



U.S. DEPARTMENT OF LABOR

VETERANS' EMPLOYMENT & TRAINING SERVICE

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ANNUAL REPORT TO CONGRESS

FISCAL YEARS 2006 & 2007

PREPARED BY:

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VETERANS SUCCEEDING IN THE 21ST CENTURY WORKFORCE



INTRODUCTION

This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), and 4215(d) (38 U.S.C. §§4107(c), 4212(c), and 4215(d)), and describes the programs and activities for which the Office of the Assistant Secretary for Veterans' Employment and Training (OASVET) has primary responsibilities.

Some of the activities described in this report are carried out on a Program Year (PY) basis while others operate on a Fiscal Year (FY). For this report the appropriate reporting periods are as follows:

PY 2005 (July 1, 2005, through June 30, 2006)

PY 2006 (July 1, 2006, through June 30, 2007)

FY 2006 (October 1, 2005, through September 30, 2006)

FY 2007 (October 1, 2006, through September 30, 2007).

Provide veterans with the resources and services to succeed in the 21st Century Workforce by maximizing their employment opportunities, protecting their employment rights, and meeting labor market demands with qualified veterans.

- VETS Mission Statement

EXECUTIVE SUMMARY

In fiscal years 2006 and 2007, the U.S. Department of Labor Veterans' Employment and Training Service (VETS) successfully provided comprehensive services to meet the employment and training needs of eligible veterans, especially those with disabilities. VETS also continued to help employers find well qualified, reliable and resilient veterans to fill job vacancies. The agency achieved national exposure through the Hire Vets First Campaign.

The Jobs for Veterans State Grants Program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff. These personnel provide intensive case management services to veterans and promote the hiring of veterans through direct marketing and outreach activities with employers.

In FY 2006, the Homeless Veterans' Reintegration Program (HVRP) and the Veterans' Workforce Investment Program (VWIP) grantees placed veterans in employment in greater numbers than at any other time. VETS views HVRP as a model program for reintegrating homeless veterans into society and the workforce. As in the past, for a relatively small investment, the HVRP program successfully helped place homeless veterans, including some chronically homeless veterans, on a path to self-sufficiency.

Transition Assistance Program (TAP) Employment Workshops conducted in FY 2007 steadily increased in number since FY 2006, as did the number of participating transitioning service members and their spouses. The Overseas Transition Assistance Program (OTAP) continues to grow in scope and attendance, helping facilitate an easier and faster return to civilian employment for veterans stationed overseas.

Innovations and improvements continue to increase positive outcomes in the majority of VETS' programs, and in other special projects undertaken on behalf of veterans. The Recovery & Employment Assistance Lifelines (REALifelines) and the Incarcerated Veterans' Transition Program (IVTP) are two initiatives where focused services to veterans with severe barriers to employment have met with increasing success and expansion of services.

The following report demonstrates VETS' compliance with the requirements of the Jobs for Veterans Act (JVA). It describes the successful implementation of a variety of program changes and new initiatives that illustrate a sharper focus on serving veterans and preparing them to succeed in the 21st century workforce.

VETS' PROGRAMS

PERFORMANCE GOALS & OUTCOMES

Performance Goal 05-1.1C (VETS) – through PY 2006

Improve the employment outcomes for veterans who receive One-Stop and homeless veterans' services.

Indicators, Targets and Results

	PY 2004 Target	PY 2004 Result	PY 2005 Target	PY 2005 Result	Target Reached	PY 2006 Target	PY 2006 Result	Target Reached
Percent of veteran participants employed in the first quarter after exit	58%	60%	59%	62%	Y	60%	60%	Y
Percent of veteran participants employed in the first quarter after exit still employed in 2 nd & 3 rd quarters after exit	80%	81%	81%	81%	Y	81%	79%	N
Percent of disabled veteran participants employed in the first quarter after exit	54%	56%	55%	56%	Y	55%	55%	Y
Percent of disabled veteran participants employed in the first quarter after exit still employed in the 2 nd & 3 rd quarters after exit	78%	79%	79%	80%	Y	79%	78%	N
Entered employment rate for homeless veteran HVRP participants	60%	65%	65%	68%	Y	68%	65%	N
Employment retention rate after 6 months for homeless veteran HVRP participants	Base	57%	58%	58%	Y	58.5%	64%	Y

Performance Goal 06-3.2B – FY 2007

Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.

Indicators, Targets and Results

	FY 2005 Result	FY 2006 Target	FY 2006 Result	Target Reached	FY 2007 Target	FY 2007 Result	Target Reached
% of USERRA cases resolved within 90 days of filing	80%	--	--	--	--	--	--
% of USERRA cases resolved within 120 days of filing	92%	--	--	--	--	--	--
% of USERRA cases resolved within one year of filing	99.8%	--	--	--	--	--	--
USERRA Progress Index Baseline*	100%	105%	108%	Y	101%	110%	Y

* In FY 2006, VETS began using the Progress Index Baseline, which is more comprehensive in evaluating USERRA administration effectiveness.

JOBS FOR VETERANS STATE GRANTS PROGRAM

The U.S. Department of Labor's Veterans Employment and Training Service provides employment and training assistance to eligible veterans through the Jobs for Veterans State Grants Program. Under this non-competitive grant program, funds are allocated by formula to the designated administrative entity that operates the One-Stop employment and workforce information service system within each state. The grant supports two principal staff positions:

- Disabled Veterans' Outreach Program (DVOP) specialists; and
- Local Veterans' Employment Representative (LVER) staff.

VETS allocates program funds to each state, plus the District of Columbia, Puerto Rico and the Virgin Islands based upon the number of veterans seeking employment within that state as compared with the number of veterans seeking employment nationwide. The formula is based upon a combination of the ratio of the general unemployment level in each state compared with the unemployment level in all states using Local Area Unemployment Statistics and the ratio of the number of veterans in the Civilian Labor Force (CLF) in each state compared with the total number of veterans in the CLF across all states.

Services are provided to maximize employment and training opportunities for veterans, other eligible persons, transitioning service members, their spouses (through the Transition Assistance Program Employment Workshops) and, indirectly, employers. Grants allow states more flexibility to determine the most effective and efficient distribution of staff resources based upon the distinct roles and responsibilities of the DVOP and LVER positions.

DVOP: The DVOP program was authorized by the Veterans' Rehabilitation and Education Amendments of 1980 (Public Law (P.L.) 96-466). Most recently, the DVOP statute was amended by P.L. 107-288, the Jobs for Veterans Act (JVA), enacted on November 7, 2002, and is codified at Title 38, United States Code, Section 4103A (38 U.S.C. § 4103A).

Per the Jobs for Veterans Act (JVA) each state establishes annually the appropriate number of DVOP specialists and LVER staff, and allocates a corresponding share of its Jobs for Veterans grant funds to support those staff members. State discretion in selecting whether to support greater or fewer DVOP or LVER staff accounts for the decrease in the number of DVOP specialists states selected to support in FY 2007. Each state also continues to exercise the authority to determine the salary levels and associated indirect cost levels for DVOP specialists.

DVOP specialists target their services to veterans with barriers to employment, disabled veterans and veterans who are educationally and/or economically disadvantaged. They may be located within the One-Stop Career Centers or co-located with other service providers such as the Department of Veterans Affairs (VA). DVOP specialists

- conduct intensive services to meet the employment needs of special disabled, disabled, and other eligible veterans; and,
- provide a full range of employment and training services to veterans with maximum emphasis on assisting economically or educationally disadvantaged veterans.

The table below shows \$77,403,555 was requested by states in FY 2007 to support 1,102 DVOP positions. The actual number of DVOP positions supported was 1,055 or 95.7% of the planned level. The average cost per DVOP position was \$ 73,368.30.

DVOP Specialists	FY 2007	FY 2006
DVOP Funding	\$77,403,555	\$77,026,131
Projected DVOP Staffing	1,102	1,193
Actual DVOP Positions Paid	1,055	983
% of Planned Level Paid	96%	82.4%
Average Cost per Position	\$ 73,368.00	\$78,358.22

In FY 2007, increased retirements, staff turnover and backfill of vacant positions at entry salary level all account for the marked decline in the average cost per DVOP position. States indicated a decrease in the share of DVOP specialists in FY 2007 as compared with LVER staff, possibly to concentrate on identifying more jobs and training opportunities for veterans in their respective communities.

LVER: The LVER program has been integral to veterans' employment services for the past 61 years. The program was first authorized under the original "GI Bill", the Servicemen's Readjustment Act of 1944 (P. L. 78-396), and most recently amended by the JVA. The LVER program is codified at 38 U.S.C. § 4104.

LVER staff are located in service delivery points - such as One-Stop Career Centers - throughout the states. Their specific responsibilities are to:

- conduct outreach to employers in the area to assist veterans in gaining employment;
- provide seminars for employers and, in conjunction with employers, conduct job search workshops and establish job search groups; and
- facilitate employment, training, and placement services furnished to veterans under the applicable state employment service delivery system.

The Table below shows \$72,374,083 was allocated in Fiscal Year (FY) 2007 to support 1,074 LVER positions. Although the states increased the number of LVER staff in FY 2007 over the previous year, the actual number of LVER positions supported was 983 or 91.5% of the planned level. The average cost per LVER position was slightly higher in FY 2007 at \$73,625.72.

