment services to veterans who are enrolled in the Chapter 31 VR&E program. VETS and VBA also conducted a pilot to increase veteran enrollment in apprenticeships to provide more opportunities to high quality employment. The five pilot sites increased apprenticeship participation despite lower overall enrollment numbers, which helped move forward President Biden's goal for the National Apprenticeship system to serve at least one million apprentices annually within the next ten years as well as the Administration's priority of advancing racial and gender equity and support for underserved communities, including veterans. The training materials and resources developed for the pilot are now available to VR&E staff, JVSG staff, and others who serve veterans with disabilities.

Currently, JVSG appropriations language includes specific non-veteran groups that are eligible for services from a DVOP specialist, funded by JVSG. This budget request is proposing to include surviving spouses as an approved nonveteran group eligible for DVOP

STATE GRANTS

services. Surviving spouses are widows/widowers whose spouses died while serving in the Armed Forces. On May 9, 2018, the President issued Executive Order, Enhancing Noncompetitive Civil Service Appointments of Military Spouses. The Order notes that military spouses make important contributions to the personal and financial success of our military families and emphasizes the Administration's policy to enhance employment support for military spouses. VETS requests this legislative change in support of serving a subset of military spouses, those not remarried widow or widower of a member of the Armed Forces killed while performing active duty. Military spouses are historically underserved and face challenges that result in unemployment and underemployment when compared to their peers.

FY 2023

The FY 2023 Revised Enacted level is \$179,450,000. JVSG will continue providing employment and training services at AJCs nationwide. The JVSG program will continue to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals, to facilitate their employment goals, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2023, the JVSG program will continue to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff will continue to outreach and support the Capstone program at installations nationwide. JVSG staff will also support and assist in expanding the awareness of the Hire Vets Medallion Program (HVMP). In their regular communication with employers, LVERs will promote the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

Currently, JVSG appropriations language includes specific non-veteran groups that are eligible for services from a DVOP specialist, funded by JVSG. This budget request is proposing to include surviving spouses as an approved nonveteran group eligible for DVOP services. Surviving spouses are widows and widowers whose spouses died while serving in the Armed Forces. In September 2021, the Biden-Harris Administration released a report entitled, "Strengthening Americas Military Families." The report states that the United States of America's all-volunteer force only continues because generations of Americans see the honor, dignity, and patriotism of military service. If we hope to sustain this force, it is essential that we recognize and support those who also serve including the families of our service members. The Administration recognizes that supporting the economic, social, and emotional needs of military family is a national security imperative critical to the maintenance of an all-volunteer force. VETS requests this appropriation change to serve a subset of military spouses, those not remarried widow or widower of a member of the Armed Forces killed while performing active duty. Military spouses are historically underserved and face challenges that result in unemployment and underemployment when compared to their peers.

The JVSG program will continue to capture promising practices of the recently established Disabled Veteran Program to share and implement program advancements in serving veterans with disabilities.

STATE GRANTS

FY 2022

Under the FY 2022 Revised Enacted level, the funding level was \$177,820,000. JVSG continued to fund DVOP specialists to assist veterans with significant barriers to employment and other eligible individuals to facilitate their employment goals, and to fund LVER staff to assist employers in filling their workforce needs with job-seeking veterans. In FY 2022, the JVSG program continued to strengthen its relationship with military installations and TAP program providers across the country to assist in the transition of those service members identified in need of employment services. JVSG staff conduct outreach and support at installations nationwide as well as expanding the awareness of the HVMP. In their regular communication with employers, LVERs promote the HVMP so that local employers are recognized for their commitment to hiring our Nation's veterans.

STATE GRANTS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
State Grants							
Strategic Goal 1 - Build Opportunity and Equity for All							
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.							
WIOA DVOP-01	Employment rate (2nd quarter after exit) for veterans served by DVOP	60.0%[p]	53.3%	60.0%[p]	--	--	--
WIOA DVOP-03	Employment Rate (4th quarter after exit) for veterans served by DVOP	58.0%[p]	51.9%	58.0%[p]	--	--	--
WIOA DVOP-05	Median Earnings (2nd quarter after exit) for veterans served by DVOP	\$6,500	\$6,957	\$6,500	\$7,998	\$6,600	\$6,700
DVOP-05a	Percentage of states that met their median earnings target	--	--	--	--	70.0%	70.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

STATE GRANTS

Workload and Performance Narrative

The performance measures DOL uses to measure the outcomes of JVSG participants are employment rates in the 2nd and 4th quarters after exiting the program, and median earnings in the 2nd quarter after exit.

