

FY 2011

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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APPROPRIATION LANGUAGE

Not to exceed [\$205,468,000] \$211,523,000 may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of 38 U.S.C. 4100-4113, 4211-4215, and 4321-4327, and Public Law 103-353, and which shall be available for obligation by the States through December 31, [2010] 2011, of which \$2,449,000 is for the National Veterans' Employment and Training Services Institute. *In addition*, to carry out Department of Labor programs under section 5(a)(1) of the Homeless Veterans Comprehensive Assistance Act of 2001 and the Veterans Workforce Investment Programs under section 168 of the Workforce Investment Act, [\$45,971,000]\$50,971,000, of which \$9,641,000 shall be available for obligation for the period July 1, [2010] 2011, through June 30, [2011] 2012. (Department of Labor Appropriations Act, 2010.)

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EXPLANATION OF LANGUAGE CHANGE

Not applicable.

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ANALYSIS OF APPROPRIATION LANGUAGE

Not applicable.

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AMOUNTS AVAILABLE FOR OBLIGATION								
(Dollars in Thousands)								
	FY 2009 Comparable		Recovery Act		FY 2010 Estimate		FY 2011 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	234	33,971	0	0	234	45,971	234	50,971
Other Supplementals and Rescissions	0	0	0	0	0	0	0	0
Appropriation, Revised	234	33,971	0	0	234	45,971	0	50,971
Subtotal Appropriation	234	33,971	0	0	234	45,971	0	50,971
Comparative Transfer To: Transition Assistance Program (TAP)	0	7,000	0	0	0	7,000	0	0
Comparative Transfer From: Jobs for Veterans State Grants (JVSG)	0	-7,000	0	0	0	-7,000	0	0
Subtotal Appropriation	0	0	0	0	0	0	0	0
Offsetting Collections From:	0	0	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0	0	0
Trust Funds	234	205,468	0	0	234	210,156	0	211,523
Other Supplementals and Rescissions	0	0	0	0	0	0	0	0
Fees	0	0	0	0	0	0	0	0
Subtotal	234	205,468	0	0	234	210,156	0	211,523
B. Gross Budget Authority	0	0	0	0	0	0	0	0
Offsetting Collections	0	0	0	0	0	0	0	0
Deduction:	0	0	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0	0	0
Fees	0	0	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0	0	0
C. Budget Authority	234	239,439	0	0	234	256,127	0	262,494
Before Committee	0	0	0	0	0	0	0	0
Offsetting Collections From:	0	0	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0	0	0
Fees	0	0	0	0	0	0	0	0
IT Crosscut	0	0	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0	0	0
D. Total Budgetary Resources	234	239,439	0	0	234	256,127	0	262,494
Other Unobligated Balances	0	0	0	0	0	0	0	0
Unobligated Balance Expiring	0	0	0	0	0	0	0	0
E. Total, Estimated Obligations	234	239,439	0	0	234	256,127	0	262,494

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2010 Estimate	FY 2011 Request	Net Change
Budget Authority			
General Funds	45,971	50,971	+5,000
Trust Funds	210,156	211,523	+1,367
Total	256,127	262,494	+6,367
Full Time Equivalents			
General Funds	0	0	0
Trust Funds	234	234	0
Total	234	234	0

Explanation of Change	FY 2010 Base		Trust Funds		FY 2011 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	234	19,401	0	366	0	0	0	366
Personnel benefits	0	4,982	0	0	0	0	0	0
Federal Employees Compensation Act (FECA)	0	73	0	0	0	0	0	0
Travel and transportation of persons	0	2,257	0	0	0	0	0	0
Transportation of things	0	87	0	0	0	0	0	0
Rental payments to GSA	0	844	0	0	0	0	0	0
Communications, utilities, and miscellaneous charges	0	387	0	0	0	0	0	0
Printing and reproduction	0	342	0	0	0	0	0	0
Advisory and assistance services	0	2	0	0	0	0	0	0
Other services	0	11,623	0	0	0	0	0	0
Working Capital Fund	0	4,292	0	1	0	0	0	1
Other government accounts (DHS Charges)	0	57	0	0	0	0	0	0
Other purchases of goods and services from Government accounts	0	145	0	0	0	0	0	0
Operation and maintenance of facilities	0	10	0	0	0	0	0	0
Operation and maintenance of equipment	0	8	0	0	0	0	0	0
Supplies and materials	0	160	0	0	0	0	0	0
Equipment	0	92	0	0	0	0	0	0
Grants, subsidies, and contributions	0	211,365	0	0	0	0	0	0
Built-Ins Subtotal	234	256,127	0	367	0	0	0	367
B. Program:								
Homeless Women Veterans and Homeless Veterans with Families	0	36,330	0	0	0	5,000	0	5,000
To provide for TAP Employment Workshop Support to Spouses	0	7,000	0	0	0	1,000	0	1,000

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Explanation of Change	FY 2010 Base		FY 2011 Change				Total	
			Trust Funds		General Funds			
Programs Subtotal			0	0	0	+6,000	0	+6,000
C. Financing:								
Total Increase	+234	+256,127	0	+367	0	+6,000	0	+6,367
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	0	0	0	0	0	0	0
B. Program:								
C. Financing:								
Total Change	+234	+256,127	0	+367	0	+6,000	0	+6,367

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2009 Comparable		Recovery Act		FY 2010 Estimate		FY 2011 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	161,894	0	0	0	165,394	0	165,394
Unemployment Trust Funds	0	161,894	0	0	0	165,394	0	165,394
Transition Assistance Program	0	7,000	0	0	0	7,000	0	8,000
Unemployment Trust Funds	0	7,000	0	0	0	7,000	0	8,000
Homeless Veterans Reintegration Program	0	26,330	0	0	0	36,330	0	41,330
General Funds	0	26,330	0	0	0	36,330	0	41,330
Veterans Workforce Investment Program	0	7,641	0	0	0	9,641	0	9,641
General Funds	0	7,641	0	0	0	9,641	0	9,641
National Veterans Employment and Training Service Institute	0	1,949	0	0	0	2,449	0	2,449
Unemployment Trust Funds	0	1,949	0	0	0	2,449	0	2,449
Federal Administration	229	34,625	0	0	234	35,313	234	35,680
Unemployment Trust Funds	229	34,625	0	0	234	35,313	234	35,680
Total	229	239,439	0	0	234	256,127	234	262,494
General Funds	0	33,971	0	0	0	45,971	0	50,971
Unemployment Trust Funds	229	205,468	0	0	234	210,156	234	211,523

NOTE: FY 2009 reflects actual FTE.