LVER STAFF	FY 2007	FY 2006
LVER Funding	\$72,374,083	\$73,476,196
Projected LVER Staffing	1,074	1,039
Actual LVER Positions Paid	983	999
% of Planned Level Paid	92%	96%
Average Cost per Position	\$ 73,625	\$73,550

The JVA allows each state to establish annually the appropriate number of LVER staff and DVOP specialists and to allocate a corresponding share of its Jobs for Veterans grant funds to support those staff members. State discretion in this area accounts for the increase in the number of planned LVER staff between FY 2006 and FY 2007. Each state also continues to exercise the authority to determine the salary levels and associated indirect cost levels for LVER staff. Such state discretion accounts for the slight increase in average cost per position between FY 2006 and FY 2007. State FY 2007 requests indicated an increase in the share of LVER staff planned as compared with DVOP specialists, possibly to concentrate on identifying more jobs and training opportunities for veterans in their respective communities.

STATE OUTCOME ANALYSIS FOR VETERANS/DISABLED VETERANS

PERFORMANCE ANALYSIS

The workforce investment system supports economic growth by providing workers with the information, advice, job search assistance, and the supportive services they need to get and keep good jobs; and by providing employers with skilled workers in demand industries and occupations. These programs serve employers and job seekers at no cost to the employer or the job seeker. They also provide priority of service and supplementary assistance to veterans, disabled veterans and other eligible persons (see 38 U.S.C. § 4215).

For PY 2005, in accordance with the JVA, VETS continued to implement a system to measure the performance of the One-Stop Career Center system regarding services to veterans. There are two key measures of performance for state-based programs:

- Entered Employment Rate (EER), which is the percent of the participants served who are employed in the first quarter after exit; and
- Employment Retention Rate (ERR), which is the percent of those entering employment who are still employed in the second and third quarters following the quarter in which they exited.

These two performance measures are applied to the outcomes achieved separately for disabled veterans and for all veterans (including disabled veterans). These two measures were applied during PY 2005 as defined under Common Measures.

The EER and ERR performance measures were negotiated between the VETS Director for Veterans Employment and Training Service (DVET) located in each state and the State Workforce Agency (SWA) administrative staff. One set of negotiated performance measures was for all veterans receiving One-Stop employment services, and the second set was for those veterans served by DVOP specialists and LVER staff.

In some instances, the negotiations were conducted simultaneously with the Employment and Training Administration (ETA) regional staff during negotiations of state performance goals under the Workforce Investment Act. Mutually agreed upon measures for veterans were included in the states' plan of service under the Jobs for Veterans State Grants

Common Measures are an integral part of the performance accountability system. The clear value of implementing Common Measures is the ability to describe the core purposes and outcomes of the workforce system while crossing agency lines. The new system replaces multiple sets of performance outcomes based on different definitions and methodologies that have burdened states and grantees. The new system answers:

- How many unemployed people went to work?
- How many of those employed remained at work?
- What are the average earnings of individuals who are placed in employment?

By minimizing the different reporting and performance requirements, common performance measures facilitate the integration of service delivery, reduce barriers to cooperation among programs, and enhance the ability to assess the effectiveness and impact of the workforce investment system.

VETS will continue to work with ETA to collect data on program activities, participants, and outcomes from states and grantees providing services to veterans. Common Measures provide information that improves program management and conveys full and accurate information on the performance of workforce programs to policy-makers and stakeholders.

PY 2005 – DVOP

During Program Year (PY) 2005, DVOP specialists served 403,838 participants, transitioning service members, veterans and other eligible persons. Of this total, 53,851 (13%) were disabled veterans, 114,152 (28%) were campaign badge veterans, 6,514 (2%) were transitioning service members and 80,978 (20%) were recently separated veterans.

The table below depicts the outcomes achieved as a result of services provided by DVOP specialists in PY 2005.

Veterans Served by DVOP Specialists	Veterans/ Eligible Persons	Disabled Veterans
Number of Veterans who Entered Employment	207,545	24,377
Entered Employment Rate	62.6%	57.3%
Employment Retention Rate	79.8%	78.9%

PY 2006 – DVOP

During Program Year (PY) 2006, DVOP specialists served 384,977 participants, transitioning service members, veterans and other eligible persons. Of this total, 48,991 (12.73%) were disabled veterans, 116,614 (30%) were campaign badge veterans, 8,111 (2%) were transitioning service members and 67,717 (18%) were recently separated veterans (includes Texas estimates based upon PY 2005 individual reports applied to PY 2006 aggregated DVOP/LVER data). Although the total number of veterans served by DVOP staff declined since the last PY, a greater number of campaign badge and transitioning service members were served.

The table below depicts the outcomes achieved as a result of services provided by DVOP specialists in PY 2006.

Veterans Served by DVOP Specialists	Veterans/ Eligible Persons	Disabled Veterans
Number of Veterans who Entered Employment	166,439	19,815
Entered Employment Rate	62.7%	57.5%
Employment Retention Rate	79.3%	78.6%

PY 2005 – LVER

During Program Year (PY) 2005, LVER staff served 433,352 participants, transitioning service members, veterans and other eligible persons. Of this total, 43,207 (10%) were disabled veterans, 128,432 (30%) were campaign badge veterans, 8,042 (2%) were transitioning service members and 81,380 (19%) were recently separated veterans.

Entered Employment and Employment Retention are the current outcomes used to measure the benefit of services provided to veterans by LVER staff. Entered employment is the unduplicated count of all participants (veterans) who earned wages in the first quarter following the exit quarter. Retained employment is the unduplicated count of all participants (veterans) entering employment who earned wages in the second and third quarters following the quarter in which they “exited.” The Table below depicts the outcomes achieved as a result of services provided by LVER staff in PY 2005.

Veterans Served by LVER Staff in PY 2005	Veterans/ Eligible Persons	Recently Separated Veterans
Number of Veterans who Entered Employment	216,830	38,830
Entered Employment Rate	62.9%	63.2%
Employment Retention Rate	79.5%	79.3%

PY 2006 – LVER

During Program Year (PY) 2006, LVER staff served 490,077 participants, transitioning service members, veterans and other eligible persons (does not include participants in the Virgin Islands). Of this total, 43,156 (9%) were disabled veterans, 128,014 (26%) were campaign badge veterans, 9,360 (2%) were transitioning service members and 70,555 (14%) were recently separated veterans. This represents a greater number of total participants served than in the previous PY, but increases were only seen among the transitioning service members of the groups enumerated above.

The table below depicts the outcomes achieved as a result of services provided by LVER staff in PY 2006.

Veterans Served by LVER Staff in PY 2006	Veterans/ Eligible Persons	Recently Separated Veterans
Number of Veterans who Entered Employment	175,837	27,440
Entered Employment Rate	62.3%	61.2%
Employment Retention Rate	78.6%	76.6%

INCENTIVE AWARD ANALYSIS

The JVA requires performance incentive awards for quality employment, training and placement services to be administered by states. JVA stipulates that one percent of a state's total grant allocation shall be used for this purpose. The intent is to:

- encourage the improvement and modernization of employment, training and placement services for veterans; and
- recognize eligible employees for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

Generally, incentive awards are cash awards for individual recipients. However, non-financial incentives may be awarded in lieu of, or in combination with, cash awards as outlined in an approved State Veterans' Services Plan.

With the passage of the Veterans' Benefits, Health Care and Information Technology Act of 2006 (P.L. 109-461), enacted December 22, 2006, states were provided additional flexibility to include employment service offices and One-Stop Career Centers as eligible recipients of Incentive Award funds. In accordance with the amendments made to 38 U.S.C. § 4112, office award recipients may use their incentive awards "for any purpose."

FY 2006

One percent of the total funds authorized in FY 2006, \$1,540,890, were set aside for incentive awards. Twenty-nine states (including the District of Columbia, Puerto Rico and the Virgin Islands) were awarded \$853,450 in FY 2006 incentive award funds. Eighteen states utilized their total authorized percentage and eleven states expended a portion of their funding for a total of \$740,468 expended on incentive awards. The remaining twenty-four states (including Puerto Rico) did not use the incentive award funding due to legislative restrictions, state policy, union agreements or other unspecified reasons.

FY 2007

One percent of the total funds authorized in FY 2007, \$1,520,210, were set aside for incentive awards. Thirty-six states (including the District of Columbia, Puerto Rico and the Virgin Islands) were awarded \$1,075,920 in FY 2007 incentive award funds. Thirteen states fully utilized all the incentive funds authorized and twenty-three states expended a portion of their funding for a total of \$638,919 expended on incentive awards. The remaining seventeen states declined use of any incentive award funding due to legislative restrictions, state policy, union agreements or other unspecified reasons.

HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

The Homeless Veterans' Reintegration Program (HVRP) was authorized at 38 U.S.C. 2021, was modified by Section 5 of P.L. 107-95, the Homeless Veterans Comprehensive Assistance Act of 2001 (HVCAA), and was extended through FY 2009 by Section 203, P.L. 109-233, the Veterans Housing Opportunity and Benefits Improvement Act of 2006. The HVRP program provides employment and training services to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans. HVRP is the only national program helping homeless veterans to reintegrate into the workforce.

HVRP funds are awarded to eligible entities through a competitive grants process as outlined in the Solicitation for Grant Applications. Eligible entities include state and local workforce investment boards, state and state agencies, local public agencies, for-profit organizations, and private non-profit organizations, including faith-based and community organizations. HVRP grantees provide an array of services utilizing a "holistic" case management approach that directly assists homeless veterans as well as provides critical linkages for a variety of supportive services available in their local communities. The program is employment focused and homeless veterans receive customized employment and training services in order to assist them successfully transition into the labor force.