In PY 2021, participants who were served by a DVOP specialist were employed at a rate of 53.5 percent in the 2nd quarter after exit, and at a rate of 51.9 percent during the 4th quarter after exit. In the 2nd quarter after exit, participants served by a DVOP show median quarterly earnings of \$7,998. VETS analyzes actual performance outcomes compared to the state established targets at the end of each program year (DVOP-05a). Informed by state demographics, current economic conditions, labor market information, and historical performance data, states determine and set evidence-based performance targets for employment-related Workforce Innovation and Opportunity Act (WIOA) primary indicators of performance. Currently, JVSG established performance goals for a two-year period. VETS expects this measure to be a better indicator of JVSG performance as it directly connects back to state-specific performance targets rather than a national average. This analysis identifies which states underperformed and therefore may need technical assistance from VETS Regional staff.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	91	1,600	1,600	0
25.3	Other goods and services from Federal sources 1/	437	993	993	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	0	0	0	0
41.0	Grants, subsidies, and contributions	177,292	176,857	182,407	5,550
	Total	177,820	179,450	185,000	5,550
	1/Other goods and services from Federal sources				
	Working Capital Fund	0	340	340	0
	HHS Services	0	51	51	0
	Services by Other Government Departments	437	602	602	0

STATE GRANTS

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Supplies and materials	0
Grants, subsidies, and contributions	0
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$179,450	0
Program Increase	\$0	0
Program Decrease	\$0	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	32,379	33,348	34,379	1,031
FTE	0	0	0	0

Introduction

The Transition Assistance Program (TAP) for separating service members and their spouses, codified in 10 U.S.C. 1144, is a cooperative effort between DOL, DoD, the U.S. Department of Homeland Security (DHS), the VA, the Department of Education, the Small Business Administration, and the Office of Personnel Management. As directed in the FY 2019 National Defense Authorization Act (NDAA), DOL provides a mandatory one-day employment workshop, as well as two 2-day elective workshops on employment preparation and vocational training, as part of TAP to assist service members' transition to civilian employment. The DOL TAP Employment Workshops are provided on military installations, both domestically and abroad, and are facilitated by an all-contract staff. To respond to the COVID-19 pandemic, VETS expanded virtual delivery of the TAP Employment Workshops. At the request level, TAP Employment Workshops will be delivered to approximately 150,000 transitioning service members and spouses.

In FY 2024, VETS will continue delivering a course curriculum designed for military spouses that are transitioning with their service member. Course content will be available as both in-person and virtual workshops, and on-demand web-based content.

In FY 2024, VETS will continue implementing the Wounded Warrior and Caregiver Employment Workshop. This is an employment-focused transition assistance curriculum designed for service members undergoing medical separation or retirement, and their caregivers.

During FY 2024, VETS will continue to implement a pilot of contracted Employment Navigators (ENs) stationed on-site at select military installations. This pilot is being conducted to analyze employment outcomes to determine whether staffing ENs at brick and mortar installations is an effective and efficient use of taxpayer resources. ENs will assist transitioning service members and military spouses to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

VETS will obtain, analyze, and publicly report outcome data for this EN pilot. Analysis will be conducted on the:

- employment outcomes for those who receive services from Employment Navigators, as well as those who do not;
- employment placement, employment retention, and quarterly/annual earnings data, which will come from the NDNH and be matched to existing participant information.

TRANSITION ASSISTANCE PROGRAM

DOL Chief Evaluation Office (CEO) will complete a formative study of the VETS Employment Navigator and Partnership Pilot (ENPP).

In January 2021, Congress enacted Public Law 116-315 specifying in section 4303 the expansion of an OBTT pilot in at least 20 states and at no less than 50 sites. The pilot is required for a five-year period.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$23,379	0
2020	\$29,379	0
2021	\$31,379	0
2022	\$32,379	0
2023	\$34,379	0

FY 2024

The FY 2024 budget request is \$34,379,000. In FY 2024, VETS will continue implementation of the OBTT pilot and expand to fifty sites in twenty states. OBTT was reauthorized and expanded under PL 116-315 section 4303. VETS restructured the DOL TAP curriculum to meet the needs of veterans and their spouses post-transition. VETS will provide instructor-led in-person and virtual delivery of the restructured DOL TAP courses to veterans and their spouses.

During FY 2024, VETS will continue to conduct a pilot that uses contracted Employment Navigators (ENs) stationed on-site at select military installations to be able to track and report participant employment outcomes. VETS will first report on this pilot, including participant employment outcomes, in FY 2024 to determine whether stationing ENs at brick-and-mortar installations are an effective and efficient use of resources. ENs assist transitioning service members and military spouses to identify employment opportunities through career exploration and connections to available resources from governmental and non-governmental partners.

VETS will obtain, analyze, and publicly report outcome data for this EN resource. Analysis will be conducted on the:

- employment outcomes for those who receive services from Employment Navigators, as well as those who do not; and
- employment placement, employment retention, and quarterly/annual earnings data, which will come from the NDNH and be matched to existing participant information.

In FY 2024 VETS will continue providing virtual course offerings of the Transition Employment Assistance for Military Spouses (TEAMS) workshops. The TEAMS curriculum consists of nine workshops covering topics from individual branding to federal hiring.

TRANSITION ASSISTANCE PROGRAM

In FY 2024, VETS will continue delivery of course curriculum designed for transitioning service members undergoing medical separation or retirement. This curriculum will leverage existing TAP curriculum revised to create an employment-focused transition assistance curriculum to best serve the needs of wounded, ill, and/or injured service members and their caregivers as they depart the military.

FY 2023

The FY 2023 Revised Enacted level is \$33,348,000. This level allows VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. This level allows VETS to continue to pilot additional employment assistance outside of the classroom at select military installations as in FY 2021 and FY 2022 to be able to evaluate the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.” VETS continues to operate the Off Base Transition Training pilot program in the initial five states.