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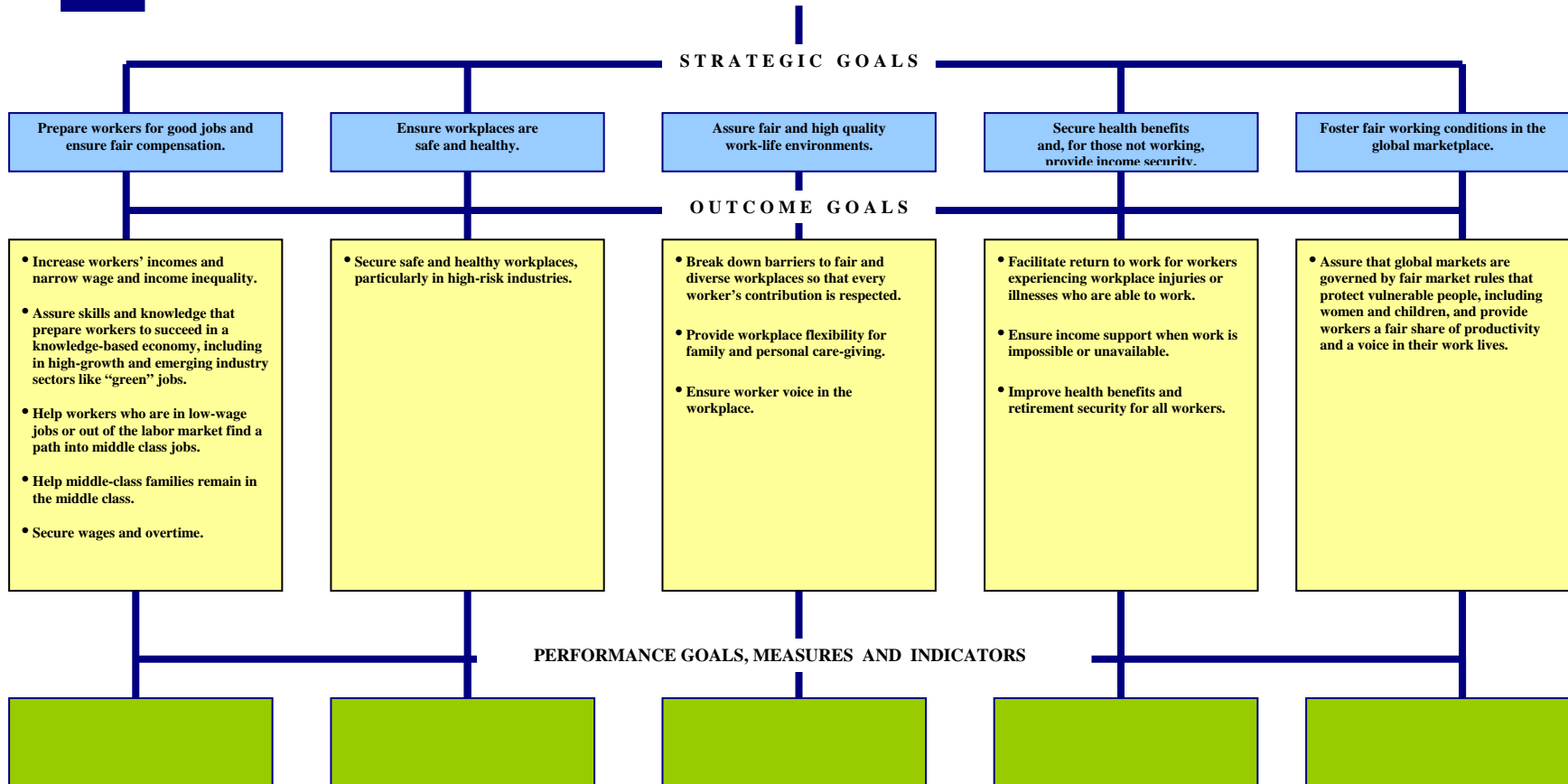
BUDGET AUTHORITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
	Full-Time Equivalent					
	Full-time Permanent	229	0	234	234	0
	Total	229	0	234	234	0
	Total Number of Full-time Permanent Positions	234	0	234	234	0
	Average ES Salary	165,124	0	168,426	175,331	6905
	Average GM/GS Grade	13.7	0	13.7	13.8	0.1
	Average GM/GS Salary	85,815	0	89,676	93,352	3676
11.1	Full-time permanent	18,661	0	19,034	19,400	366
11.5	Overtime and Premium Pay	360	0	367	367	0
11.9	Total personnel compensation	19,021	0	19,401	19,767	366
12.1	Civilian personnel benefits	4,978	0	5,055	5,055	0
21.0	Travel and transportation of persons	2,249	0	2,257	2,257	0
22.0	Transportation of things	87	0	87	87	0
23.1	Rental payments to GSA	840	0	844	844	0
	Communications, utilities, and miscellaneous charges	385	0	387	387	0
24.0	Printing and reproduction	340	0	342	342	0
25.1	Advisory and assistance services	2	0	2	2	0
25.2	Other services	11,017	0	11,623	12,623	1000
25.3	Other Purchases of goods and services from Government accounts 1/	4,387	0	4,494	4,495	1
25.4	Operation and maintenance of facilities	10	0	10	10	0
25.7	Operation and maintenance of equipment	8	0	8	8	0
26.0	Supplies and materials	158	0	160	160	0
31.0	Equipment	92	0	92	92	0
41.0	Grants, subsidies, and contributions	195,865	0	211,365	216,365	5000
	Total	239,439	0	256,127	262,494	6,367
	1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	4,189	0	4,292	4,293	1
	DHS Services	54	0	57	57	0
	HHS Services	144	0	145	145	0

NOTE: FY 2009 reflects actual FTE.

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Secretary's Vision: "Good Jobs for Everyone"



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TOTAL BUDGETARY RESOURCES													
FY 2009 - 2011													
(Dollars in Thousands)													
	FY 2009 Comparable				Recovery Act	FY 2010 Estimate				FY 2011 Request			
	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total		Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total
Veterans' Employment and Training Services	239,439	0	0	239,439	0	256,127	0	0	256,127	262,494	0	0	262,494
State Grants	161,894	0	0	161,894	0	165,394	0	0	165,394	165,394	0	0	165,394
Transition Assistance Program	7,000	0	0	7,000	0	7,000	0	0	7,000	8,000	0	0	8,000
Homeless Veterans Reintegration Program	26,330	0	0	26,330	0	36,330	0	0	36,330	41,330	0	0	41,330
Veterans Workforce Investment Program	7,641	0	0	7,641	0	9,641	0	0	9,641	9,641	0	0	9,641
National Veterans Employment and Training Service Institute	1,949	0	0	1,949	0	2,449	0	0	2,449	2,449	0	0	2,449
Federal Administration	34,625	0	0	34,625	0	35,313	0	0	35,313	35,680	0	0	35,680
Total	239,439	0	0	239,439	0	256,127	0	0	256,127	262,494	0	0	262,494

^{1/} "Other Appropriation" is comprised of resources appropriated elsewhere, but for which the benefits accrue toward the operation of the budget activities. (Executive Direction, and IT Crosscut)

^{2/} "Other Resources" include funds that are available for a budget activity, but not appropriated such as, reimbursements and fees.

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SUMMARY OF PERFORMANCE

VETS' Budget Activities contribute to the following Outcome Goals in support of the Department's Strategic Vision of *Good Jobs for Everyone*:

- 1.1 Increasing workers' incomes and narrowing wage and income inequality.
- 1.2 Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.
- 1.4 Helping middle-class families remain in the middle class.
- 3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected.
- 3.2 Providing workplace flexibility for family and personal care-giving.
- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work.

Goal		FY 2009/PY 2008		FY 2010/PY 2009	PY 2010	FY 2011
		Target	Result	Target	Target	Target
		1.1	Entered Employment Rate (EER) for all veterans receiving services through One-Stop Career Centers	62.5%	58.7	58.1%
1.1	Employment Retention Rate (ERR) for all veterans receiving services through One-Stop Career Centers	82.0%	80.6%	78.9%	78.2%	79.4%
1.1	Average Earnings for all veterans receiving services through One-Stop Career Centers	\$15,300	\$16,583	\$14,563	\$14,660	\$15,707
1.3	Entered Employment Rate (EER) for disabled veterans receiving services through One-Stop Career Centers	58.5%	55.8%	53.9%	\$51.8%	\$53.0%
1.3	Employment Retention Rate (ERR) for disabled veterans receiving services through One-Stop Career Centers	81.0%	79.7%	78.0%	77.3%	79.1%

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1.3	Average earnings for disabled veterans receiving services through One-Stop Career Centers	\$15,500	\$16,873	\$14,950	15,047	\$16,094
1.3	Number of disabled veterans receiving intensive services	-	-	Baseline	TBD	TBD
1.3	Number of disabled veterans placed in WIA training	-	-	Baseline	TBD	TBD
3.1	Number of female Homeless Veterans Reintegration Program participants	-	-	Baseline	TBD	TBD

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SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' REPORTS

Not applicable.

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AUTHORIZING STATUTES

Public Law / Act	Legislation
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021	• Jobs for Veterans Act
Public Law 105-339	• Veterans Employment Opportunities Act
Public Law 103-353	• Uniformed Services Employment and Reemployment Rights Act of 1994
Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300	• Vietnam Era Veterans' Readjustment Assistance Act of 1974
Pub. Law 107-288 Section: 38 U.S.C. Chapter 2021	Jobs For Veterans Act
Modified for HVRP by Section 203, Pub L 109-233	Homeless Veterans Reintegration Program
Pub. Law 105-220 Section: 29 U.S.C. Chapter 2913 (Veterans' Workforce Investment Programs - Sec. 168)	Workforce Investment Act

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2001	210,213	201,277	206,713	211,713	255
2002....1/	211,703	211,703	213,703	212,624	250
2003....2/	210,337	210,337	218,037	212,820	250
2004....3/	219,993	219,993	219,993	218,646	250
2005....4/	220,648	225,648	226,781	222,833	250
2006....5/	224,334	224,334	224,334	222,091	235
2007	224,887	223,189	223,189	223,189	240
2008	228,096	228,198	231,198	228,096	234
2009....6/	238,439	0	239,439	232,439	234
2010	255,127	0	0	256,127	234
2011	262,494	0	0	0	234

1/ Reflects a total reduction of \$187 pursuant to P.L. 107-116 (\$79) and 107-206 (\$108).