PY 2006

In PY 2006, HVRP spending of \$21,780,000 was appropriated, which funded a total of eighty-eight competitively awarded grants and various centralized costs incurred by VETS to administer the grant program. VETS awarded the following grants in three distinct categories (Urban, Non-Urban, and New Grantee) for PY 2006:

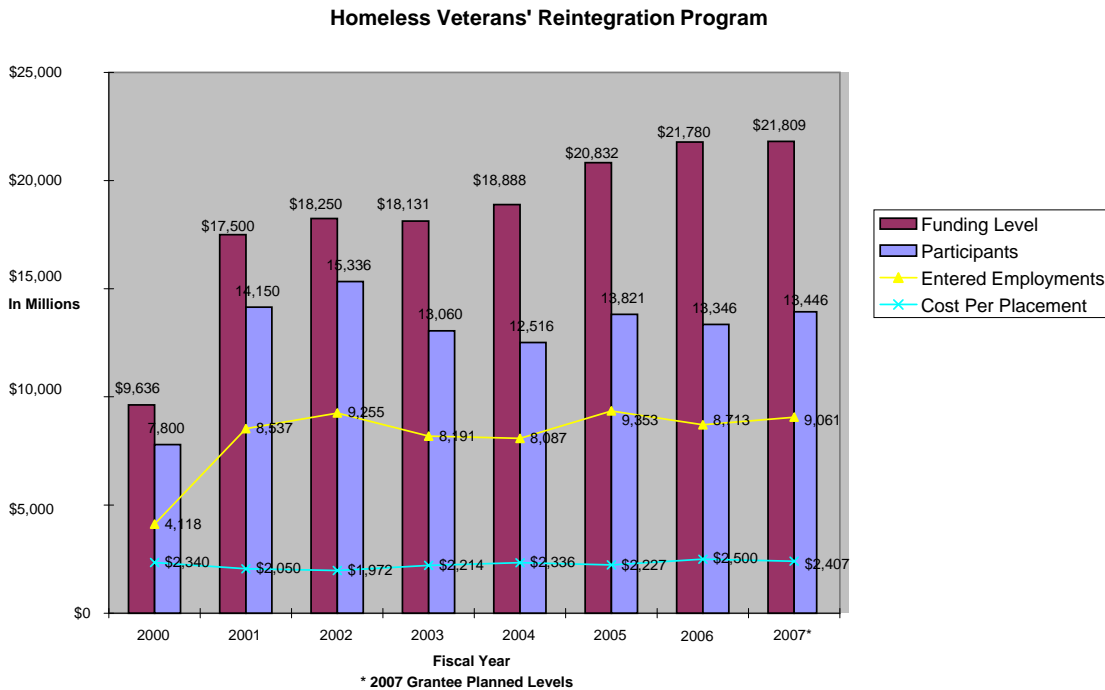
- Second and third optional year funding of \$8,609,429 awarded to thirty-seven existing HVRP grantees who performed satisfactorily;
- Fifteen-month extensions of seven competitively awarded IVTP demonstration grants at \$2,000,000;
- Competitively awarded a total of forty-two HVRP grants at \$10,467,348, including twenty-six urban grants at \$7,418,832, eight non-urban grants at \$1,516,441, and eight new grantee grants at \$1,532,075 (Note that the competition for "new grantee grants" was specifically restricted to those organizations that had never previously held an HVRP grant.);
- Funding in the amount of \$99,000 for an "employment focused" grant to an existing HVRP Louisiana grantee as a result of Hurricanes Katrina and Rita; and
- A demonstration grant to provide HVRP grantees with Technical Assistance and to identify HVRP best practices for training purposes in the amount of \$78,420 to the National Coalition for Homeless Veterans.

The PY 2006 funding level of \$21,780,000 for HVRP was an increase of \$984,000 or a 4.35% increase over PY 2005 funding levels. These additional funds have allowed VETS to reach and serve more homeless veterans as indicated in the chart below.

PY 2007

In PY 2007, the HVRP performance period is July 1, 2007 through June 30, 2008, and was appropriated funds in the amount of \$21,809,000, which represents a slight increase (\$29,000) over the PY 2006 authorized funding level of \$21,780,000. This appropriated amount directly funded the HVRP grant program and the associated centralized cost required to administer the program. During the PY, the number of participants and the number of veterans who enter employment is expected to slightly increase, while the cost per placement is expected to drop slightly. In PY 2007, VETS awarded a total of 87 HVRP grants and two cooperative agreements as follows:

- Second and third optional year funding in the amount of \$11,558,042 to forty-eight existing grantees who performed satisfactorily;
- Three-month extension of six competitively awarded IVTP demonstration grants at \$350,000;
- Competitively awarded 33 grants at \$8,377,375 (twenty-four Urban and nine Non-Urban);
- Competitively awarded two National Technical Assistance Cooperative Agreements with the National Coalition for Homeless Veterans for \$315,925 and the Virginia Commonwealth University for \$418,705 to assist VETS to provide technical assistance to homeless veterans, grantees, potential grantees, and the general public.



HOMELESS VETERANS' STAND DOWNS

VETS utilizes a portion of HVRP funds to support stand-down activities. VETS allows all of its competitive grantees to budget and expend up to \$10,000 per year of their existing funds to support stand-down events since they are considered to be an effective means of outreach. A stand down is an event held in a local community where a variety of social services are provided to homeless veterans. Stand-down organizers partner with local business and social service providers to provide critical services such as:

- shower facilities/haircuts;
- meals;
- legal advice;
- medical examinations;
- dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans benefits;
- information on training and employment opportunities; and
- emotional support and camaraderie amongst other veterans.

The maximum amount awarded to HVRP eligible entities (that do not have a competitive HVRP grant) to support a stand down event is \$7,000 for a one (1) day event and \$10,000 for a multi-day event.

FY 2006

During FY 2006, VETS awarded \$271,338 in non-competitive grants for 46 stand-down events that provided direct assistance to 8,418 homeless veterans. In addition, current competitive HVRP grantees expended \$164,442 of their existing funds for outreach purposes and to assist 1,023 homeless veterans participating in stand down events during FY 2006. Therefore, FY 2006 total stand-down expenditures were \$435,780 to provide assistance to 9,441 homeless veterans.

FY 2007

During FY 2007, VETS awarded \$339,130 in non-competitive grants for 47 stand-down events that provided direct assistance to a confirmed 4,489 homeless veterans (21 pending stand down reports are expected to bring the FY 2007 participant total to beyond the FY 2006 figure specified above). In addition, current competitive HVRP grantees expended \$63,440 through December 31, 2007, of their existing funds for outreach purposes to assist 433 homeless veterans participating in stand down events through December 31, 2007. Therefore, FY 2007 total stand-down expenditures through December 31, 2007, were \$402,570.

INCARCERATED VETERANS TRANSITION PROGRAM PILOT (IVTP)

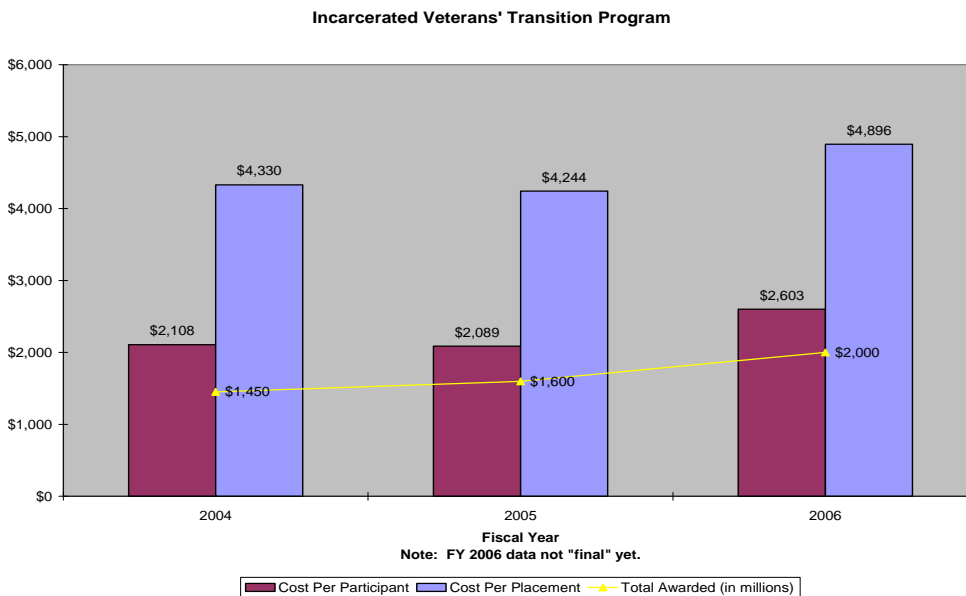
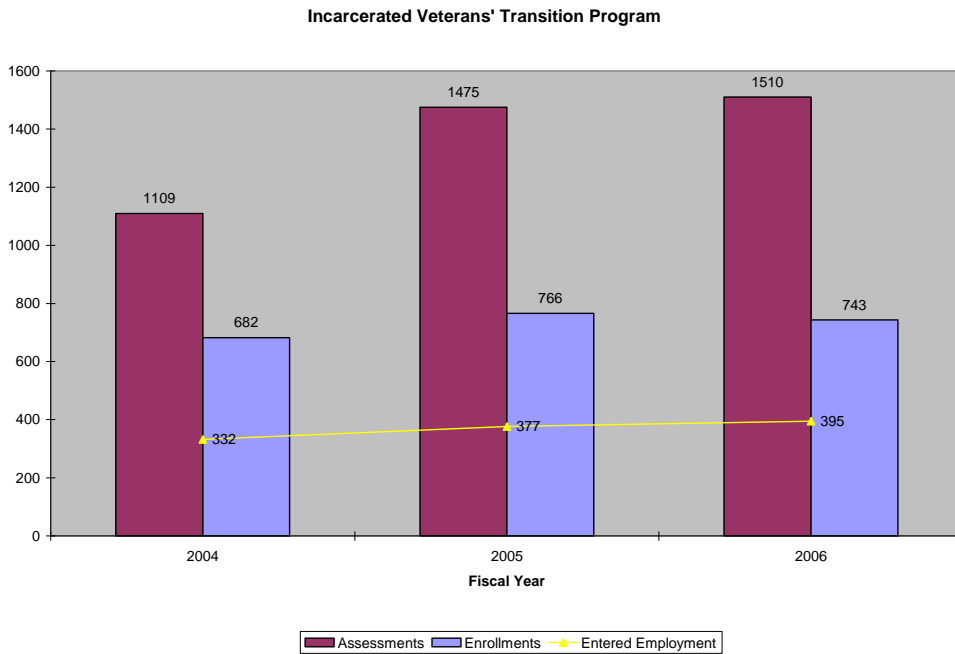
The Homeless Veterans Comprehensive Assistance Act (P.L. 107-95) amended Title 38 U.S.C. to revise, improve and consolidate provisions of law providing benefits and services to homeless veterans. 38 U.S.C. § 2023 mandated a demonstration program of referral and counseling for veterans who are transitioning from certain institutions and at risk of homelessness.

