

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”

Performance and Outcome Measures cont'd

- 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

Duties of DVOPs cont'd

- 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 1/2 time
 - A DVOP cannot be a 1/2 time LVER
 - A 1/2 time LVER can be 1/2 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