FY 2022

Under the FY 2022 Revised Enacted level, the funding level was \$32,379,000. This level allowed VETS to conduct the one mandatory and two elective workshops in compliance with the FY 2019 NDAA. This level allowed VETS to pilot additional employment assistance outside of the classroom at select military installations as in FY 2020 and FY 2021 which enabled evaluation of the effectiveness of this approach in improving employment outcomes for transitioning service members compared to the traditional TAP, using the most rigorous methodology possible. The TAP services provided under contract include career counseling, job search assistance, resume review, as well as apprenticeship placement and assistance with the Career Readiness Standards (CRS). The services also include coordination of warm handovers with the AJC system as appropriate, including for transitioning service members who are deemed “not career ready.”

In FY 2022, VETS implemented an Off Base Transition Training pilot in an initial five states. VETS is revising the DOL 1-day Employment Fundamentals of Career Transition (EFCT) into one- and two-hour modules that contracted DOL instructors will provide at select locations in the pilot states. At the funding level, VETS continued to operate the pilot program in the initial five states.

TRANSITION ASSISTANCE PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request
		Target	Result	Target	Target
Transition Assistance Program					
Strategic Goal 1 - Build Opportunity and Equity for All					
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.					
VETS-TAP-01a	Number of Employment Fundamentals of Career Transition Workshops	5,500	6,054	--	--
VETS-TAP-01c	Number of DOL Employment Workshops (DOLEW)	4,700	4,586	--	--
VETS-TAP-01d	Number of DOL Career and Credential Exploration (C2E) workshops	1,100	1,115	--	--
VETS-TAP-14	Facilitator satisfaction through post-course survey	90%	96%	90%	90%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

TRANSITION ASSISTANCE PROGRAM

Workload and Performance Narrative

The TAP budget activity measures the number of DOL mandatory and elective courses delivered, and the estimated number of TAP workshop participants. The number of TAP workshops and participants is based on their demand from the DoD. VETS anticipates the demand for these courses to remain steady through FY 2024.

In FY 2022, the interagency partners collected and analyzed survey results regarding participants' satisfaction with the TAP curricula and delivery methods. Survey results indicated 96 percent would use what they learned in their own transition planning and 94 percent reported that the DOL Employment Fundamentals of Career Transition (EFCT) workshops enhanced their confidence in transition planning.

- 6,052 of the mandatory EFCT courses were delivered to 149,229 Transitioning Service Members (TSMs) and military spouses. This represents a 36% increase in participants from FY 2021.
- 4,586 of the 2-day optional course, entitled DOL Employment Workshop were delivered to 82,253 TSMs and military spouses. This represents a 21% increase in participants from FY 2021.
- 1,115 of the 2-day Career and Credential Exploration (formerly the Vocational Training Workshop) were delivered to 15,341 TSMs and military spouses. This represents a 36% increase in participants from FY 2021.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
12.2	Military Personnel Benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	68	100	100	0
24.0	Printing and reproduction	400	1,200	1,200	0
25.2	Other services from non-Federal sources	31,354	29,777	30,808	1,031
25.3	Other goods and services from Federal sources 1/	557	2,271	2,271	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	0	0	0	0
31.0	Equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	32,379	33,348	34,379	1,031
	1/Other goods and services from Federal sources				
	Services by Other Government Departments	557	2,271	2,271	0

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
State Administration Workload	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$33,348	0
Program Increase	\$0	0
Program Decrease	\$0	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	60,500	65,500	65,500	0
FTE	0	0	0	0

Introduction

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, 2021A, and 2023, provides services to help veterans experiencing homelessness obtain meaningful employment and to develop effective service delivery systems to address the complex problems they encounter. In addition, there is an emphasis to ensure the program is cultivating successful linkages and support service providers, by engaging veterans with lived experience, particularly people belonging to marginalized populations and those with recent experience with homelessness and homeless service systems. Funds are awarded on a competitive basis to eligible applicants, including state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations.

HVRP funding is used to serve specific subsets of the homeless veteran population, the Homeless Female Veterans' and Veterans' with Children and the Incarcerated Veterans' Reintegration Program. VETS also administers grants for Stand Down events in local communities typically held for one to two days. A Stand Down event is a community-based event in which organizations come together to serve veterans who are experiencing homelessness, connecting them with support services to help them reenter the workforce, gain permanent housing, and access healthcare services. VETS utilized funding in FY 2021 for a new performance system that will both improve and enhance the collection and reporting of metrics related to grantee funding. Further development, implementation, and training will take place in FY 2023.

The United States Interagency Council on Homelessness (USICH), of which VETS is an active member of, stated in *Homelessness in America: Focus on Veterans* that over nine percent of all adults experiencing homelessness in the United States are veterans of the U.S. Military.³ Most veterans who experience homelessness are men over age 50 living in urban areas. Older veterans are expected to be a majority of the population of veterans who experience or are at risk of, homelessness in the coming years. As members of this group get older, they are likely to have increasingly complex age-related needs. Women make up about nine percent of veterans who are experiencing homelessness. According to the U.S. Department of Veterans Affairs (VA), veteran women are more than twice as likely as non-veteran women to experience

³ U.S. Interagency Council on Homelessness (June 2018) *Homelessness in America: Focus on Veterans*, https://www.usich.gov/resources/uploads/asset_library/Homelessness_in_America_Focus_on_Veterans.pdf.

