

**U.S. Department of Labor**

Assistant Secretary for  
Veteran's Employment and Training  
Washington, D.C. 20210



January 27, 2000

VETERANS PROGRAM LETTER NO. 03-00

TO: ALL REGIONAL ADMINISTRATORS AND DIRECTORS FOR  
VETERANS' EMPLOYMENT AND TRAINING (RAVETs)  
ALL STATE EMPLOYMENT SECURITY AGENCY (SESAs)  
ADMINISTRATORS  
ALL REGIONAL ADMINISTRATORS, EMPLOYMENT AND  
TRAINING ADMINISTRATION INFORMATIONAL (INFO)

FROM:   
ESPIRIDION (AL) BORREGO

SUBJECT: SESA Measures of Service for Program Year (PY) 1999

- I. Purpose: To provide guidance for the establishment of performance standards for PY 1999.
- II. References: The Workforce Investment Act (Public Law 105-220) of 1998 enacted August 7, 1998; Title 38, United States Code, Sections 4107 (b) and (c) [38 U.S.C., 4107(b) and (c)]; Code of Federal Regulations (CFR) Chapter 20, Section 1001.120; Veterans' Program Letter (VPL) 6-96, dated September 17, 1996; VPL 14-94, dated September 29, 1994; Employment and Training Handbook No. 406, Employment and Training Administration (ETA) 9002 Instructions.
- III. Rescissions: This directive supercedes VPL 7-98, dated June 24, 1998.
- IV. Background: In accordance with 38 U.S.C. 4107(b) and 20 CFR 1001-120, performance standards must be established to assure that each State agency "shall provide maximum employment and training opportunities to eligible veterans and eligible persons." For PY 1999, SESA compliance with these requirements will again be measured through the development of negotiated quantitative performance standards that compare the relative rates of service provided to veterans with their non-veteran counterparts.

With PY 1999 being a transitional year between the traditional employment service delivery system and the new One Stop, WIA delivery system, there have been some questions regarding the establishment of new performance measures. The Veterans'

Employment and Training Service (VETS), in conjunction with its SESA partners and ETA, was considering piloting new measurement systems to determine the effectiveness of VETS/SESA programs in meeting the statutory mandates (including the Government Performance and Results Act) in the new service delivery system. Meetings were held with ETA staff during the first six months of the current PY to determine if we would be able to jointly pilot a new set of measures in some or all States during this PY. However, a decision was recently made to continue with the current performance measures through PY 1999. These measures of performance are covered by the current 3 year SGA and will remain the same.

V. Policy and Guidance:

1. Veterans' Priority of Service: States accepting funds provided by VETS for the DVOP/LVER program or, Wagner-Peyser Act funds from the ETA to support public labor exchange services must continue to provide priority service to eligible veterans and eligible persons, with appropriate preference given to disabled veterans and veterans of the Vietnam-era (as required by 38 U.S.C. 4102 and 20 CFR, Part 1001.120). This requirement also applies to labor exchange services delivered through America's One-Stop Career System.
2. Establishing PY 1999 Measures of Performance: Compliance with the provisions of Title 38 remains the impetus for continuation of negotiated quantitative performance measures for PY 1999. Reports by the SESAs comparing services provided veterans versus non-veterans will be used to indicate compliance with Federal mandates regarding service priorities for veterans. Most States may have already, after consultation with their State Director for Veterans' Employment and Training (DVET), set performance standards for PY 1999. Those plans should be reviewed to ensure compliance with this directive.
3. For States that have not yet established their performance standards, DVETs and SESAs should meet to negotiate performance standards. Wherever applicable, the first quarter PY 1999 actual rates should be reviewed in relationship to PY 1998 accomplishments to determine the viability of refining or adjusting standards for the remainder of PY 1999. It is imperative that all standards clearly demonstrate meaningful priority of service for veterans in core labor exchange services as required by 38 U.S.C. 4107. The goals listed in VPL 14-94 continue to be the minimum acceptable standards of performance. Some States may have a Corrective Action Plan (CAP) in place as a result of their failure to meet their PY 1998 performance standards. These CAPs must be considered when negotiating PY 1999 standards. In addition, it is possible that due to economic and labor market conditions, higher than minimum standards may be set. The performance levels of all States will be identified in the Annual Report to Congress prepared pursuant to 38 U.S.C. 4107(b).

VIII. Actions Required:

1. As deemed necessary, DVETs are to meet with SESA Administrators to negotiate PY 1999 performance standards that, as required by 38 U.S.C. 4107, clearly reflect meaningful priority of service to veterans in core labor exchange services, and also meet the VETS Strategic Plan.
  2. DVETs will forward their SESA's negotiated performance standards to their RAVET by February 11, 2000.
  3. RAVETs will review and, if necessary, advise applicable DVETs of the need to renegotiate their performance standards with the SESA, by February 18, 2000.
  4. RAVETs will by February 25, 2000, advise their DVETs and SESAs of their approval of their negotiated performance standards, and forward copies of their States' standards of performance to the Chicago Regional lead Center (RLC) to the attention of Joel Delofsky.
- IX. Inquiries: SESA questions should be addressed to appropriate DVET. DVETs will address inquiries through the RAVET to the Chicago Regional Lead Center at (312) 353-4942, or to Paul Hinkhouse in VETS National Office at (202) 693-4713.
- X. Expiration Date: This directive expires June 30, 2000.