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

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

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

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

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

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OVERVIEW

Introduction

The mission of the Veterans' Employment and Training Service (VETS) is to provide Veterans and transitioning Service Members the resources and services to succeed in the workforce by maximizing their employment opportunities, protecting their employment rights, and meeting labor market demands with qualified Veterans. For FY 2011, the Department is requesting \$262,494,000 for VETS, an increase of \$6,367,000 or approximately 2.4% above FY 2010. In addition, the FY 2011 budget request marks a significant change in the delivery model for the services provided to veterans under the Jobs for Veterans State grants.

The mission of VETS is a direct reflection of the Nation's responsibility to meet the employment, training and job security needs of Americans who served in uniform. VETS helps Veterans obtain positive employment outcomes through services provided at One-Stop Career Centers and other locations. Grants are provided to State Workforce Agencies (SWA) to support staff dedicated to serving Veterans. VETS ensures that Veterans who return with a requirement for special employment assistance due to disabilities or other barriers to employment receive appropriate services based on their needs. VETS also provides funding, through the Homeless Veterans' Reintegration Program (HVRP) and Veterans' Workforce Investment Program (VWIP), to organizations that serve eligible Veterans.

The U.S. military services discharge approximately 160,000 active duty Service Members and approximately 90,000 Reserve and National Guard Service Members annually. VETS expects greater demand for transition assistance and employment services for Veterans over the next few years. It is important to maintain the capacity to provide the appropriate level of services in FY 2011.

VETS also protects the employment and reemployment rights of Veterans and members of the National Guard and Reserve Forces under the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA) Program so that they can serve on active duty without harm to their employment status; and by assuring that Veterans who seek Federal employment obtain the hiring preferences agencies are required to apply.

VETS meets its responsibilities through budget activities that directly support seven outcome goals of the Secretary's vision of "*Good Jobs for Everyone*":

- Increasing workers' incomes and narrowing wage and income equality.
- Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" job.
- Breaking down barriers to fair and diverse workplaces so that every workers' contribution is respected.
- Providing workplace flexibility for family and personal care-giving.

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- Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income.
- Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.
- Helping middle-class families remain in the middle class.

(1) **Jobs for Veterans State Grants** – The FY 2011 request of \$165,394,000, will support Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, and respond to exigencies. While the request is the same as the comparable amount in FY 2010, the budget proposes to fundamentally change the program's service delivery model. Currently, this model primarily offers low-cost employment services that duplicate WIA's core services. The goals of the redesigned model are to improve the quality and effectiveness of employment services by:

- (1) targeting disabled and recently separated service members and reservists,
- (2) linking closely with the Transition Assistance Program (TAP), and
- (3) providing intensive employment services through a customer-focused case management approach.

(2) **Transition Assistance Program (TAP)** - In FY 2011, the Veterans' Employment and Training Service (VETS) requests that the Transition Assistance Program become a separate activity with an allowance level of \$8,000,000. This is \$1,000,000 above the comparable level for FY 2010 when the activity was funded within State Grants. This funding level provides TAP Employment Workshops at military installations to help Service Members and their spouses make the initial transition from military service to the civilian workplace with less difficulty and at less overall cost to the government. TAP Employment Workshops consist of comprehensive two and one-half day employment workshops at military installations nationwide and at select military installations overseas. Professionally-trained workshop facilitators from the JVSG, State Employment Services, Department of Labor contractors, or VETS' staff present the workshops.

The Department of Defense has set a goal for TAP Employment Workshop participation by 85 percent of separating service members. Although TAP Employment Workshop participation is expected to increase in FY 2010, VETS expects the number of Service Members receiving TAP Employment Workshops will hold steady around the level of 185,000 in FY 2011, consistent with an anticipated stabilization of separations from active duty.

To meet the anticipated increased demand for TAP Employment Workshops and maintain efficiency and effectiveness, VETS will need to increase the number of staff who facilitate TAP Employment Workshops. The TAP Program will support Agency outcome goals, such as assuring the recognition of skills and knowledge gained in the military.

(3) **Homeless Veterans' Reintegration Program (HVRP)** – The FY 2011 request of \$41,330,000, an increase of \$5,000,000 over the FY 2010 level, will provide competitive grants to operators of employment programs that specialize in outreach, supportive services and training for homeless Veterans to assist in their reintegration into the workforce. This increase reflects the commitment of the Administration to helping homeless Veterans. The increase of

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\$5,000,000 will continue the implementation of a program, which began as a pilot in FY 2010 and that seeks to improve the delivery of employment services to homeless women Veterans and homeless Veterans with families, a population that is on the rise and in need of specialized services. In addition, up to \$4,000,000 of the requested amount will be to serve the reintegration of incarcerated Veterans. HVRP supports the outcome goals of "Good Jobs For Everyone" by increasing workers' incomes and narrowing wage and income inequality; assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors such as "green" jobs; breaking down barriers to fair and diverse work places so that every worker's contribution is respected; providing workplace flexibility for family and personal care-giving; facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work; and helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

(4) **National Veterans' Employment and Training Services Institute (NVTI)** – The FY 2011 request of \$2,449,000, is the same as the FY 2010 appropriation. NVTI will to continue to provide training to Federal staff and Veterans service providers. The increase is requested in support of the broader Green Jobs and Green Vets initiatives, and it will be used to give the Veterans service providers the tools and information they need to help Veterans find green jobs. NVTI supports outcome goals of "Good Jobs For Everyone by teaching skills and knowledge to those working to assure increasing workers' incomes and narrowing wage and income inequality; assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs; breaking down barriers to fair and diverse work places so that every worker's contribution is respected; providing workplace flexibility for family and personal care-giving; facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work; helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs; and helping middle-class families remain in the middle class.

(5) **Veterans' Workforce Investment Program (VWIP)** – The FY 2011 request of \$9,641,000 will allow VETS to award competitive grants geared toward focused training, re-training and employment opportunities for recently separated Veterans to meet the needs of employers for qualified workers in high demand industries, particularly those occupations requiring a license or certification. The goal of VWIP has been refined to provide services to Veterans that will result in new skills and employment in Green Jobs as envisioned in the Green Jobs Act of 2007. Green Jobs include jobs in the energy-efficient building, construction, and retrofits industries; the renewable electric power industry; the energy efficient and advanced drive train vehicle industry; the bio-fuels industry; the deconstruction and materials use industries; the energy efficiency assessment industry serving the residential, commercial, or industrial sectors; and manufacturers that produce sustainable products using environmentally sustainable processes and materials. VWIP supports the outcome goals of "Good Jobs For Everyone" by increasing workers' incomes and narrowing wage and income inequality; assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs; breaking down barriers to fair and diverse work places so that every worker's contribution is respected; providing workplace flexibility for family and personal care-

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giving; facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work; helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs; and helping middle-class families remain in the middle class.

(6) **Federal Management** – The FY 2011 request of \$35,680,000 will provide adequate support for VETS's planned FTE level. The Federal Management budget activity supports the management and oversight of the agency, necessary to implement budget activities, programs and initiatives. Federal Management supports: State and discretionary grant management, USERRA and Veterans Preference enforcement, and the oversight to ensure that DOL services provided by the assigned Veteran staff at the state agencies are mandated to serve only Veterans and other eligibles with valid credentials. This budget activity supports all seven of the VETS outcome goals for the Secretary's vision of "*Good Jobs for Everyone.*"

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

In FY 2011, VETS will help States more effectively integrate DVOP specialists and LVER staff into the One-Stop Career Center System and ensure that they are focusing their efforts on intensive services for disabled veterans and outreach to employers and other partners through more specific guidance and related training and discussions with state agency administrators and other partners. A further strategy is to expand the REALifelines program through long term employment assistance and coaching to the severely wounded and disabled, particularly for high demand or high growth occupations.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