HOMELESS VETERANS' REINTEGRATION PROGRAM

homelessness.⁴ Less than three percent of veterans experiencing homelessness are in families with children. The VA further reports that veteran women experiencing homelessness are more likely to be part of a family with children than veteran men are. USICH reported that, among veterans who experience homelessness, and particularly among those who have Post Traumatic Stress Disorder (PTSD) or other behavioral health disorders, involvement in the criminal justice system may be a risk factor for homelessness and/or a consequence of homelessness. About one-half of all veterans experiencing homelessness who have participated in VA homeless assistance programs are involved in the justice system.⁵

⁴ U.S. Department of Veterans Affairs, National Center on Homelessness Among Veterans, July 2016. Homeless Evidence & Research Round Table Series: *Women Veterans and Homelessness*, <https://www.va.gov/HOMELESS/nchav/docs/HERS-Womens-Proceedings.pdf>.

⁵ U.S. Interagency Council on Homelessness (June 2015) *Breaking the Cycle of Veteran Incarceration and Homelessness: Emerging Community Practices*, https://www.usich.gov/resources/uploads/asset_library/Justice_Involved_Veterans.pdf.

HOMELESS VETERANS' REINTEGRATION PROGRAM

Resource and Program Data HVRP Grants Veterans' Employment and Training Service (Dollars in Thousands)

Data Category	FY 2021 Revised Enacted	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request
<u>Resource Data:</u>				
Service Grant	57,500	60,500	65,500	65,500
Formula				
Competitive	57,500	60,500	65,500	62,500
Research Evaluation				
Demonstration Development				
Training/Technical Assistance				
Program Support				
Total Resources	57,500	60,500	65,500	65,500
<u>Program Data:</u>				
Total Grants	153	152	166	166
New Starts				
#	35	41	56	75
\$	12,577	14,623	20,304	27,333
Continuing				
#	118	111	110	91
\$	40,276	38,208	37,302	32,398
Contracts				
#	4	4	4	7
\$	2,799	2,799	2,829	2,769
Interagency Agreements				
#	0	0	0	0
\$	0	0	0	0

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$50,000	0
2020	\$55,000	0
2021	\$57,500	0
2022	\$60,500	0
2023	\$65,500	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2024

The FY 2024 request level is \$65,500,000 that represents no change from the FY 2023 revised enacted amount. This funding level will allow HVRP to fund approximately 175 competitive grantees. The 2023 Funding Opportunity Announcement prioritizes enhancing services for marginalized communities and historically underrepresented populations, such as people of color, LGBTQ+, rural, justice-impacted and others otherwise adversely affected by persistent poverty or inequality.

This funding level will allow VETS to support and execute *All In: The Federal Strategic Plan to Prevent and End Homelessness*, led by USICH. This funding level also advanced the Administration's Sprint on Unsheltered Homelessness, a place-based initiative whose goal is to reduce unsheltered homelessness by 25 percent by 2025.

HVRP will continue to align with the Departments of Housing and Urban Development (HUD), VA, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

The development of a new grantee reporting system will continue in FY 2024. Currently, HVRP does not use any automated systems; grantees submit all quarterly reporting information via email to a VETS' Grant Officer Technical Representative (GOTR). Over the course of a single program year, grantees complete and GOTRs review nearly 700 individual spreadsheets and forms as part of the quarterly reporting cycle. These reports are then manually forwarded through regional offices to the National Office for aggregation and analysis. The purpose of the new system is to make this process more efficient through automated workflows and improved reporting capabilities for grantees and VETS staff.

The U.S. Department of Housing and Urban Development released its [2022 Annual Homeless Assessment Report Part 1](#). The report found that veteran homelessness decreased by 11 percent since 2020, however it also found Black/African American veterans were significantly over-represented among people experiencing homelessness. Black veterans comprised 34 percent of veterans experiencing sheltered homelessness and 26 percent of veterans experiencing unsheltered homelessness compared with 12 percent of all U.S. veterans. In addition, the number of veterans experiencing homelessness who were women increased by 10 percent. Increases in the number of unsheltered women veterans outpaced the increase of women staying in sheltered locations (13% compared to 7%). HVRP will focus on addressing the needs of all homeless veterans, with an emphasis on understanding the unique needs of marginalized veterans.

FY 2023

The FY 2023 Revised Enacted level is \$65,500,000, an increase of \$5,000,000 over the FY 2022 revised enacted budget level. This funding level will allow HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness, led by the United States

HOMELESS VETERANS' REINTEGRATION PROGRAM

Interagency on Homelessness (USICH). HVRP will continue to align with the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

FY 2022

Under the FY 2022 Revised Enacted level, the funding level was \$60,500,000. This funding level allowed HVRP to continue to support and execute the Federal Response to Prevent and End Homelessness. Also, the development, training, and execution of the new automated system continued in FY 2022. HVRP continued to align with the United States Interagency on Homelessness (USICH), the Departments of Housing and Urban Development, Veterans Affairs, and other federal and local partners to work towards ending veteran homelessness. Employment alone cannot end veteran homelessness. Instead, employment services are one piece of the picture, an important part of a complex delivery system that depends on close and productive collaboration between multiple providers to address the needs and barriers of veterans experiencing homelessness.