The period of performance for these IVTP demonstration programs began April 1, 2004 and ran through June 30, 2007. In addition, P.L. 110-28, the U.S. Troop Readiness, Veterans' Care, Katrina Recovery, and Iraq Accountability Appropriations Act of 2007, provided for an extension of the IVTP pilot demonstration program from July 1, 2007 through September 30, 2007.

The demonstration programs were to be carried out by the Department of Veterans Affairs (VA) and the Secretary of Labor in at least six locations (one of the locations was to be in a penal institution under the jurisdiction of the Bureau of Prisons). DOL/VETS and the VA implemented a two-pronged approach to provide referral and counseling services to incarcerated veterans who are at "high-risk" of homelessness.

- The first approach was to develop a Solicitation for Grant Applications to compete the HVRP funds to serve incarcerated veterans. Four IVTP demonstration grants were initially awarded for a full year. Three additional IVTP demonstration grants were awarded in the next quarter for a nine month period. A total of seven IVTP demonstration grants were awarded in FY 2004 at \$1,450,000 through March 31, 2005.
- The second approach was to train DVOPs and LVERs to facilitate an IVTP workshop for incarcerated veterans. Further, we requested State Workforce Agencies to volunteer to participate and implement an IVTP program utilizing existing DVOP and LVER staff.
- In FY 2005, all seven IVTP demonstration grants were extended for an additional year through March 31, 2006 at \$1,600,000.
- In FY 2006, in order to continue services and to determine the IVTP 90- and 180-day retention in employment rates, all seven IVTP demonstration grants were extended for an additional fifteen months through June 30, 2007 at \$2,000,000.
- In FY 2007, P.L. 110-28, the U.S. Troop Readiness, Veterans' Care, Katrina Recovery, and Iraq Accountability Appropriations Act of 2007, provided for an emergency extension of the IVTP demonstration program from July 1, 2007 through September 30, 2007. This provision was in Section 5705 of the Act.

The actual IVTP demonstration grants accomplishments year-to-date is as follows:



To date, 4,094 veterans who are within 18 months of transitioning from incarceration were assessed by IVTP demonstration grantee outreach staff. Of those assessed, 2,191 veterans were enrolled into IVTP for employment and training services.

The data reflects that 50% of IVTP participants were successful in entering employment and will go from “tax taker” to “tax payer” at a cost significantly lower than the cost of prisons or jails. Cost for incarceration at state and federal prisons is approximately \$22,000 a year compared to IVTP demonstration grantee costs of approximately \$4,500 per placement into employment. The legislative authority for the IVTP demonstration program expired as of September 30, 2007.

VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP)

The Veterans' Workforce Investment Program is authorized by Public Law 105-220, the Workforce Investment Act of 1998, Section 168. The primary objectives of VWIP are to provide services to assist in reintegrating eligible veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing eligible veterans. VWIP eligible participants include:

- veterans with service-connected disabilities;
- veterans who have significant barriers to employment;
- veterans who served on active duty in the armed forces during a war or in a campaign/expedition for which a campaign badge has been authorized; and
- recently-separated veterans (within forty-eight months of discharge).

VWIP funds are awarded to eligible entities through a competitive grants process as outlined in the solicitation for grant applications. Eligible entities include state and local workforce investment boards, states and state agencies, local public agencies, and private non-profit organizations, including faith-based and community organizations.

VWIP grantees provide an array of services utilizing a case management approach that directly assists veterans as well as provide critical linkages for a variety of supportive services available in their local communities. The program is employment focused and veterans receive the employment and training services they need in order to re-enter the labor force.

For PY 2006, VWIP was appropriated \$7,425,000. With these funds, VETS awarded:

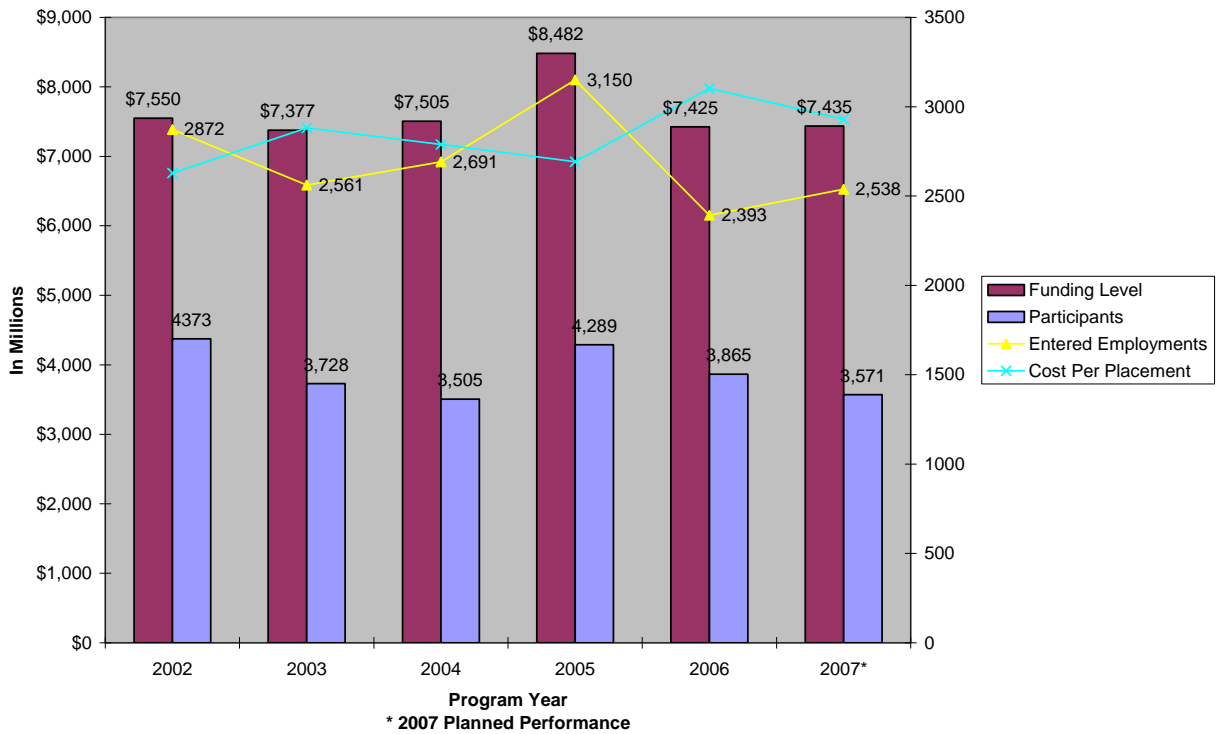
- Twelve competitive grants at \$6,894,730 with two optional years of funding provided funds are available and grantee performance is satisfactory;
- Second Year funding for two emergency "employment focused" grants totaling \$199,000 to grantees in Louisiana and Texas, as a result of Hurricanes Katrina and Rita (3rd grant was funded under HVRP); and
- \$400,000 for the DOL/HUD five year collaborative initiative to provide systems change and services to chronically homeless persons (including veterans).

For the PY 2007, VWIP was appropriated \$7,435,000. With these funds, VETS awarded:

- Second year funding to 12 VWIP FY 2006 competitively awarded grantees with satisfactory performance at \$6,711,865 (one grantee requested \$182,865 less than was awarded in FY 2006) These 12 VWIP grants have one optional year of funding remaining provided funds are available and grantee performance continues to be satisfactory;
- \$300,000 for the DOL/HUD fifth and final year collaborative initiative to provide systems change and services to chronically homeless persons (including veterans).

The PY 2007 VWIP appropriation of \$7,435,000 represents a slight increase of \$10,000 over the PY 2006 appropriation and a significant decrease of \$1,137,000 or 13.4% from the PY 2005 appropriation of \$8,482,000.

