Jobs for Veterans Act

Public Law 107-288
Jobs for Veterans Act

- H.R. 4015
- Introduced by Congressman Mike Simpson (R-ID)
- Rewrites Title 38, Chapters 41 and 42 U.S.C.
- Passed the House May 21, 2002
- Passed the Senate October 15, 2002
- Signed by President on November 7, 2002
Major Elements

- Priority of Service in DOL E &T programs
- Federal Contractor & Federal Employment
- Incentive Awards
- DASVET Changes
- New funding formula - to States
- Performance Accountability
- DVETs, ADVETs - changes
- DVOP and LVER - revisions
- National Hire Veterans Committee
Priority of Service

- Priority of service extends to DOL funded employment and training programs for veterans meeting programs’ eligibility requirements

- Veterans
  - Veterans (180 days with other than D.D.)
  - Certain spouses (service member/veteran died of service-connected disability, MIA, captured or forcibly detained)
Priority of Service cont’d

- Priority of Service is defined as - a veteran shall be given priority over a non-veteran for receipt of employment, training, and placement services in job training programs if the veteran meets the program’s eligibility requirements
- The Office of the Assistant Secretary for Policy is responsible for coordinating implementation within the Department
Federal Contractor Program

- Raises Federal Contractor/Subcontractor award levels from $25,000 to $100,000
- Modifies eligibility to include:
  - All disabled veterans
  - Veterans who served during an action for which a Campaign Badge was authorized
  - Veterans who received an Armed Forces Service Medal
  - Recently separated veterans
Federal Contractor Program cont’d

- Recently separated definition changed from one year to three years from date of discharge

- Eliminated Vietnam-era Veterans

- Contractors are **required** to list all jobs with the “employment service delivery system” and **may** list their openings with one-stop centers, other appropriate service delivery points, America’s Job Bank, etc.
Employment with the Federal Government “VRA”

- BILL DID NOT AFFECT VETERANS’ PREFERENCE
- Changed “Readjustment” appointments to “Recruitment” appointments
- Eligibility no longer limited by date of discharge
- Eligibility same as for Federal Contractor Program
Performance Incentive Awards

- Establishment of performance incentive awards to encourage “improvement and modernization of employment, training, and placement services”
- Recognize eligible employees for excellence in the provision of services
- Eligible employees - DVOP, LVER, other individuals providing services under WIA and Wagner Peyser funded programs
- Administered by the States
- Funds set aside specifically for awards
Performance and Outcome Measures

- Requires development of measures of performance for the employment service delivery system, as well as DVOPs and LVERs

- Measures are to be consistent with WIA and “appropriately weighted to provide special consideration of veterans requiring intensive services...and veterans who enroll in readjustment counseling”
Requires establishment of a national threshold entered-employment rate for veterans.

States failing to achieve threshold are required to submit a corrective action plan to the Secretary.
Veterans Employment and Training Service’s Functions

- No requirement for veteran status for any VETS positions
- Establishes managerial experience requirements for DASVET position
- Prescribes role of the ASVET:
  - Implement a comprehensive performance accountability system
  - Administer programs under the jurisdiction of the Secretary to meet the employment and training needs of veterans
  - Coordinate programs and services with the VA
DVETS, ADVETS and other VETS staff

- Each state is to be assigned a DVET and a VPA; ADVETs and other staff may be assigned as appropriate.
- Eliminates formula for assignment of ADVETs.
- Veteran status is not required for DVETs or ADVETs.
- Residency is required for DVETs only.
New Grant Funding Formula

- Funds provided to States will be based upon an approved plan that describes:
  - The duties assigned to DVOPs and LVERs
  - A description of services to be provided
  - Incentive performance plan
  - The manner in which DVOPs and LVERs are integrated in the employment service delivery system
  - The veteran population to be served
  - Other criteria as the Secretary may determine
New Grant Funding Formula

cont’d

- Distribution of funds to States is based on a ratio:
  - Total number of veterans residing in the State that are seeking employment
  - The total number of veterans seeking employment in all States
  - Criteria to be established by the Secretary (expected to include combination of number of veterans in each State’s civilian labor force, and each State’s general rate of unemployment)

- Allows for establishing minimum funding levels and hold harmless funding criteria for States
Duties of DVOPs

- Subject to approval of the Secretary, the State shall employ full or part-time DVOPs
  - Part-time DVOPs means ½ time
  - A LVER cannot be a ½ time DVOP
  - A ½ time DVOP can be ½ time Wagner Peyser
DVOPs focus on providing intensive services with priority to special disabled, disabled veterans, and other eligible veterans in accordance with priorities determined by the Secretary.
Duties of DVOPs cont’d

- State shall, to the maximum extent practicable, employ qualified veterans with preference to qualified disabled veterans.

- States are required to provide rationale to the Secretary for each non-veteran employed as a DVOP for more than six months.
Duties of LVERs

- Subject to approval of the Secretary, the State shall employ full or part-time LVERs

  - Part time means ½ time
  - A DVOP cannot be a ½ time LVER
  - A ½ time LVER can be ½ time Wagner Peyser
Defined Duties of LVERs cont’d

- LVERs primary duties are conducting outreach to employers, facilitating job search workshops, and providing employment and training services to veterans
Defined Duties of LVERs cont’d

- LVERs are administratively responsible to manager of the employment service delivery system
- States must, to the maximum extent practicable, employ qualified veterans
- Preference to qualified service-connected disabled veterans, next to qualified eligible veterans then to qualified eligible persons
- States are required to provide rationale to the Secretary for each non-veteran employed as a LVER for more than six months
Other Items of Interest

- Requires the implementation of electronic one-stop services and assistance to covered persons via the Internet (e-VETS)
- Requires a budget line item for NVTI
- Requires VETS to track and report outcomes of transitioning service members
Other Items of Interest

- Establish a President’s National Hire Veterans Committee (15-members) to raise employer awareness of skills of veterans and benefits of hiring veterans
- Report on implementation to be conducted by the Comptroller General