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Homeless Veterans' Reintegration Program							
Strategic Goal 1 - Build Opportunity and Equity for All							
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.							
HVRP-01	Employment Rate 2nd Quarter After Exit	54.0%[p]	53.0%	54.0%[p]	45.4%	--	--
HVRP-02	Employment Rate 4th Quarter After Exit	51.0%[p]	33.3%	51.0%[p]	33.9%	--	--
HVRP-03	HVRP Median Earnings 2nd Quarter After Exit	\$4,200	\$7,540	\$7,000	\$8,216	\$7,100	\$7,200
HVRP-05	Number of HVRP Participants	19,500	14,744	19,500	16,923	18,000	18,000

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

HOMELESS VETERANS' REINTEGRATION PROGRAM

Workload and Performance Narrative

VETS aligns HVRP performance outcomes to the performance indicators used by the core workforce development programs authorized by the Workforce Innovation and Opportunity Act (WIOA). These include employment rates in the 2nd and 4th quarters after exiting the program and median earnings in the second quarter after exit. We also use the number of HVRP participants as a performance indicator.

VETS will continue to examine grantee co-enrollment data by cross-referencing against the Workforce Integrated Performance System (WIPS).

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
25.2	Other services from non-Federal sources	54	3,352	3,352	0
25.3	Other goods and services from Federal sources 1/	61	1,320	1,320	0
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	60,385	60,828	60,828	0
	Total	60,500	65,500	65,500	0
	1/Other goods and services from Federal sources				
	HHS Services	16	1,118	1,118	0
	Services by Other Government Departments	45	202	202	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	0
Travel and transportation of persons	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$65,500	0
Program Increase	\$0	0
Program Decrease	\$0	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	3,414	3,414	3,414	0
FTE	0	0	0	0

Introduction

The National Veterans' Training Institute (NVTI) is codified at 38 U.S. Code § 4109. NVTI, established in 1986, further develops and enhances the professional skills of veterans' employment and training service providers throughout the United States. NVTI provides instruction in competency-based training courses that are intended to increase the service providers' productivity through increased knowledge. NVTI offers a variety of veterans' employment and training to professionals, including employment service personnel, veterans service organization leaders, Federal and State staff, Department of Defense personnel, Native American groups which work with veterans, county veterans' service representatives, and others.

Consistent with the Administration's goal to spend taxpayer dollars most efficiently and effectively as possible, NVTI continues to prioritize and transition to leveraging technological training solutions, such as online training modules, to increase access to training resources. This continued use of technology will expand new course offerings, experiences, and learning materials. It aims to continue to support learning 24 hours a day, 7 days a week; increase student engagement and motivation; and accelerate learning. As a result of the COVID-19 pandemic, DOL VETS has expanded its capacity for virtual delivery of previously in-person training classes.

The program is funded by VETS and operated by a competitively awarded contract with its training facility located in Dallas, Texas. To date, over 70,000 veterans' employment and training professionals have attended NVTI training. Training is provided to:

- DVOP specialists, LVER staff, and other DOL-funded staff who provide services to veterans; and
- Federal staff who conduct USERRA investigations, Veterans' Preference investigations, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) established that DVOP specialists and LVER staff complete NVTI training within 18 months of employment. Further, DOL requires that all federal VETS staff who will be assigned investigations complete the USERRA and Veterans' Preference training sessions prior to actively investigating complaints from veterans, with the majority of these courses being offered online. Federal staff who oversee formula and competitive grants programs attend the grants management courses.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$3,414	0
2020	\$3,414	0
2021	\$3,414	0
2022	\$3,414	0
2023	\$3,414	0

FY 2024

The FY 2024 budget requests \$3,414,000 for the NVTI that will allow the continuation of the delivery of courses. NVTI offers courses both in-person and online to accommodate participants' needs. Whether taking a class virtually or in a classroom, the participant will have an engaging, dynamic learning experience. The NVTI contract operator works alongside DOL to implement a curriculum that meets the needs of its student population. The curriculum is reviewed, updated, and augmented with new courses and training resources each fiscal year.

FY 2023

The FY 2023 Revised Enacted level is \$3,414,000 for the NVTI that will allow the continuation of the delivery of courses. In late FY 2023, NVTI transitioned to a new contract and in doing so, VETS expanded the delivery of the JVSG Career Roadmap Certificate program from only being offered to JVSG-funded staff to being offered to the broader NVTI community of veteran service providers. To complete each certificate level, participants are required to pass specific courses. The newly developed career roadmap will provide both the JVSG staff and the broader NVTI community of veteran service providers a tangible way to track their career progress, plan their development activities, and provide proof of their achievement and competency in their profession.

FY 2022

The FY 2022 Revised Enacted level was \$3,414,000 for NVTI. This funding allowed the continuation of the delivery of courses, both in-person and online to accommodate participant needs. The NVTI contract operator worked alongside DOL to implement a curriculum that met the needs of its student population. The curriculum was reviewed and updated with the new courses and training resources annually.