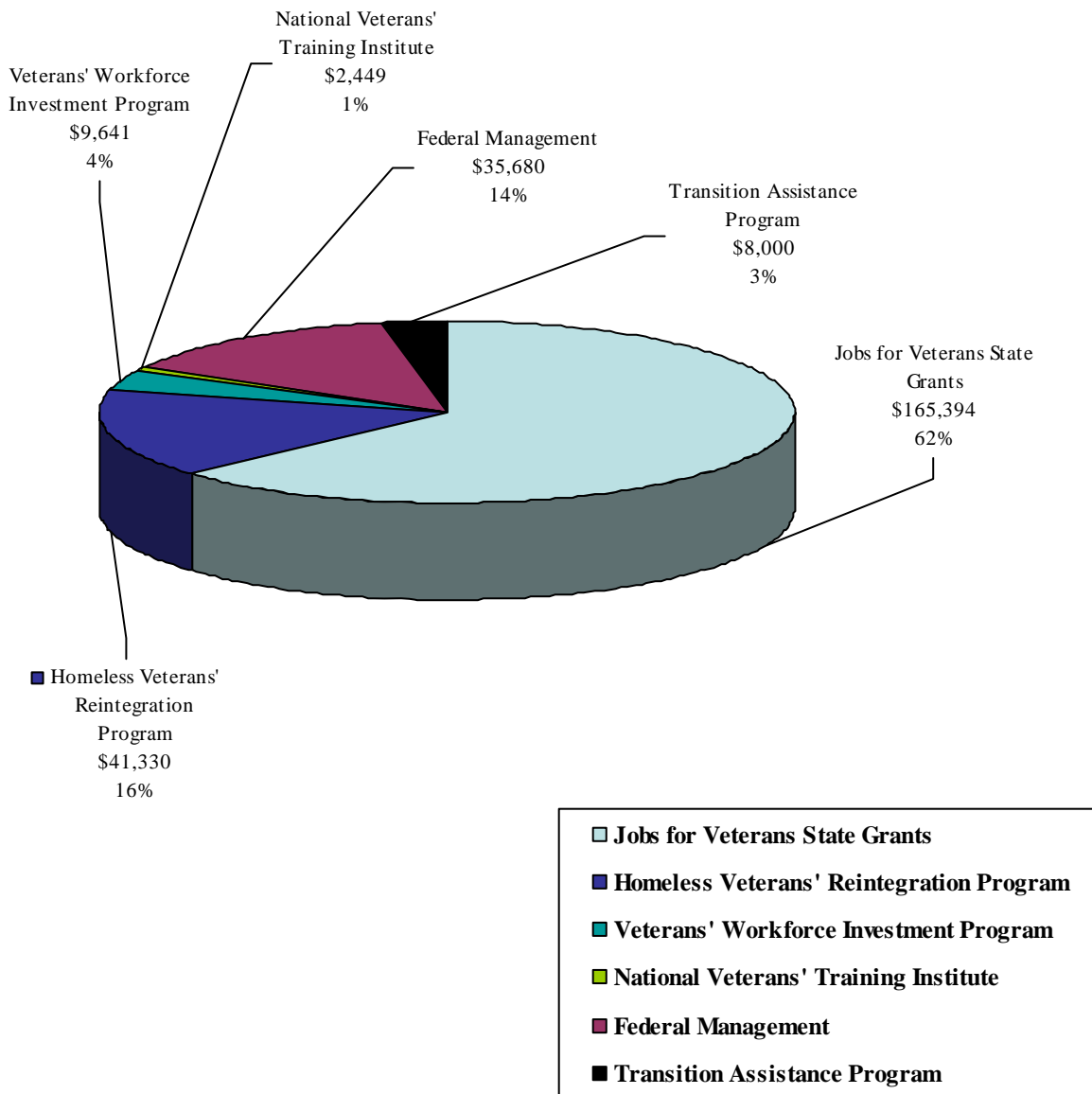
Cost Model

In FY 2011, VETS requests a total of \$262,494,000, an increase of approximately 2.4% or \$6,367,000 over the FY 2010 appropriation. The overall increase will provide the additional funding VETS requires to serve our Nation's veterans.

FY 2011 Budget Request by Program Activity

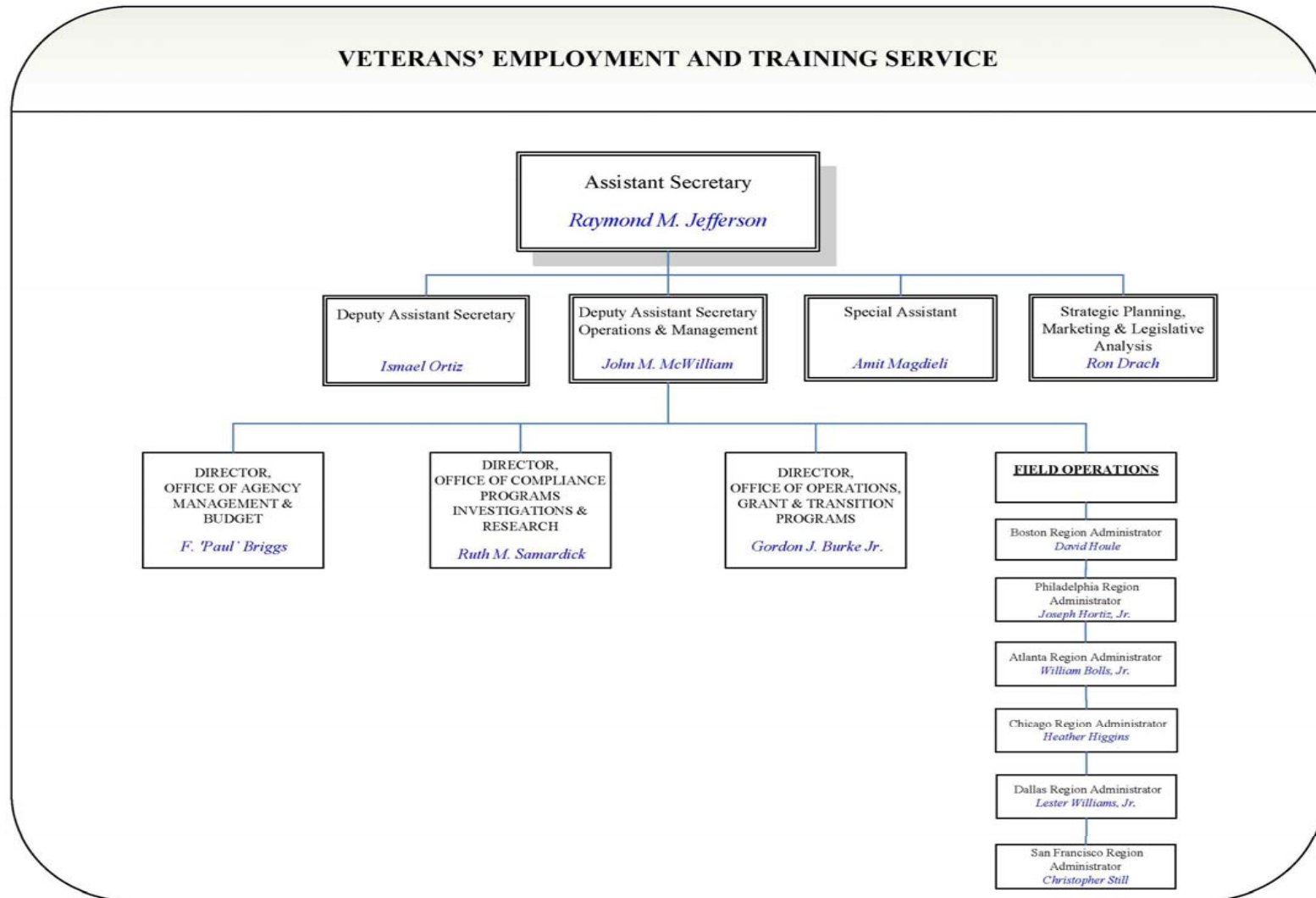
Total VETS' Budget: \$262,494

(\$ in thousands)



VETERANS' EMPLOYMENT AND TRAINING SERVICE

ORGANIZATION CHART



STATE GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	161,894	0	172,394	165,394	3,500	165,394	0
FTE	0	0	0	0	0	0	0

1/ Amounts appropriated for State Grants in FY 2009 and FY 2010 included funds for the Transition Assistance Program (TAP). In FY 2011 a separate activity for TAP and the associated funding was created.

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 0.

Introduction

State grants support the following programs:

- Disabled Veterans’ Outreach Program (DVOP) through formula grants to States
- Local Veterans’ Employment Representative (LVER) Program through formula grants to States

The State Grants is known as the Jobs for Veterans’ State Grant (JVSG) Program. It supports the following outcome goals of “Good Jobs For Everyone”

- 1.1 Increasing workers’ incomes and narrowing wage and income inequality - The program supports this goal by providing services through the One Stop Career Centers to Veterans who are underemployed.
- 1.2 Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs - The program supports this goal by referring Veterans to training provided under the Workforce Investment Act.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs - The program provides intensive services to homeless Veterans and those with other barriers to employment.
- 1.4 Helping middle-class families remain in the middle class. - The program supports this goal by established common measures that require retention and wage goals for DVOPs and LVERs when placing Veterans into employment.
- 3.1 Breaking down barriers to fair and diverse work places so that every worker’s contribution is respected - The program supports this goal by outreach to employers by DVOP and LVER staff who work as Veteran advocates to explain why employers should hire Veterans, including those with disabilities.
- 3.2 Providing workplace flexibility for family and personal care-giving - The program supports this goal by coordinating and referring Veterans to other services provided in the One Stop Career Center that focus on family services.