Veterans' Workforce Investment Program



TRANSITION ASSISTANCE PROGRAM (TAP)

The Transition Assistance Program (TAP) for separating and retiring service members is a cooperative effort between VETS, the Department of Defense (DoD), Department of Homeland Security (DHS) and the VA. The TAP Employment Workshop provided by VETS is a mission critical function in support of the Secretary's goals of "A Prepared Workforce" and a "Competitive Workforce."

Title 10, U.S.C. Chapter 58, requires the DOL to assist the DoD, DHS and VA in providing transition assistance services to separating service members and their spouses. In September 2006, DOL, DoD, DHS and VA signed into effect a new Memorandum of Understanding for the Transition Assistance Program and Disabled Transition Assistance Program. VETS provides employment search workshops based on projections made by each of the Armed Services and the DHS (U.S. Coast Guard). Public Law 108-183 added Section 4113 to Title 38, U.S.C Chapter 41 mandating VETS to provide TAP services at military installations overseas. DVOPs and LVERs are the primary source for stateside facilitation of the TAP Employment Workshop. However, because of the distance between many state employment offices and the military installations, and the rapid increase in workshop participants, contract facilitators were added in early FY 1992 and supplemented by Federal staff in FY 1996.

Since 1990, TAP employment workshops have provided job preparation assistance to over one million separating and retiring military members.

TAP Employment Workshops

TAP Employment Workshops are standardized so that all attending service members/spouses receive the same high level of instruction. Participants also receive an evaluation of their employability relative to the current job market. The course curriculum covers two and one-half days of classroom instruction and provides information on a variety of topics including:

- Career exploration;
- Resume preparation;
- Strategies for an effective job search;
- Interview techniques;
- Reviewing job offers;
- Prevention of homelessness;
- Entrepreneurship information; and
- Other available support and assistance.

VETS requires that all TAP facilitators receive training conducted by the National Veterans Training Institute (NVTI) at the University of Colorado in Denver. All TAP attendees receive the same student manual, and all TAP facilitators receive the same facilitator manual. Both the TAP Employment Workshop manual and the facilitator manual are available via the Internet through the NVTI Web site.

Domestic Activity

The following table provides a comparison of TAP activity between FY 2006 and FY 2007.

National Rollup of Domestic TAP Activity – Comparison of FY 2006 & FY 2007

	FY 2006	FY 2007	# Difference	% Difference
Workshops	3,975	4,108	+133	+3%
Participants	137,515	134,324	-3,191	-2%

Reserve and National Guard

VETS began offering TAP Employment Workshops to members of the Reserve and National Guard returning from active duty assignments in FY 2005. VETS State Directors coordinate closely with their respective State Workforce Agency to ensure staff support is available to provide TAP Employment Workshops to returning Reserve component service members. Additionally, VETS State Directors work directly with officials of the State Adjutant General offices and local Reserve Unit Commanders to advertise the availability of providing a TAP Employment Workshop to their returning service members. In addition, VA representatives provide pertinent information on benefits, education assistance and Post Traumatic Stress. Spouses are also encouraged to attend these workshops.

FY 2006

During the fourth quarter of FY 2006, VETS began development of a Reserve Component / National Guard TAP Employment Workshop delivered in a modular format. The RC/NG TAP Employment Workshop will organize the current workshop curriculum into fourteen separate modules plus a mandatory core module. The core module covers the One-Stop Career Center, Labor Market Information (LMI), USERRA, the Small Business Administration and Homelessness. This menu-driven format will allow unit commanders greater flexibility and more relevant content in offering transition assistance to their Reservists and Guardsmen.

NVTI has been instrumental in ensuring trained facilitators are available to conduct workshops for returning Reserve and National Guard members.

FY 2007

In FY 2007, VETS developed and fully implemented a significant change to a portion of the TAP employment workshop curriculum. The two greatest needs of our transitioning service members are possessing a resume that is understandable to civilian hiring managers and being able to interview properly. To meet these needs, VETS introduced enhanced resume and interview training. The result is each service member leaves an employment workshop having completed a draft hand-written resume and having taken part in a mock interview. In addition, workshop participants receive more detailed information on the One-Stop Career Center system and connecting with the state workforce agencies. TAP Employment Workshop participants are encouraged to return to their base's transition office or to a One-Stop Career Center Office to complete their resume and have it reviewed.

Overseas Activity

In the past, DoD has provided the career transition support services available at military installations overseas. The Assistant Secretary for VETS noted that this is a VETS responsibility and directed staff to develop a plan to offer TAP employment workshops at all military installations. After coordination with DoD, VETS initially sent four Federal staff (all VETS employees) to Japan, Korea and Germany. Status of Forces Agreements (SOFA) were negotiated in several countries allowing contractor and VETS' staff to provide workshops on a regularly scheduled basis.

VETS has successfully completed SOFA requirements in Japan, Korea, Germany, Guam, England and Belgium. The Belgium SOFA agreement was completed and TAP employment workshops began in January 2006. VETS is working toward being able to provide TAP employment workshops at all military installations overseas where the DoD has requested this service.

Due to SOFA restrictions, VETS Federal employees continued to facilitate TAP employment workshops in Italy during FY 2006 and FY 2007. In addition to SOFA negotiations, VETS is exploring the possibility of using an existing DoD contract as a mechanism for providing TAP employment workshops.

VETS currently offers TAP employment workshops at fifty-four sites in Germany, the United Kingdom, Guam, Japan, Korea, Belgium and Italy. The table below provides a comparison of the number of workshops delivered and total participants between FY 2006 and FY 2007. Under future expansion plans, VETS will provide workshops at locations in Bahrain, Turkey, Portugal, Iceland and Spain.

Rollup of Overseas TAP Activity – Comparison of FY 2006 & FY 2007 Data

	FY 2006	FY 2007	# Difference	% Difference
Workshops	706	608	-98	-14%
Participants	12,021	12,618	+597	+5%

The decrease in the total numbers of workshops between FY 2006 and FY 2007 is due to the Army and Air Force consolidating classes in order to more efficiently use available facility space. Even with the consolidation of classes, the average size of Overseas TAP Employment Workshops during FY 2007 was 21 participants as compared to 17 participants per workshop during FY 2006.

COMPLIANCE

VETS is responsible for administering three Federal compliance programs which provide protections for veterans. The Uniformed Services Employment and Reemployment Rights Act protects veterans from employer discrimination due to military obligations. The Federal Contractor Program requires that federal contractors and subcontractors report at least annually the number of special disabled veterans and Vietnam-era veterans in their workforce by job category and hiring location. The Veterans' Employment Opportunities Act improves redress for veterans' eligible for preference in applying for federal jobs.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

The Uniformed Services Employment and Reemployment Rights Act (USERRA) (38 U.S.C. §§ 4301-4334) of 1994 provides reemployment rights and anti-discrimination protections for veterans, National Guard and Reserve members. VETS administers and enforces the statute with the assistance of the Department of Justice (DOJ) and the Office of Special Counsel (OSC).

VETS' goal is to facilitate smooth reintegration of all returning service members into the civilian workforce. This is accomplished through an aggressive series of pre-deployment and demobilization briefings, employment seminars and Internet-based information. VETS also provides technical assistance on requests from employers and service members, conducts investigations into alleged USERRA violations, mediates USERRA disputes, and refers unresolved claims to the Department of Justice or the OSC for litigation as appropriate.

VETS' interactive elaws Advisor for USERRA at www.dol.gov/elaws/userra.htm provides information for employers and employees on their eligibility, responsibilities, and obligations under USERRA. For those veterans who seek further formal assistance, USERRA complaint forms (Form 1010) and associated instructions are also available through the Advisor.

FY 2006

In 2006, VETS staff closed 1,377 USERRA complaints, recovering \$2,346,142.04 in lost wages and benefits.

FY 2007

In 2007, VETS staff closed 1,200 USERRA complaints, recovering \$1,886,572.95 in lost wages and benefits.

The USERRA program is covered in detail in the separate USERRA Report to Congress. The FY 2006 report is available on the Web at <http://www.dol.gov/vets/>.

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT PROGRAM (2007 VETS-100 REPORT)

Title 38, United States Code, Section 4212(d), requires that Federal contractors and subcontractors report at least annually the number of special disabled veterans and Vietnam-era veterans in their workforce by job category and hiring location. Reporting is required by hiring location and includes both the number employed and the number of new hires, within the two categories listed above. The number of veterans employed within these categories is to be broken out by job category.

There have been 82,947 total reports submitted in FY 2007 and 185,333 received for the FY 2006 cycle, compared to 115,617 for FY 2005. The change in the number of reports submitted by Federal contractors is due, in part, to the number of Federal contractors with contracts of less than \$100,000 awarded on or after December 1, 2003 that no longer have to file the VETS-100 Report. Most Federal contracts are awarded for one year with four option years. Most contracts awarded before December 1, 2003 have or will exceed the 5-year contract life. Contractors awarded a Federal contract of \$100,000 or more are required to file a VETS-100A Report between August 1 and September 30, 2009.

The VETS-100 Reports indicated that 54,793 special disabled veterans and 361,039 Vietnam-era veterans were current federal contractor employees. The number of newly hired Vietnam Era veterans reported for FY 2007 is 38,849. That is a slight increase when compared to the results for the FY 2006 at 34,380 and 25,315 for FY 2005. By definition, this population is expected to decline within the labor force, because Vietnam-era veterans are entering the later stages of their careers. Newly hired special disabled veterans also show a modest increase in numbers from 11,426 in FY 2005 to 13,288 for FY 2006. We expect that all reported numbers will decrease in future years as fewer Federal contractors are required to submit the VETS-100 Report in the future.