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request
	Target	Result	Target	Target
National Veterans' Employment and Training Service Institute				
Strategic Goal 1 - Build Opportunity and Equity for All				
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.				
VETS-NVTI-02	Number of trainees completing classes and distance learning courses		5,000	5,000
VETS-NVTI-03	Percent of students taking in-person courses.		50%[p]	50%[p]
VETS-NVTI-04	Percent of students taking virtual courses		50%[p]	50%[p]

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Workload and Performance Narrative

In FY 2021, VETS began tracking the number of student participants taking in-person courses relative to those selecting virtual instruction. VETS will continue to track and report this information, as well as the total number of NVTI participants completing coursework. In FY 2021, 5,834 total students completed courses and in FY 2022, VETS anticipates over 5,000 participants will complete courses. The COVID-19 pandemic had minimal effect on the availability of NVTI courses, as all in-person instruction was adapted to instead provide virtual offerings. As a result, NVTI experienced an overall increase in enrollees and attendance for all courses during the COVID-19 pandemic, particularly for virtual instruction. In-person instruction is set to begin again in FY 2022 and VETS will offer 50 percent of instruction in-person and the other 50 percent virtually to allow prospective participants the opportunity to obtain the training in the modality of instruction they need.

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

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	1,833	200	200	0
25.2	Other services from non-Federal sources	1,581	3,214	3,214	0
	Total	3,414	3,414	3,414	0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

CHANGES IN FY 2024 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Federal Employees' Compensation Act (FECA)	0
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Travel and transportation of persons	0
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Other services from non-Federal sources	0
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Built-Ins Subtotal	\$0
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Net Program	\$0
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Direct FTE	0
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	Estimate	FTE
Base	\$3,414	0
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	51,228	53,629	59,334	5,705
FTE	242	237	265	28

NOTE: FY 2022 reflects actual FTE. Authorized FTE for FY 2022 was 245.

Introduction

The Federal Administration – USERRA Enforcement program activity funding provides for the salary and benefits, travel, and training for all of VETS’ current staff in the national office, six regional offices, and offices in each state, the District of Columbia, and Puerto Rico. This activity provides overall leadership, support, and direction for agency operations and develops operating plans to execute the Administration’s vision.

The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and staff that provide administrative and operational support, oversight, and technical direction for VETS’ programs, research veterans issues, and conduct outreach and engagement with employers. The six regional offices provide program management and oversight of grant activities and compliance investigations. They also participate in outreach and engagement activities. Each regional office is led by a Regional Administrator and includes a Deputy Regional Administrator, a Senior and Regional Investigator, and one or more Veterans Program Specialists. Each state is assigned a director who serves as the Grant Officers’ Technical Representative for the state’s formula and competitive grantees.

VETS is responsible for administering, interpreting, and helping enforce USERRA, pursuant to 38 U.S.C. 4301, et seq. VETS staff conduct formal investigations of complaints received from individuals who believe their employment or reemployment rights were violated. Upon completion of an investigation, if the evidence supports the allegations raised in the complaint, VETS works with both the employer and complainant to obtain the appropriate relief under the law. If the complainant is dissatisfied with the results of the investigation, he or she may request that the case be referred to either the U.S. Department of Justice for non-federal cases, or to the U.S. Office of Special Counsel for federal cases for consideration of representation in either U.S. District Court or before the Merit Systems Protection Board, as appropriate. In-depth summaries of VETS’ USERRA enforcement activities, including data on cases opened during the last fiscal year, are provided in the Department’s USERRA Annual Report to Congress. VETS also conducts public outreach to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an online USERRA advisory tool to assist veterans in understanding employee eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. This electronic advisory tool helps veterans determine the types of preferences and benefits to which they may be entitled, explains the process for filing a complaint, and provides an electronic claim form.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

VETS is also responsible for investigating complaints received from preference-eligible veterans who allege that their veterans' preference rights in federal employment were violated, pursuant to the VEOA, 5 U.S.C. 3330a, et seq. VETS conducted 240 VEOA investigations in 2021. In addition, VETS collects federal contractor data reporting pursuant to the Vietnam Era Veterans Readjustment Assistance Act.

In addition, pursuant to 38 U.S.C. § 4212, VETS receives and maintains a database of reports received from Federal Contractors who must report on the number of eligible service members and veterans they employ, and their efforts to hire those individuals each calendar year.

VETS staff are also responsible for:

- Grant administration (JVSG and HVRP) – such as reviewing financial statements and grant modifications, conducting formal compliance assessments, performing on-site monitoring trips, desk audits, and regular performance reviews of grants under their purview;
- TAP management; and
- Outreach and engagement with Federal, state, and local governments; private sector employers and trade associations; institutions of higher learning; non-profit organizations; and Veteran Service Organizations to help service members, returning veterans, and families reintegrate into the workforce

The Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets Act) established a program intended to be entirely fee-funded that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria may receive a Platinum or Gold HIRE Vets Medallion Award for small, medium, and large employer categories as set forth in 20 CFR 1011, 82 FR 52186. VETS received approximately 838 applications for the HIRE Vets Medallion Award in 2022. This budget submission reflects an estimated \$310,000 to be collected in FY 2023, and an estimated \$602,000 in fees to be collected in FY 2024.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$43,248	219
2020	\$43,548	220
2021	\$47,048	232
2022	\$46,048	245
2023	\$47,048	237

FY 2024

The FY 2024 budget requests \$59,334,000 for Federal Administration. This is an increase of \$5,705,000 from the FY 2023 revised enacted level. This request also continues to include up to \$500,000 for use, if needed, for funding to continue the HVMP program.