STATE GRANTS

- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work - The program supports this goal by providing intensive services to disabled, wounded and injured Veterans. DVOPs work with the Department of Veterans' Affairs Vocational Rehabilitation Program to place disabled Veterans who are job ready into meaningful employment.

DVOP and LVER Services

VETS provides annual formula grants to States to fund Disabled Veterans Outreach Program (DVOP) specialist and Local Veterans Employment Representative (LVER) positions, in accordance with 38 U.S.C. Chapter 41. DVOP and LVER staff are the cornerstones of all VETS employment, training and transition program services. The roles and responsibilities of these programs are very different. DVOP staff specialists provide intensive services to those veterans in dire need of assistance and LVER staff provide employment services to transitioning service members and outreach to employers. DVOP and LVER staff provide services through Wagner-Peyser Act funded One-Stop Career Centers, which are operated by DOL's Employment and Training Administration formula grants to State Workforce Agencies. DVOP and LVER staff also assist Veterans participating in other VETS programs that provide the services to Veterans who have employment needs that require more services such as: the Homeless Veterans Reintegration Program; the Veterans Workforce Investment Program; the Transition Assistance Program; the Incarcerated Veterans Program; and REALifelines. DVOPs also provide services to Veterans through the Department of Veterans Affairs' Vocational Rehabilitation and Employment Program. Additional DVOP and LVER staff are stationed at Transition Centers and other appropriate sites that provide direct services to the recent war Veterans who are seriously wounded or suffering from Post Traumatic Stress Disorder and Traumatic Brain Injury. Nearly 20 percent of military Service Members who have returned from Iraq and Afghanistan -- 300,000 in all -- report symptoms of post traumatic stress disorder or major depression.

The Disabled Veterans' Outreach Program (DVOP) is a State grant program authorized by Section 4103(A) of Title 38, United States Code. DVOP specialists provide intensive employment assistance to meet the employment needs of eligible Veterans. DVOP specialists provide intensive services at the One Stop Career Center and at Vocational Rehabilitation and Employment (VR&E) offices. They also provide recovery and employment assistance to wounded and injured Service Members receiving care at military treatment facilities through the Recovery & Employment Assistance Lifelines (REALifelines) program. Priority of service is given to special disabled Veterans, disabled Veterans, and economically or educationally disadvantaged Veterans.

The Local Veterans' Employment Representative (LVER) program is a State grant program, authorized by Section 4104(A), Title 38, United States Code. LVER staff conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for Veterans, encourage the hiring of disabled Veterans, and generally assist Veterans to gain and retain employment. LVER staff conduct seminars for employers and job search workshops for Veterans seeking employment, and facilitate the provision of employment,

STATE GRANTS

training, and placement services to Veterans by all staff of the employment service delivery system. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and referrals.

Refocus of Service Delivery Model

The service delivery model for these programs over the years has been to provide staff assisted services in One Stop Centers. These were core services that are provided by other One Stop Career Center Staff. Over the years DVOP and LVER staff have been providing more of the standard core services instead of the more specialized services mandated by law. As required by Title 38, VETS will require DVOP specialists to exclusively provide intensive services to Veterans. This focus on a single purpose should improve capability of DVOP specialists to address the significant barriers of those Veterans who have the most comprehensive and urgent needs for services. VETS will also refocus LVER staff on providing more comprehensive and sustained outreach to transitioning service members and employers. The refocus Service Delivery Model basically will transfer core services provided by DVOP and LVER staff to other One Stop staff and refocus DVOP specialists and LVER staff on the roles and responsibilities originally established in Title 38. The refocus will allow more need services to be provided to the increased number of wounded and injured service members.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	160,791	0
2007	160,791	0
2008	161,894	0
2009	161,894	0
2010	165,394	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

This funding level does not include funding for the Transition Assistance Program which is included in previous fiscal years.

FY 2011

The agency request of \$165,394,000 for FY 2011 will allow for a total of 2,021 DVOP specialists and LVER staff which will allow projected increased staffing for outreach efforts to support REALifelines and Vocational Rehabilitation and Employment efforts. The refocus service delivery model should be in full implementation in FY 2011. The staffing levels below reflect VETS projections, however, States are permitted to determine the precise allocation of their grant funds to DVOP specialists and LVER staff.

- In FY 2011, the State grants will support approximately 1,064 DVOP specialists.
- In FY 2011 the State grants will support approximately 972 LVER staff.

STATE GRANTS

FY 2010

A total of \$165,394,000 was appropriated in FY 2010 for Jobs for Veterans State Grants, after adjusting for the funding associated with the TAP program. Funding at this level will support 1,064 DVOP specialists and 972 LVER staff, respectively, in FY 2010. The number of veterans and transitioning service members receiving employment services at military clinics and hospitals, VA Vocational and Rehabilitation Centers, and Homeless Veteran Reintegration Program grantee facilities will increase in FY 2010. This will require an increase of Jobs for Veteran State Grant staff to meet this requirement.

The staffing levels below reflect VETS projections, however, States are permitted to determine the precise allocation of their grant funds to DVOP specialists and LVER staff.

- In FY 2010, the State grants will support approximately 1,064 DVOP specialists.
- In FY 2010 the State grants will support approximately 972 LVER staff.

FY 2009

VETS received \$161,894,000 in FY 2009, which supported approximately 1,048 DVOP specialists. In FY 2009 the State grants supported approximately 954 LVER staff.

STATE GRANTS

WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
State Grants				
Number of Participants	639,750	639,750 (e)	653,000	666,000

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined
 1/ Participant is a Veteran or transitioning service member who has been determined to be eligible to participate in and who has received at least one service by a DVOP or LVER. This includes participating in a TAP Employment Workshop.

A total of \$165,394,000 is requested for FY 2011 for Jobs for Veterans State Grants. VETS' request anticipates that separations from active duty during FY 2010 will stabilize at a level roughly comparable to that attained during FY 2009.

STATE GRANTS

BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
41.0	Grants, subsidies, and contributions	161,894	0	165,394	165,394	0
	Total	161,894	0	165,394	165,394	0

STATE GRANTS

CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes		
Built-In		
To Provide For:		
Built-Ins Subtotal		\$0
Net Program		1,000
	Estimate	FTE
Base	165,394	0
Program Increase	1,000	0

TRANSITION ASSISTANCE PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	7,000	0	0	7,000	0	8,000	1,000
FTE	0	0	0	0	0	0	0

1/ Amounts appropriated for State Grants in FY 2009 and FY 2010 included funds for the Transition Assistance Program (TAP). In FY 2011 a separate activity for TAP and the associated funding was created.

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 0.

Introduction

Transition Assistance Program (TAP) Employment Workshops

VETS provides TAP Employment Workshops at military installations to help Service Members and their spouses make the initial transition from military service to the civilian workplace with less difficulty and at less overall cost to the government. TAP Employment Workshops consist of comprehensive two and one-half day employment workshops at military installations nationwide and at select military installations overseas. Professional facilitators from the JVSG, State Employment Services, Department of Labor contractors, or VETS' staff present the workshops.

The Department of Defense has set a goal for TAP Employment Workshop participation by 85 percent of separating service members. Although TAP Employment Workshop participation is expected to increase in FY 2010, VETS expects the number of Service Members receiving TAP Employment Workshops will hold steady around the level of 185,000 in FY 2011, consistent with an anticipated stabilization of separations from active duty.

To meet the anticipated increased demand for TAP Employment Workshops and maintain efficiency and effectiveness, VETS will need to increase the number of contractor-facilitated TAP Employment Workshops. The TAP Program will support Agency outcome goals such as assuring the recognition of skills and knowledge gained in the military.

TAP Employment Workshop Support to Spouses

In FY 2011, an additional \$1,000,000 is requested to ensure that TAP Employment Workshops provide culturally and linguistically appropriate services to Service Members' spouses. This will continue the programs initiated during FY 2010 and expand the program overseas. Based on the cost per workshop, an increase of \$1,000,000 would allow VETS to provide an additional 490 TAP Employment Workshops that would provide services to over 15,000 additional service members/spouses.