On November 1, 2000, the President signed P.L. 106-419 adding "recently separated veterans" to those veterans covered by the Federal Contractor Program. A "recently separated veteran" is defined as any veteran during the one-year period beginning on the date of such veteran's discharge or release from active duty. On the VETS-100 Report due in September 2007, Federal contractors reported that they hired 10,587 recently separated veterans. Until 2007, it was optional for Federal contractors to report recently separated veterans. A comparison table containing the above referenced data is shown below.

Federal Contractor Veterans' Employment Program Data

Category	2007	2006	2005	2004
Total Federal Contractors	21,428	16,927	19,646	18,944
Single Establishments	18,741	10,343	10,571	20,129
Multiple Establishment Organizations	8,347	8,189	6,051	8,887
Multiple Establishment Hiring Organizations	46,571	161,504	93,814	127,797
Multiple State Consolidated Reports	9,288	4,847	5,181	8,646
Total Reports Submitted	82,947	185,333	115,617	153,162
Regular Vietnam Era Veterans	361,039	339,224	344,091	463,892
Regular Special Disabled Veterans	54,793	94,903	41,834	40,663
Recently Hired Vietnam Era Veterans	38,849	34,380	25,315	47,599
Recently Hired Special Disabled Veterans	13,288	11,426	7,079	9,603

Public Law 107-288, the Jobs for Veterans Act (JVA), amended the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), and changed the Federal contractor reporting requirements for contracts entered on or after December 1, 2003. The JVA raised the reporting threshold from \$25,000 to \$100,000. The JVA also changed the reporting categories by eliminating the Vietnam era veterans, expanding the recently separated veteran definition from one year to three years, and requiring federal contractors and subcontractors to report veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized and the number of Disabled Veterans Employed and Hired. Regulations implementing these statutory changes cited at 41 Code of Federal Regulation, part 61-300. The final regulations were published in the Federal Register: May 19, 2008 (Volume 73, Number 97), Page 28710-28725. Contractors will be expected to submit their first VETS-100A report in FY 2009.

VETERANS' EMPLOYMENT OPPORTUNITIES ACT

The Veterans' Employment Opportunities Act (VEOA) was signed into law on October 31, 1998. Section 3330a of Title 5, U.S. Code improved redress for preference eligible veterans and transferred the administrative provisions of veterans' preference to VETS.

By law, veterans are entitled to employment preference for most Federal civil service jobs, under certain eligibility conditions and criteria based on period of service, duration of service and service-connected disability status. Veterans' preference entitles a veteran to an additional five or ten points on examination scores if specific eligibility requirements are met. Veterans' Preference also protects preference eligible veterans during a Reduction in Force (RIF).

The most significant impact of the VEOA is that VETS, and not the Office of Personnel Management, investigates complaints regarding possible violations of Federal veterans' preference statute and regulations. If a person believes his or her eligibility for preference is not being extended for the purpose of hiring or a RIF, that person may file a complaint with the Secretary of Labor within 60 days of the alleged violation. VETS will investigate each complaint and try to bring about voluntary compliance. If resolution cannot be achieved within 60 days, the claimant may appeal to the Merit Systems Protection Board (MSPB). If the MSPB does not issue a judicially reviewable decision within 120 days, the claimant may seek judicial redress in U.S. District Court.

VETS has also developed the Veterans' Preference Advisor. The Advisor provides electronic information and advice to employers and employees on veterans' preference with specific focus on helping veterans determine the type of preference to which they are entitled; the benefits associated with a preference; and the steps necessary for filing a complaint. The Advisor can be found on the Department's elaws site at <http://www.dol.gov/elaws/vetspref.htm> and includes instructions and the DOL/VETS Form 1010 for filing complaints for Veterans' Preference violations. The 1010 Form may be downloaded, completed and mailed or submitted electronically.

Table 1 indicates the total number of Veterans' Preference cases that were investigated during FY 2006. Of the 479 complaints received and the 67 cases carried over from FY 2005, VETS resolved 517 cases (93%). The 29 cases that were unresolved in FY 2006 were carried over into FY 2007. Table 2 indicates the case determination of the 517 case closures by issue. The average case was open for 31 days (87% closed within 60 days; 98% closed within 90 days).

Table 1

VETERANS' PREFERENCE CASES- FY 2006	
Cases Carried over from FY 2005	67*
Cases Opened during FY 2006	479
Total Cases	546
Cases Closed during FY 2006	517
Cases Carried to FY 2007	29

*FY 2006 cases carried forward changed from 66 to 67 due to late opening of a FY 2005 case in the VPIMS System.

Table 2

CASE CLOSURES BY ISSUE – FY 2006						
Issue	Number of Cases	Merit Finding	Non-Merit Finding	Admin Closure	Claim Withdrawn	Not Eligible
Hiring	494	18	354	49	28	45
Reduction in Force	23	0	15	1	2	5
Total	517	18	369	50	30	50

Table 3 indicates the total number of Veterans' Preference cases that were investigated during FY 2007. Of the 427 complaints received and the 29 cases carried over from FY 2006, VETS resolved 406 cases (89%). The 50 cases that were unresolved in FY 2007 were carried over into FY 2008. Table 4 indicates the case determination of the 406 case closures by issue. The average case was open for 29 days (88% closed within 60 days; 98% closed within 90 days).

Table 3

<i>VETERANS' PREFERENCE CASES – FY 2007</i>	
Cases Carried over from FY 2006	29
Cases Opened during FY 2007	427
Total Cases	456
Cases Closed during FY 2007	406
Cases Carried to FY 2008	50

Table 4

<i>CASE CLOSURES BY ISSUE – FY 2007</i>						
Issue	Number of Cases	Merit Finding	Non-Merit Finding	Admin Closure	Claim Withdrawn	Not Eligible
Hiring	494	10	244	65	33	29
Reduction in Force	23	2	13	4	1	5
Total	406	12	257	69	34	34

VETS' INITIATIVES

RECOVERY & EMPLOYMENT ASSISTANCE LIFELINES (REALIFELINES)

The Recovery & Employment Assistance Lifelines (REALifelines) initiative is a DOL project conducted in collaboration with DoD and the military service branches. It creates a seamless, personalized assistance network to ensure that seriously wounded and injured service members and their spouses are trained for and employed in rewarding careers in the civilian sector.

The program is focused on America's recovering wounded and injured servicemembers in the Global War on Terror. Dedicated REALifelines professionals meet personally with wounded or injured service members at Military Treatment Facilities (MTF) around the country who will be transitioning into the civilian workforce. In addition, REALifelines experts staff the Military OneSource in Arlington, Virginia, to coordinate field efforts and work in partnership with DoD, the military services and other federal agencies on employment and training issues.

More than 6,600 service members, spouses or veterans have been assisted in some way since the beginning of the program and over 1,100 participants have entered employment. The program started at Walter Reed Army Medical Center and Bethesda National Naval Medical Center in FY 2004. The project expanded to Madigan Army Medical Center in Washington in FY 2005, and in FY 2006 we established a presence at Brook Army Medical Center, Texas; Naval Medical Center, California; Tripler Army Medical Center, Hawaii; and Fort Carson, Colorado. REALifelines staff at these facilities helps each person to discover his or her special interests and unique talents to help guide their right career path. They also answer questions and provide insight into the processes for exploring and selecting new job and vocational training opportunities.

The REALifelines Advisor is an on-line resource developed to provide veterans and transitioning service members wounded and injured as a result of the War on Terrorism, and their family members, with valuable information and access to contact information for one-on-one employment assistance and resources to facilitate their reintegration back into the civilian workforce. The REALifelines Advisor is located on the Department's elaws Web site at <http://www.dol.gov/elaws/realifelines.htm>.

An invaluable component of the REALifelines program is the connection made to the local Career One-Stop Career Center in the home region to which the service member will return. This connection ensures that those who cannot return to active duty receive case management and other services to assist them to prepare for or re-enter rewarding careers. In addition to assisting wounded and injured veterans, employment services also are available for spouses in families that have suffered an active duty casualty, as well as to family members who have temporarily left their jobs to be with their loved ones during their recovery.

FY 2006

During the early part of the year, the REALifelines program stationed two full-time personnel on-site at the Military OneSource center to facilitate the integration of employment and training services with the other services provided to returning disabled veterans. In September, the

Department of Labor and the State of Alabama hosted the first Summit on Recovery, Rehabilitation and Employment for Wounded & Injured Service Members. Approximately 250 persons attended the Summit and 2,500 viewers watched via Web cast. Twenty-six vendors were present at the State of Technology and Resource Fair exhibiting technology and employment related accommodations.

The Summit highlighted efforts to assure the employment success of returning wounded and injured service members and their families. It showcased the national expansion and outreach efforts of the REALifelines Program as well as the successful and coordinated ways that states, agencies and the Departments of Defense and Veterans Affairs offer assistance to returning service members. The spirit of collaboration and the constructive connections begun at the Summit continued to improve overall employment and training opportunities, as coordinated by the REALifelines Program, for our nation's wounded warriors.