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

The President’s Budget also requests to amend USERRA in Title 38, United States Code, Chapter 43 to extend the employment and reemployment protections currently available to servicemembers to the spouses of members of the uniformed services and other USERRA-protected services.

Resources in this activity will also allow VETS fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement;
- grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- outreach to national and regional employers and veteran advocacy organizations;
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, and the Federal Contractor Program; and
- the Disabled Veterans and Women Veterans Programs.

The FY 2024 request level for Federal Administration and USERRA includes funding for:

- 10 Senior Investigators to oversee the additional caseload resulting from expanding USERRA protections to military spouses,
- 3 staff to administer the additional caseload resulting from expanding USERRA protections to military spouses, and
- 8 staff to better reach historically excluded communities.

The Biden-Harris Administration is focused on supporting military and veteran families, caregivers, and survivors as reflected by the President’s Unity Agenda and the First Lady’s Joining Forces Initiative. “It is not only the person who wears the uniform serving our country, but also their families who make enormous sacrifices for our Nation,” the President acknowledged in his 2021 Proclamation on National Veterans and Military Families Month. “When they do not have what they need to thrive, it is not only individuals who suffer. If service members are worried that their spouse is struggling to keep food on the table or that their child is having a hard time at school, it is harder to focus on their mission. That is why supporting military families is a national security imperative.” Support for economic well-being of military-connected families, including through increased opportunities for military spouse employment, is important to eliminating obstacles to the recruitment, retention, and readiness of the all-volunteer force.

Maintaining traditional employment and advancing in careers while relocating every few years—and taking care of children and the bulk of domestic responsibilities, often on their own—has historically been a hardship military spouses have found extremely difficult to overcome. Life in a military family should not mean that the spouse must give up career aspirations of their own in order to support their service member.

For military spouses, difficulty finding and maintaining meaningful employment is a significant source of stress. A recent Blue Star Families survey showed that military spouse employment is a

FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

top-five military life issue for nearly half (47 percent) of active-duty spouse respondents and a quarter of active-duty service member respondents (25 percent).⁶ The length of time they have been out of the workforce (25 percent) remains among the top barriers to employment for those active-duty spouse respondents who are not working but need or want to work. Relocation also remains a top barrier; a third (33 percent) of employed active-duty spouse respondents who report that they will be looking for a new job in the next 12 months will be doing so due to a relocation/permanent change of station. Spouse employment relieves financial pressure for military families; 68 percent of spouse respondents who are not currently working but are seeking employment also report their financial situation causes them “some stress” or a “great deal of stress,” compared to only 44 percent of their employed counterparts.

In addition to helping maintain the all-volunteer force, support for military spouse employment can also have a positive impact on the national labor economy. The economic implications of low military spouse employment are felt beyond the military spouse and their immediate family because it represents a large societal cost. Higher employment rates among military spouses can have a positive economic impact and contribute to economic growth. When military spouses are able to build a successful career, it can also bolster a family’s financial stability during the time when a servicemember transitions out of the military into civilian employment. Conversely, a spouse’s inability to find employment or job dissatisfaction can also increase family and relationship stress, lower overall satisfaction with the military, and affect retention decisions. Military spouses also face economic challenges in qualifying for job-related benefits like career development opportunities and vesting of employer contributions to retirement funds. This can lead to lower lifetime earnings and inhibit wealth accrual for the family. One study has estimated that adverse military spouse employment conditions represent a social cost ranging from approximately \$710 million to \$1.07 billion per year.⁷

In FY 2020, the total number of Active-Duty military spouses was 597,736, of which over 90 percent were female. The total number of Selected Reserve military spouses was 357,220, of which over 85 percent were female. The total combined number of Active-Duty and Selected Reserve military spouses in FY 2020 was 954,956.

Employment challenges for military spouses may begin before they even enter the labor market. Military spouses participate in the labor force at rates considerably lower than their civilian counterparts. A pair of studies by the RAND Corporation found that 42.4 to 42.8 percent of military spouses are not in the labor force compared to only 25.5 percent of an adjusted civilian spouse comparison group.⁸ There are many potential reasons for the lower rate of labor force participation including frequency of moves, inability to find employment that matched skill and education levels, inability to find employment that is flexible enough to accommodate the military spouse’s schedule, childcare issues, or stigmatization of the military lifestyle and the

⁶ “Blue Star Families Military Family Lifestyle Survey.” D’Aniello Institute for Veterans and Military Families at Syracuse University. 2021. See [link](#).

⁷ Sorenson Impact Center, “Social Cost Analysis of the Unemployment and Underemployment of Military Spouses,” David Eccles School of Business at the University of Utah, 2016. See [link](#).

⁸ See Lim and Schulker, “Measuring Underemployment Among Military Spouses,” Rand Corporation, 2010. See [link](#). See Heaton and Krull, “Unemployment Among Post-9/11 Veterans and Military Spouses After the Economic Downturn,” Rand Corporation, 2012. See [link](#).

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impact on employability. Regardless of the causes, it is clear that some military spouses face enough difficulty finding employment that it is preventing some of them from even seeking employment.

FY 2024 Federal Administration and USERRA Language Requests:

1. The Department requests the VETS appropriation language be moved out from under the Departmental Management (DM) appropriation and instead placed in DOL's enacted appropriations after the Office of Disability Employment Policy (ODEP) appropriation and before the DM appropriation. Doing so will have the practical effect of establishing VETS as a separate and standalone bureau with a new heading of the *Veterans' Employment and Training Service (Including Transfer of Funds)*. This proposal is merely an administrative action; will not affect VETS current authorities and activities; and will require the Department establishing a new VETS account number with the Department of the Treasury to execute the change.