TRANSITION ASSISTANCE PROGRAM

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	0	0
2007	0	0
2008	0	0
2009	0	0
2010	7,000	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

The FY 2011 budget requests a total of \$8,000,000 for the Transition Assistance Program (TAP) Employment Workshops and establishes TAP as a separate budget activity to highlight the significant role this program plays in returning service members to the workforce. Consistent with the anticipated stabilization of separations from active duty, VETS also anticipates that beyond FY 2010, the number of Service Members receiving TAP Employment Workshops will hold steady around the level of 185,000. The funding increase in FY 2011 reflects the continuing expansion of TAP Employment Workshops overseas and, in the U.S. as part of an ongoing effort to provide services to Service Members' spouses.

FY 2010

A total of \$7,000,000 was provided from the Jobs for Veterans State Grants activity to fund TAP. VETS anticipates an increased demand for TAP Employment Workshops in FY 2010 as the military service branches work to achieve the DoD goal of an 85 percent TAP Employment Workshop participation rate. In FY 2010, VETS expects to deliver over 6,100 TAP Employment Workshops to approximately 185,000 participants worldwide. Workshops will target spouses and family members, including those with limited English proficiency.

FY 2009

VETS received an increase of \$7,000,000 in the Jobs for Veterans State Grants activity to fund TAP. This funding level allowed VETS to provide transition services to veterans via TAP Employment workshops. In FY 2009, VETS delivered over 5,300 TAP Employment Workshops to 160,000 service members and spouses at military installations within the United States and overseas.

TRANSITION ASSISTANCE PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
21.0	Travel and transportation of persons	700	0	700	700	0
25.2	Other services	6,300	0	6,300	7,300	1,000
	Total	7,000	0	7,000	8,000	1,000

TRANSITION ASSISTANCE PROGRAM

CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built-Ins Subtotal

\$0

Estimate

FTE

Base

7,000

0

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	26,330	0	36,330	36,330	10,000	41,330	5,000
FTE	0	0	0	0	0	0	0

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 0.

Introduction

The Homeless Veterans' Reintegration Program (HVRP) is authorized under 38 U.S.C. 2021 (formerly 38 U.S.C. 4111 and 42 U.S.C. 11448). HVRP is the only federally funded program that targets employment and training for homeless Veterans, which is the most effective and permanent remedy to homelessness.

The VA estimates that 131,000 veterans are homeless on any given night. Approximately twice that many experience homelessness over the course of a year. Conservatively, one out of every three homeless men who is sleeping in a doorway, alley or box in our cities and rural communities has worn a uniform in service to this country. According to the National Survey of Homeless Assistance Providers and Clients (U.S. Interagency Council on Homelessness and the Urban Institute, 1999), veterans account for 23% of all homeless people in America.

Homelessness is caused by a complex set of factors including shortages of affordable housing, livable income, and access to health care. A large number of displaced and at-risk veterans live with lingering effects of Post Traumatic Stress Disorder and substance abuse – problems that are compounded by a lack of family and social support networks.

The Homeless Veterans' Reintegration Program (HVRP) supports the following outcome goals of "Good Jobs For Everyone"

1.1 Increasing workers' incomes and narrowing wage and income inequality- The program supports this goal by preparing homeless Veterans for careers and establishing wage targets above minimum wage employment.

- 1.1 Increasing workers' incomes and narrowing wage and income inequality - The program supports this goal by providing services through the One Stop Career Centers to Veterans who are underemployed.
- 1.2 Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs - The program supports this goal by referring Veterans to training provided under the Workforce Investment Act.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs - The program provides intensive services to homeless Veterans and those with other barriers to employment.

HOMELESS VETERANS' REINTEGRATION PROGRAM

- 3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected - The program supports this goal by outreach to employers by DVOP and LVER staff who work as Veteran advocates to explain why employers should hire Veterans, including those with disabilities.
- 3.2 Providing workplace flexibility for family and personal care-giving - The program supports this goal by coordinating and referring Veterans to other services provided in the One Stop Career Center that focus on family services.
- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work - The program supports this goal by providing intensive services to disabled, wounded and injured Veterans. DVOPs work with the Department of Veterans' Affairs Vocational Rehabilitation Program to place disabled Veterans who are job ready into meaningful employment.

HVRP awards competitive grants to State and local Workforce Investment Boards (WIBs), State and local public agencies, and private non-profit organizations, including faith-based and neighborhood partnerships, to operate employment programs that reach out to homeless Veterans and help them to become reintegrated into the workforce. VETS and the grantees coordinate with the Departments of Veterans Affairs and Housing and Urban Development to promote jointly funded programs, integrate the varied services needed by homeless Veterans, and leverage available resources.

HVRP grants are available to target both urban and rural areas. Specialized grants are awarded to provide technical assistance to grantees.

Stand Downs – one day or longer community events that introduce a wide variety of social services – are often the catalyst that enables homeless Veterans to reenter mainstream society. In PY 2008, VETS grants supported 48 Stand Down events. These events offer access to services that include temporary shelter, showers, haircuts, meals, clothing, hygiene kits, medical examinations, immunizations, legal advice, State identification cards, Veterans benefit information, training program information, employment services, and referral to other supportive services.

HVRP has helped thousands of homeless Veterans regain a sense of purpose and dignity. This program has widespread community and Veteran service organization support, as well as congressional interest and support. Grantees have also been successful in getting other local service providers to assist with delivery of supportive services.

Incarcerated Veterans face barriers to employment upon release and are a high risk for homelessness or re-incarceration. The Incarcerated Veterans Transition Programs (IVTP) are designed to be flexible in addressing the national, regional, and/or local issues that prevent previously incarcerated Veterans from reintegrating into the workforce. VETS will seek applicants that provide direct services through a case management approach that networks with Federal, State, and local resources for Veteran support programs that have clear strategies for employment and retention and/or life skills treatment of the previously incarcerated Veteran.

HOMELESS VETERANS' REINTEGRATION PROGRAM

VETS will provide up to \$4 million from the Homeless Veterans Reintegration Program to fund IVTP projects.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	21,780	0
2007	21,809	0
2008	23,620	0
2009	26,330	0
2010	36,330	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

The agency request of \$41,330,000 for FY 2011, which is an increase of \$5,000,000 over the FY 2010 appropriation, will provide employment services and outreach to over 25,000 homeless Veterans, including those being served by the homeless women's initiative.

Within the request, up to \$4,000,000 will be used to sustain the incarcerated Veterans program mandated by law and initiated in FY 2010. These grantees will assist incarcerated veterans or formerly incarcerated veterans who are at risk of homelessness, to re-train and re-enter the workforce

VETS will also use up to \$5,000,000 to continue implementation of a special initiative to provide services to homeless Veteran females and their families, originally initiated in a FY 2010 pilot. This program will continue to address the needs of homelessness among female veterans, which has doubled over the last decade. These grants will be awarded in the last quarter of FY 2010. Over a period of six to twelve months, grantees will provide intensive services and intervention to prepare participants for employment. Because these are very difficult populations to service, our experience suggests that preparing participants for employment placement will take time. Therefore we expect to see more positive outcomes in 2011 which will be the second year for both pilots.

Grant recipients will provide direct services through a case-management approach that networks with federal, state and local resources for support programs that have clear strategies for employment, job retention and development of life skills. Projects will provide career counseling, employment training, job-search and job-placement assistance, life-skills development and follow-up services.

FY 2010

A total of \$36,330,000 was appropriated for the Homeless Veterans' Reintegration program for FY 2010, an increase of \$10,000,000 above the FY 2009 funding level. VETS plans to resume its efforts to help incarcerated veterans and will coordinate its efforts with the Department of

HOMELESS VETERANS' REINTEGRATION PROGRAM

Veterans Affairs. Within the funds provided, \$4,000,000 will be used to serve incarcerated veterans.

The HVRP competitive grant process will encourage new grantees and second and third-year funding of successful program year 2008 and 2009 grantees, as well as continue to support local Stand Down events.

FY 2009

The HVRP competitive grant process encouraged new grantees and second and third-year funding of successful program year 2009 grantees, as well as continue to support local Stand Down events.

HOMELESS VETERANS' REINTEGRATION PROGRAM

WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
Homeless Veterans Reintegration Program				
Number of Participants	15,500	15,500 (e)	21,000	21,500

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

HOMELESS VETERANS' REINTEGRATION PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
41.0	Grants, subsidies, and contributions	26,330	0	36,330	41,330	5,000
	Total	26,330	0	36,330	41,330	5,000

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built-Ins Subtotal

\$0

Net Program

5,000

	Estimate	FTE
Base	36,330	0
Program Increase	5,000	0

VETERANS' WORKFORCE INVESTMENT PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	7,641	0	9,641	9,641	2,000	9,641	0
FTE	0	0	0	0	0	0	0

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 0.