FY 2007

During the year, an experienced national program manager was hired to coordinate and expand the REALifelines program into six major Military Treatment Facilities located throughout the nation. Through this expansion, REALifelines personnel are reestablishing solid working relationships with the U.S. Army Warrior Transition Units and the U.S. Marine Corps Warrior Transition Battalions and improving their overall networking to better serve our injured/wounded service members and their families. Planning for a REALifelines training conference was initiated at the end of the fiscal year and the nation wide event is planned for the second quarter of FY 2008 at the National Veterans Training Institute (NVTI) located in Denver, CO. This conference will bring together all REALifelines staff members and personnel from strategic support agencies in an effort to improve the communications and coordination among individuals implementing various aspects of the REALifelines program. In addition, the REALifelines program continued the process of updating the current MOU between DoD and DOL to improve the program's ability to collect and share data at the Military Treatment Facilities (MTF).

“If you have been wounded or injured serving this nation, real people are going to meet you face-to-face with the personalized help that you may need to recover and to succeed in a career that you love.”

- DOL Secretary Elaine L. Chao, October 4, 2004



PRESIDENT'S NATIONAL HIRE VETERANS COMMITTEE AND THE HIRE VETS FIRST CAMPAIGN

The President's National Hire Veterans Committee

The authorization for the President's National Hire Veterans Committee expired in early FY 2007. During its time, the Committee initiated the Hire Vets First Campaign, an outreach program with the web site www.hirevetsfirst.gov as its cornerstone. VETS continues to use this web site to reach those employers who can and will hire veterans.

The Committee's activities were limited by its originating legislation to three years. They held their final meeting in FY 2007 to review their activities. At that meeting, they also initiated a series of job fairs with private vendors to help bring employers closer to the veterans they seek to hire. During FY 2007, over 40 job fairs were held across the United States by private vendors that were co-branded with *HireVetsFirst*. These co-branded events combined the talents and networks of the local LVERs and DVOPs with outside vendor arranged employers to bring together local veterans and transitioning service members with veteran-friendly employers.

The job fairs frequently generated local news stories about the value of veterans in the workforce, which impacted the broader business community. Similarly, the media has highlighted the gratitude of these service members and veterans when meeting employers who appreciate their training and skills, which makes each veteran grateful for their time spent in uniform.

FY 2006

A key legacy of the Committee's outreach campaign, the HireVetsFirst Web site nearly doubled its Web site traffic by the end of FY 2006. The Web site offers a portal for employers to find veterans and veterans to find employers. The site also provides employment resource information, listing of job fairs nationwide, and highlights examples of veterans in transition.

The Hire Vets First Campaign continued to reach thousands of employers with its powerful message, "hiring veterans is not goodwill, it is good business." During the year, 30 governors issued special HireVetsFirst proclamations further highlighting veterans employment issues.

FY 2007

During FY 2007, the HireVetsFirst campaign continued to provide a national umbrella and brand for veterans' employment initiatives. The first national veterans' employment summit and job fair was held in Norfolk, Virginia on November 9, 2006. Enlisting the assistance of the Society for Human Resource Managers (SHRM) and the Virginia Employment Service, the employer community had a strong positive reaction to the summit and the job fair which attracted over 1,800 service members and veterans.

The HireVetsFirst Web site throughout FY 2007 attracted nearly 1,000 unique visitors a day. In continuing that high level of activity, VETS participated in the National SHRM convention to reach human resource managers from all across America. Also, HireVetsFirst was featured in an special advertising section on veterans employment in the July 11, 2007 edition of Fortune Magazine. These activities continued to contribute to the decreasing unemployment rate among all veterans.

The co-branding of job fairs also continued in FY 2007. Over 45,000 veterans participated in nearly 80 job fairs prior to the end of the fiscal year. Also, planning was started to feature a veterans only job fair blitz coordinated with the 50 state workforce system that was forecast to reach over 100 job fairs with at least one in every state. A national press launch was scheduled for the first month of FY 2008.

THE ADVISORY COMMITTEE ON VETERANS EMPLOYMENT, TRAINING AND EMPLOYER OUTREACH

The Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO) was established pursuant to Title II of the Veterans' Housing Opportunity and Benefits Improvement Act of 2006 (P.L. 109-233) and Title VI of the Veterans Benefits, Health Care and Information Technology Act of 2006 (P.L. 109-461) to replace the Advisory Committee on Veterans Employment & Training (ACVET). The law was amended to reflect new outreach duties assigned to the Assistant Secretary for Veterans' Employment and Training and to change the membership of the committee.

The ACVETEO is responsible for assessing the employment and training needs of veterans and their integration into the workforce and determining the extent to which the programs and activities of the Department of Labor are meeting these needs. The Committee will also assist in carrying out relevant outreach to employers seeking to hire and learn more about veterans' employment opportunities. The law requires the Committee to meet quarterly, and submit an annual report to the Secretary and the Congress with any recommendations for legislation, administrative action, and other action that the Committee considers appropriate.

The ACVETEO must consist of at least 12, but no more than 15, individuals appointed by the Secretary of Labor. These individuals represent veterans' service organizations, business, employment, training, labor, state workforce agencies, the National Governors Association, rehabilitation and ex-officio members representing the Secretaries of Veterans Affairs and Defense, the Director of the Office of Personnel Management, the Assistant Secretary for Veterans Employment and Training, and the Administrator of the Small Business Administration.

FY 2007

The Secretary of Labor appointed 15 members to the ACVETEO in the second quarter of FY2007. The private sector members came from veteran friendly hiring companies such as General Electric, Home Depot, General Motors and Starbucks. 12 of the 15 members are veterans and the Chairman was formerly the head of the state workforce system of Florida.

The first two meetings of the ACVETEO were held on May 15, 2007 and July 31, 2007, respectively. The committee devoted its first two meetings to two of the three major activities of VETS: an overview of the veterans' employment representatives in the various state workforce systems and the transition assistance programs for separating service members. A review of the USERRA program and the ACVETEO's first annual report were scheduled for the early part of FY 2008.

VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E)

The focus on employment assistance for VA Vocational Rehabilitation and Employment (VR&E) disabled veterans continued in FY 2006 and 2007.

VR&E and VETS have been working to implement an updated Memorandum of Agreement (MOA) outlining the process – and responsibility – to work together to maximize the services we both provide on behalf of disabled veterans and their dependents. Consequently, most states and their VR&E counterparts updated as needed their local written agreements.

The ultimate goal in this partnership is successful job placement and adjustment to employment for participants without duplication, fragmentation, or delay in the services provided.

The joint interagency initiatives to increase the employment opportunities and placements of service connected disabled veterans participating in the VA Chapter 31 program continue to improve.

The development and signing of the updated VR&E - VETS MOA provided the impetus to plot a formal course of interagency strategy and action that has and will increase the level of interagency cooperation and coordination on behalf of service connected disabled veterans.

FY 2006

FY 2006 data, as indicated in the chart below, shows the referral, registration and entry into employment for disabled veterans who have completed VR&E and have been referred to State Workforce Agencies (SWA) for intensified employment services. The work groups established under the MOA will continue to monitor. In February 2008 a demonstration project was started to explore how to improve this overall process.

Key Measures of VR&E Performance for FY 2006

Veterans Referred from VA to SWA	Veterans Registered by SWA	Veterans Entered Employment	Average Entry Wage*
6,658	5,801	3,891	\$14.94 per hour

*Not all states report average entry wage. Typically, 48 states report entry wage data.

Much of the interface with the VR&E service is through the workforce investment system. VR&E and VETS continue to work in partnership, along with SWAs, on behalf of VR&E job ready veterans who are referred to and registered with the SWAs for intensive employment services.

Finally, since the MOA was signed, VR&E has conducted several training programs at the NVTI. VETS' national, regional and state staff participated in this training.

VETS and VA/VR&E have established three work groups identified in the new MOA. VETS' participants include one individual from each of VETS' six regions and two individuals from the national office. The work groups had their first meeting during FY 2006. The goal of each work group is to improve the quality of employment services and job placements for veterans with disabilities. Each work group has an established list of roles and responsibilities that will direct their efforts. The work groups have been charged to develop:

- Performance Measures for Assessment of Partnership Program Results;
- A Joint Data Collection System for Reporting and Analysis; and,
- A Curriculum Design for Training VETS, VR&E and State DVOP specialists and LVER staff.

One VETS representative from the national office and two VETS regional representatives participate on each of the three workgroups. VETS also furnishes VR&E with quarterly state data and the final FY roll up data:

- By state and total number of job ready veterans referred from VR&E to local employment office for intensive enrollment assistance;
- By state and total numbers and rates of referred veterans who registered with the local employment offices for services;
- By state and total numbers and rates of registered veterans who entered employment; and
- By average entry hourly wage.

FY 2007

There has been a slight decrease in the number of veterans referred by the VA to the State Workforce Agencies (SWA) for intensified employment services and there has been a slight decrease in the average entry hourly wage. The work groups established under the MOA will be addressing these issues.

Key Measures of VR&E Performance for FY 2007

Veterans Referred from VA to SWA	Veterans Registered by SWA	Veterans Entered Employment	Average Entry Wage*
6,520	5,549	3,662	\$13.64 per hour

*Not all states report average entry wage. Typically, 48 states report entry wage data.

VETS and VR&E know the importance of the joint mission. The relationship and collaboration between VETS and VR&E continues to be strong and mutually supportive.