VETS also proposes three legislative revisions to Public Law 115-31, Division O, the HIRE Vets Act of 2017 to simplify requirements on employer applicants and expand eligibility of the HVMP. Absent these program improvements, HVMP will continue to be limited in its eligibility to employer and receipt of fees to cover the program as intended.

- a. Remove the requirement that recipients are ineligible in the year following award receipt. Strike the limitation that "an employer who receives a HIRE Vets Medallion Award for one calendar year is not eligible to receive a HIRE Vets Medallion Award for the subsequent calendar year." This requirement has been stricken from appropriations language in every year of the program as it limits award opportunities for employers.
- b. Set the award's hiring percentage to peg eligibility to the national percentage of veterans in the civilian labor force. The current hiring eligibility requirement is set forth in statute, inflexible, and established during the introduction of the original HVMP legislation in 2015 when the percentage of veterans in the civilian labor force exceeded 7 percent. In 2017 when the law was enacted, the percentage of the veterans in the civilian labor force had already dropped to 6.7 percent and the percentage of veterans in the civilian labor force has steadily decreased every year since, with today's level being 5.5 percent. This trend is expected to continue as veterans comprise less of the civilian labor force. The required retention rate for the HVMP award would not change under this proposal.
- c. Simplify the requirement on large employer applicants to meet both the hiring and retention criteria for an award would result in its requirements matching those for small and medium employer applicants, thereby providing a consistent policy across all three sized employers for easier program administration. It would also allow more large employers to earn an award and in turn for DOL to earn more revenues given that large-sized employers are assessed a larger application fee.

FY 2023

The FY 2023 Revised Enacted level is \$53,629,000 for Federal Administration. This amount also continues to include up to \$500,000 for use, if needed, for funding to continue the HVMP program. Resources in this activity allow VETS to continue to fund:

- Federal salaries and benefits, travel, supplies, and equipment associated with federal oversight and compliance enforcement;

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- grant program administration and oversight;
- DOL TAP administration, oversight, improvement;
- outreach to national and regional employers and veteran advocacy organizations;
- Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, and the Federal Contractor Program; and
- the Disabled Veterans and Women Veterans Programs.

FY 2022

The FY 2022 Revised Enacted level was \$51,228,000 for Federal Administration. This level funded six additional USERRA Investigators to strengthen worker protections and funded updates to USERRA, veterans preference, and training and guidance material

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WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request
		Target	Result	Target	Target
Federal Administration - USERRA Enforcement					
Strategic Goal 1 - Build Opportunity and Equity for All					
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.					
HIRE Vets Medallion Program					
VETS- HVMP-01	Number of paid HIRE Vets Medallion applications	1,000	835	882	926
VETS- USERRA-04	Percent of closed USERRA cases meeting the agency's quality standard	95.0%	--	--	--
VETS- USERRA-05	Percent of USERRA cases completed within 90 days, Percent of USERRA cases completed within 90 days, or within any approved extensions	100.0%	--	100.0%	100.0%
VETS- USERRA- 09a	Percentage of substantiated USERRA claims which are resolved prior to closing	--	--	84.5%	84.5%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

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Workload and Performance Narrative

USERRA workload and performance measures include the percentage of USERRA investigations completed within 90 days and the percentage of closed cases meeting the agency's annual quality standards.

VETS establishes targets for these measures to ensure statutory requirements are met; currently, the target to complete an investigation is within 90 days. The analysis of historic USERRA data has shown that claimant-approved extensions (which are allowable by statute but count negatively for this performance metric) have consistently been around 13 to 17 percent over the past several years.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	26,915	28,268	31,423	3,155
11.3	Other than full-time permanent	141	400	400	0
11.5	Other personnel compensation	500	500	631	131
11.9	Total personnel compensation	27,556	29,168	32,454	3,286
12.1	Civilian personnel benefits	9,679	10,174	11,699	1,525
13.0	Benefits for former personnel	28	16	16	0
21.0	Travel and transportation of persons	550	400	532	132
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	950	1,032	1,032	0
23.3	Communications, utilities, and miscellaneous charges	120	40	74	34
24.0	Printing and reproduction	50	25	25	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	1,630	1,393	1,520	127
25.3	Other goods and services from Federal sources 1/	10,393	11,263	11,864	601
25.4	Operation and maintenance of facilities	0	0	0	0
25.7	Operation and maintenance of equipment	77	0	0	0
26.0	Supplies and materials	80	73	73	0
31.0	Equipment	50	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	65	45	45	0
91.0	Other Fund Sources	0	0	0	0
	Total	51,228	53,629	59,334	5,705
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,592	9,116	9,605	489
	DHS Services	77	77	77	0
	Services by Other Government Departments	3,724	2,070	2,182	112

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CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$1,413
Personnel benefits	492
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	-25
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	489
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
State Administration Workload	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$2,369**

Net Program **\$9,917**

Direct FTE **28**

	Estimate	FTE
Base	\$55,998	237
Program Increase	\$9,917	28
Program Decrease	\$0	0