Introduction

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

VWIP supports the following outcome goals of "Good Jobs For Everyone"

- 1.1 Increasing workers' incomes and narrowing wage and income inequality - The program supports this goal by providing services through the One Stop Career Centers to Veterans who are underemployed.
- 1.2 Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs - The program supports this goal by referring Veterans to training provided under the Workforce Investment Act.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs - The program provides intensive services to homeless Veterans and those with other barriers to employment.
- 3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected - The program supports this goal by outreach to employers by DVOP and LVER staff who work as Veteran advocates to explain why employers should hire Veterans, including those with disabilities.
- 3.2 Providing workplace flexibility for family and personal care-giving - The program supports this goal by coordinating and referring Veterans to other services provided in the One Stop Career Center that focus on family services.
- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work - The program supports this goal by providing intensive services to disabled, wounded and injured Veterans. DVOPs work with the Department of Veterans' Affairs Vocational Rehabilitation Program to place disabled Veterans who are job ready into meaningful employment.

VETERANS' WORKFORCE INVESTMENT PROGRAM

VWIP awards competitive grants for innovative training programs that serve recently separated Veterans and Veterans with severe employment barriers. Grantees provide training that lead to long term, higher wage and career potential jobs.

In FY 2009, the goal of VWIP was refocused to support the President's Green Vets commitment. Now also known as Green Vets, VWIP provides Veterans with training for employment in Green Jobs as defined in the Green Jobs Act of 2007. The solicitation focused on jobs in the energy-efficient building, construction, and retrofits industries; the renewable electric power industry; the energy efficient and advanced drive train vehicle industry; the bio-fuels industry; the deconstruction and materials use industries; the energy efficiency assessment industry serving the residential, commercial, or industrial sectors; and manufacturers that produce sustainable products using environmentally sustainable processes and materials.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	7,425	0
2007	7,435	0
2008	7,351	0
2009	7,641	0
2010	9,641	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

The budget request of \$9,641,000 will allow for continuation of grants awarded in 2010 to provide credentials and green jobs to recently separated Veterans. This funding level will allow us to continue services to 4,600 participants. The budget request will sustain 21 grantees into the second and third years. The grantees provide services to recently separated veterans to assist them in obtaining work by providing information concerning occupational credentialing requirements, which facilitates licensing and certification and or employment in green industries. It is expected that job placements will begin in early 2011 and increase during the year. Green Jobs include jobs in the energy-efficient building, construction, and retrofits industries; the renewable electric power industry; the energy-efficient and advanced drive train vehicle industry; the bio-fuels industry; the deconstruction and materials use industries; the energy-efficiency assessment industry serving the residential, commercial, or industrial sectors; and manufacturers that produce sustainable products using environmentally sustainable processes and materials. This definition of Green Jobs is based on language in the Green Jobs Act of FY 2007

VETERANS' WORKFORCE INVESTMENT PROGRAM

FY 2010

The FY 2010 funding level for VWIP is \$9,641,000. VWIP continues to assist recently separated veterans to obtain work by providing information concerning occupational credentialing requirements, which facilitates licensing and certification and or employment in Green Jobs as defined in the introduction. This funding level will also allow for four (4) additional grantees.

VWIP also will continue to coordinate its services with other programs that provide job search assistance to participating veterans to contribute to alleviating the continuing shortage of skilled workers and reduce the VWIP cost per placement by leveraging other resources. Additional leverage will be realized by coordination with Veterans Affairs, Department of Defense, and State Workforce Agencies. It is anticipated that implementation of this program model at the requested funding level will enable VETS to enroll 4,600 veterans as participants in VWIP for program year 2010.

FY 2009

VWIP received funding in the amount of \$7,641,000, which contributed to the on-going efforts to improve the competitiveness of the civilian workforce by assisting recently separated veterans to obtain the training or credentials needed to meet employers' demands for skilled workers.

VETERANS' WORKFORCE INVESTMENT PROGRAM

WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
Veterans Workforce Investment Program				
Number of Participants	3,700	3,700 (e)	4,600	4,600

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

The FY 2011 funding level requested for VWIP is \$9,641,000. Based on pilot projects implemented in selected States, the goal of VWIP was refocused to emphasize service to recently separated Veterans with specialized skills in occupational areas such as green jobs, information technology, trucking and health. Similarly, VWIP assists some participants to advance their careers by providing them with information concerning credentialing requirements in career fields for which they have shown potential, which facilitates licensing and certification for occupations in those fields.

VWIP also will continue to coordinate its services with other programs that provide job search assistance to participating Veterans, such as those available from the Departments of Veterans Affairs and Defense, as well as State Workforce Agencies. It is anticipated that implementation of the current VWIP program model at the requested funding level will enable VETS to enroll 4,600 Veterans as participants in VWIP for program year FY 2011.

VETERANS' WORKFORCE INVESTMENT PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
41.0	Grants, subsidies, and contributions	7,641	0	9,641	9,641	0
	Total	7,641	0	9,641	9,641	0

VETERANS' WORKFORCE INVESTMENT PROGRAM

CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built-Ins Subtotal

\$0

Estimate

FTE

Base

9,641

0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	1,949	0	2,449	2,449	500	2,449	0
FTE	0	0	0	0	0	0	0

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 0.

Introduction

The National Veterans' Training Institute (NVTI) was established in 1986 and authorized in 1988 by Public Law 100-323. NVTI provides competency based training to further develop and enhance the professional skills of Veterans' employment specialists and service providers throughout the United States. Its main objective in this area is to ensure high quality employment services for Veterans by training DVOP specialists, LVER staff and others who provide direct services to Veterans. NVTI increases the effectiveness of Veterans' employment specialists and other service providers by giving them expertise on the broad spectrum of Veterans' services available. NVTI also conducts mission critical professional training for VETS federal staff in investigative techniques, in-depth training on USERRA and Veterans' Preference law and their enforcement, and on grants management.

The contract for NVTI training is administered by VETS staff. Training provided by NVTI is evaluated for effectiveness through post-training follow-up with participants and their supervisors, and by the quality of the investigations performed by trained personnel.

NVTI supports outcome goals of "Good Jobs For Everyone by teaching skills and knowledge to those federal and state staff and grantees that support the following goals:

- 1.1 Increasing workers' incomes and narrowing wage and income inequality - The program supports this goal by providing services through the One Stop Career Centers to Veterans who are underemployed.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs - The program provides intensive services to homeless Veterans and those with other barriers to employment.
- 3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected - The program supports this goal by outreach to employers by DVOP and LVER staff who work as Veteran advocates to explain why employers should hire Veterans, including those with disabilities.

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- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work - The program supports this goal by providing intensive services to disabled, wounded and injured Veterans. DVOPs work with the Department of Veterans' Affairs Vocational Rehabilitation Program to place disabled Veterans who are job ready into meaningful employment.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	1,964	0
2007	1,967	0
2008	1,949	0
2009	1,949	0
2010	2,449	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

The budget requests \$2,449,000 in FY 2011. This funding level will allow for NVTI operations to continue and support training of new DVOP and LVER staff as required by law.

VETS will initiate a distance learning program that will build on the classroom training provided by the National Veterans Training Institute. VETS will re compete the contract for NVTI in FY 2010 and prepare the FY 2011 workplan to incorporate the use of distance learning as a tool to augment and expand the impact of NVTI training.

FY 2010

The funding level of \$2,449,000 for FY 2010 will support NVTI operations and accelerate training of new DVOP and LVER staff. NVTI will emphasize distance learning strategies and programs for providing information to training participants, thereby saving on travel to the Institute's location. NVTI will further contain costs by implementing distance learning modalities and by traveling to States that offer on-site training workshops. The \$500,000 increase in funding is being used to support additional training related to the Green Jobs and Green Vets initiatives.

In FY 2010, VETS is working with NVTI to assess the current competencies of veteran service providers, particularly those who may have last had training many years ago. VETS also will work with NVTI to identify where new competencies may be required, such as improved understanding of the evolving Workforce Investment system.

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FY 2009

NVTI funding was below prior year levels (see Workload Summary), therefore, VETS identified opportunities to improve efficiency, such as offering more courses through on-line or web based modalities.

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SERVICE INSTITUTE**

WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
National Veterans Employment and Training Service Institute				
Number of Participants	1,985	1,985 (e)	2,275	2,275

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

The FY 2011 funding level for NVTI is \$2,449,000. Public Law 109-461 requires all DVOP specialists and LVER staff to attend core training provide by NVTI within three years of appointment to their position. NVTI continues to emphasize electronic means for providing information to training participants.

**NATIONAL VETERANS' EMPLOYMENT AND TRAINING
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BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
21.0	Travel and transportation of persons	49	0	49	49	0
25.2	Other services	1,900	0	2,400	2,400	0
	Total	1,949	0	2,449	2,449	0

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

CHANGES IN FY 2011
(Dollars in Thousands)

Activity Changes		
Built-In		
To Provide For:		
Built-Ins Subtotal		\$0
	Estimate	FTE
Base	2,449	0

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BUDGET AUTHORITY BEFORE THE COMMITTEE							
(Dollars in Thousands)							
	FY 2009 Comparable	Recovery Act	FY 2010 Enacted	FY 2010 Estimate	Diff. FY 09 Comp. / FY 10 Est	FY 2011 Request	Diff. FY 10 Est. / FY 11 Req.
Activity Appropriation	34,625	0	35,313	35,313	688	35,680	367
FTE	229	0	234	234	5	234	0

Note: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 234.

Introduction

The Federal Administration budget activity supports the Federal staff of the Veterans' Employment and Training Service (VETS) and provides funding for all its enforcement and grants management.

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) provides reemployment rights to returning service members, and prohibits employer discrimination due to military obligations. VETS plays a key role in enforcing this law through outreach and education, and by investigating complaints filed by aggrieved parties. USERRA complaints are investigated by approximately 125 highly trained VETS investigators stationed across the country. After September 11, 2001, USERRA complaints rose from approximately 900 per year to over 1,500 per year, then leveled to about 1,400 per year. However, the downturn in the economy contributed to an increase in both USERRA and Veterans' Preference cases in FY 2009. VETS remains strongly committed to rigorous enforcement of these important labor laws that protect the employment and reemployment rights of those who protect our nation.

USERRA supports the following outcome goals for the Secretary's vision of "*Good Jobs for Everyone*":

- 1.1 Increasing workers' incomes and narrowing wage and income inequality - The program supports this goal by providing services through the One Stop Career Centers to Veterans who are underemployed.
- 1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs - The program provides intensive services to homeless Veterans and those with other barriers to employment.
- 3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected - The program supports this goal by outreach to employers by DVOP and LVER staff who work as Veteran advocates to explain why employers should hire Veterans, including those with disabilities.
- 4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work - The program supports this goal by providing intensive services to disabled, wounded and injured Veterans. DVOPs work with the Department of Veterans' Affairs

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Vocational Rehabilitation Program to place disabled Veterans who are job ready into meaningful employment.

VETS is responsible for ensuring that the legislative mandates for providing employment services to Veterans, members of the National Guard and Reserve, and other eligible persons are provided by the DOL and its grantees in accordance with Chapters 41, 42, and 43 of Title 38, United States Code. VETS staff perform management oversight over several programs:

- VETS administers formula grants to States for the Local Veterans' Employment Representative (LVER) program and the Disabled Veterans' Outreach Program (DVOP)
- VETS manages the Transition Assistance Program (TAP) Employment Workshop, and coordinates with the Departments of Defense and Veterans Affairs to deliver TAP employment workshops, which provide Service Members separating from active duty with labor market information and training in job search skills to expedite their transition from military to civilian employment.
- VETS also administers competitive grants to States and other entities as authorized under the Veterans' Workforce Investment Programs (VWIP) and Homeless Veterans' Reintegration Program (HVRP)
- VETS works with other DOL agency on the implementation of the Jobs for Veterans Act of 2002 that requires that Veterans and other eligible persons receive priority of service in all employment and training programs funded in whole or in part by DOL.
- VETS works with the Office of Personnel Management, to protect Veterans' hiring preference in the Federal sector, and works closely with the Office of Federal Contract Compliance Programs to ensure the enforcement of affirmative action requirements for recently separated, disabled and campaign badge Veterans.
- VETS collaborates with the Department of Veterans Affairs, to coordinate vocational rehabilitation and on-the-job training programs.

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

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Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	30,131	235
2007	31,187	240
2008	33,282	234
2009	34,625	234
2010	35,313	234

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

The FY 2011 request level of \$35,680,000 will continue to support the current FTE and operations levels, which allow VETS to administer and monitor its grants effectively and to aggressively enforce the Veteran employment laws for which the agency has investigative responsibility.

USERRA

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

Veteran's Preference

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

Federal Contractor Program

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

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VETS-100 reports are filed prior to contract awards. VETS provide access to the VETS-100 database to all Federal Government contracting officers.

FY 2010

The FY 2010 funding level of \$35,313,000 will support mission critical program functions. First and foremost, the Agency is maintaining full federal staffing with high quality employees who are being afforded excellent professional development training opportunities to improve their knowledge skills and abilities for serving the nation's Veteran population with transition assistance, employment services, training programs and enforcement of legal protections. To improve communications across the Agency and support face to face interviews by USERRA investigators, fielding of mobile telecommunications equipment is underway. For USERRA enforcement, the Agency is implementing a Lean Six Sigma Study for process improvement in handling cases. This will result in improved investigation quality, timeliness and customer service. A study is underway to determine the best ways to manage cases electronically in order to improve the security of privacy information and sensitive files. Following highly successful pilot efforts, USERRA investigator annual professional development and refresher training is now routinely scheduled. Redundant information systems are now in place for USERRA case information for the purpose of maintaining continuity of operations in cases of primary system failure, disaster or emergency. Lastly, for improved performance management of grant and transition programs and USERRA, two information technology applications are under consideration for development.

FY 2009

The Benefits Improvement Act of 2008 bill included a number of significant changes to USERRA, including mandatory time limits on DOL USERRA case handling. VETS implemented the majority of those changes within budgetary constraints. The continued demobilization of troops, coupled with the economic downturn, brought a sharp increase in the number of USERRA complaints filed with VETS. VETS estimates a more modest increase in FY 2010.

VETS also had a sharp increase in Veterans Preference investigations, as more qualified veterans sought Federal employment during the protracted wars in Afghanistan and Iraq and in response to increasing unemployment in the private sector.

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WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
Federal Administration				
USERRA Case Activities: New Complaints received	1,569	1,426 (e)	1,520	1,550
Education and Outreach: Number of Contacts	125,340	85,000 (e)	97,000	100,000
Veterans' Preference: Number of Cases Opened	677	541 (e)	650	650

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

Uniformed Services Employment and Reemployment Rights Act (USERRA)

In FY 2009, VETS saw an increase in both USERRA and Veterans' Preference cases, resulting from the combination of continuing demobilization of troops from the wars and the economic downturn. In FY 2010, we anticipate further increases in complaints under both programs, albeit at a slower rate.

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BUDGET ACTIVITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Comparable	Recovery Act	FY 2010 Estimate	FY 2011 Request	Change FY 11 Req. / FY 10 Est.
11.1	Full-time permanent	18,661	0	19,034	19,400	366
11.5	Overtime and Premium Pay	360	0	367	367	0
11.9	Total personnel compensation	19,021	0	19,401	19,767	366
12.1	Civilian personnel benefits	4,978	0	5,055	5,055	0
21.0	Travel and transportation of persons	1,500	0	1,508	1,508	0
22.0	Transportation of things	87	0	87	87	0
23.1	Rental payments to GSA	840	0	844	844	0
23.3	Communications, utilities, and miscellaneous charges	385	0	387	387	0
24.0	Printing and reproduction	340	0	342	342	0
25.1	Advisory and assistance services	2	0	2	2	0
25.2	Other services	2,817	0	2,923	2,923	0
25.3	Other Purchases of goods and services from Government accounts 1/	4,387	0	4,494	4,495	1
25.4	Operation and maintenance of facilities	10	0	10	10	0
25.7	Operation and maintenance of equipment	8	0	8	8	0
26.0	Supplies and materials	158	0	160	160	0
31.0	Equipment	92	0	92	92	0
	Total	34,625	0	35,313	35,680	367
	1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	4,189	0	4,292	4,293	1
	DHS Services	54	0	57	57	0
	HHS Services	144	0	145	145	0

FEDERAL ADMINISTRATION

CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments

\$366

Working Capital Fund

1

Built-Ins Subtotal

367

	Estimate	FTE
Base	35,680	234