PRIORITY OF SERVICE

Background

The DOL has a long history of providing priority of service to veterans. Even before the Jobs for Veterans Act (JVA) of 2002, in many states, veterans received priority in job postings, both electronically and in person. Currently, veterans and certain spouses receive priority of service in DOL funded qualified workforce preparation programs (as defined by 38 USC 4215(a)(2)). The term “priority of service” means, with respect to any qualified workforce preparation program, that a covered person shall be given priority over non-veterans for the receipt of employment, training, and placement services provided under that program, notwithstanding any other provision of law. As detailed subsequently in this section, the available data indicate that Department of Labor programs for adults served 1,698,656 veterans among their 14,282,750 job seekers during PY2006.

Implementation of Priority of Service

Priority of service was initiated by the enactment of the JVA of 2002 (Section 2 of P. L. 107-288), and applies to DOL-funded workforce preparation programs. Most of these programs have only general program eligibility requirements and do not target specific participant groups. However, DOL also administers a number of programs that have existing statutory targeting provisions that must be taken into account when applying veterans’ priority. The programs in which veterans receive priority of service include:

Employment and Training Administration (ETA) Programs:

- Wagner-Peyser Funded Programs;
- Trade Act Programs;
- Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth Programs;
- National Emergency Grants;
- Senior Community Service Employment Program;
- Indian/Native American and Migrant/Seasonal Farmworker Programs;
- Community-Based Job Training Grants;
- Workforce Innovation in Regional Economic Development Grants;
- H-1B Technical Skills Training Grants;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and Offender grants under the Youth Offender Initiatives and the Serious and Violent Offender Reentry Initiative;
- ETA’s Electronic Workforce Tools, such as CareerOneStop; and
- Prisoner Re-Entry Initiative.

Other partner Agencies/Offices:

- Job Corps
- The Women’s Bureau Grants and Initiatives;
- Office of Disability Employment Policy Pilot & Demonstration grants; and
- Bureau of International Labor Affairs Grants.

Veterans' Priority Provisions: The JVA (P.L. 107-288) establishes provisions for priority of service to veterans. The purpose is to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any workforce preparation

program directly funded, in whole or in part, by DOL. To obtain priority of service for a specific program, a veteran or eligible spouse must meet the statutory definition of a “covered person” and also must meet any other statutory eligibility requirements applicable to that program. ETA Training and Employment Guidance Letter (TEGL) No. 5-03 (September 16, 2003) provides general guidance on the scope of the veterans’ priority statute and its effect on current employment and training programs. The Veterans Benefits, Health Care and Information Technology Act of 2006 includes a provision requiring the Department of Labor to issue regulations implementing priority of service (38 USC 4215) within two years of enactment of this new statutory requirement.

DOL Strategies for Enhancing Services to Veterans: DOL has made it a departmental priority to develop and implement innovative and enhanced strategies for connecting veterans to good jobs and career opportunities. In addition to implementing the technical features of the JVA, these strategies promote overall systemic change in how the workforce system serves veterans. The “Key to Career Success” campaign, sponsored by ETA, was introduced in 2006 to galvanize the workforce system’s energy and desire to serve veterans. The campaign also provides promising practices and suggested service delivery strategies to ensure that veterans have access to the full array of resources available. Most importantly, the campaign is designed to bring more veteran customers to the 3,200 One-Stop Career Centers throughout the country.

Another campaign component is a tool kit for One-Stop Career Center staff serving veterans and other priority eligible persons. The tool kit includes a 15-page Resource Guide that details resources and policies on serving veterans and military service members. Also included are posters, table tents, and stickers as outreach material to promote the Key to Career Success campaign. The toolkit is also available and updated online on the Key to Career Success Transition Portal, <http://www.careeronestop.org/militarytransition>. The portal features a variety of resources to assist workforce professionals in connecting veterans with career planning, training, and job search to help smooth veterans’ transition to civilian life.

By connecting over 1.3 million veterans (135,504 disabled) to the workforce investment system, One-Stop Career Centers are helping to provide the support veterans need to be successful and competitive in the 21st century workforce. Building on this success, DOL continues to strive to increase veterans’ awareness of, access to, and use of the One-Stop service delivery system.

The CareerOneStop Web site (www.careeronestop.org) is an integrated suite of national Web sites that help businesses, job seekers, students, and workforce professionals find employment and career resources. CareerOneStop, sponsored by the Department of Labor, includes the following Web pages and related sites:

- America’s Career Info Net – a site that offers access to a wide array of current and accurate career and labor market information;
- America’s Service Locator – a tool that directs citizens to available workforce services and location information at the Federal, state and local level;
- O*Net Online – a site that provides detailed information on occupational characteristics and skill requirements; and
- Career Voyages – a site that provides information on high growth, high demand occupations along with the skills and education needed to attain those jobs.

Memorandum of Understanding (MOU) on Recruitment and Retention: DOL has implemented a joint MOU with DoD and identified 16 priorities in the areas of military recruitment, retention, and re-entry into the civilian workforce. Collaborative efforts to improve the quality of life for service members, their families and the American labor force as a whole are the focus. One of the most important outcomes of the MOU has been the development of a framework for collaboration between DoD, the military branches, and DOL. This framework for collaboration has enabled leveraging a wide array of existing resources in new ways as well as the ability to create new approaches to service delivery on behalf of veterans.

Demand-Driven Workforce Solutions for Veterans: ETA and VETS have focused on ensuring that veterans are considered a valuable pipeline of talent across high-growth industry sectors for a number of years. Recognizing the skills transferability and work ethic of veterans, employers are anxious to hire veterans. Through building partnerships with industry, ETA and VETS continue to work collaboratively to identify workforce solutions to more effectively help veterans make the connection with businesses and to help them gain the right skills, competencies, and credentials to be successful in the civilian workforce. For example, DoD and DOL's ETA and VETS have partnered and established a Credentialing Working Group to help ensure the translation of military credentials to civilian credentials and the portability of certifications.

The Credentialing Working Group has developed a charter. Its mission is to:

1. Create career pathways from military training, job experience and testing to civilian job equivalent certification and licensure;
2. Expand the current certification and licensure information and assistance resources within DoD and DOL;
3. Promote uniformity/reciprocity across the states with regard to certification and licensing to facilitate civilian employment for military members, all separating service members, and military spouses;
4. Identify those training and education practices of the military services that foster military occupational specialties (MOS) training programs that align with civilian credentials; and
5. Document and share identified promising practices.

As an additional resource, ETA has established the Workforce Credentials Information Center, on the CareerOneStop.org Web site. The Center provides information on licenses, certifications, apprenticeship programs and educational degrees and training. It also includes information on matching military experience with civilian opportunities, and links to several military resources.

ETA's Business Relations Group (BRG) works in collaboration with VETS to help employers develop veteran-friendly employment strategies. BRG also works to help capture innovative approaches that employers have to attract, hire, train and retain this viable labor pool and share this information with stakeholders.

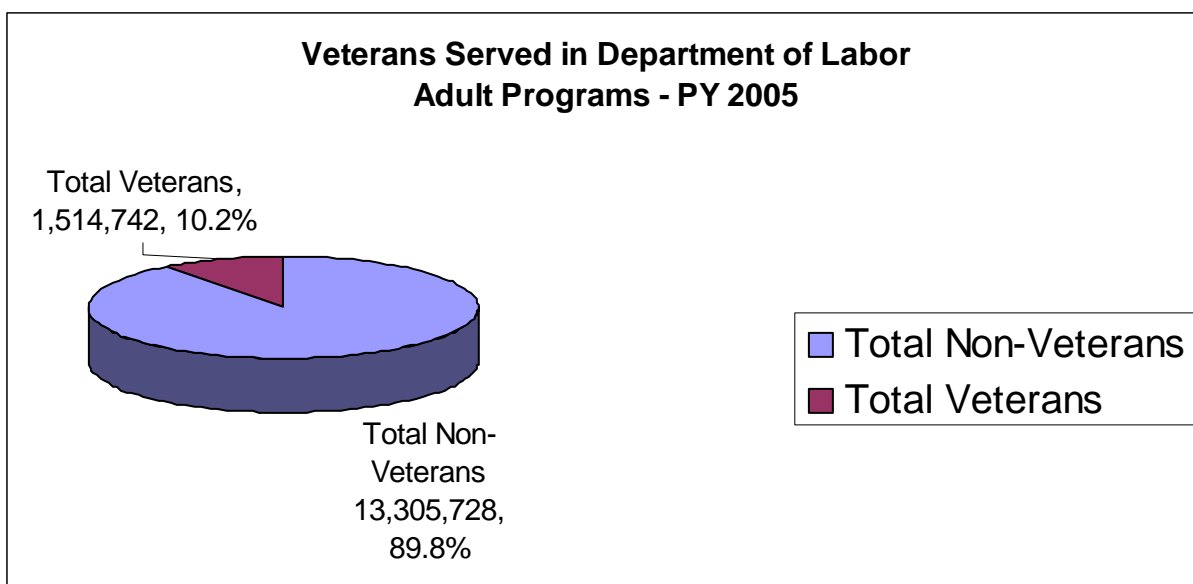
One-Stop Services for Veterans with Disabilities: The One-Stop Career Center system has become increasingly accessible to all individuals with disabilities through initiatives such as the Disability Program Navigator, Work Incentive Grants, and the issuance of a Disability Checklist under Section 188 of the Workforce Investment Act. Over 135,000 individuals served at One-Stop Career Centers in PY 2005 identified themselves as disabled veterans.

Coordination with Faith-Based and Community Initiatives: The DOL Center for Faith-Based and Community Initiatives (CFBCI) works with grant-making agencies to develop innovative programs to foster partnerships between DOL-funded programs and faith-based and community organizations (FBCO). This cooperation is evident in ETA grants for Grassroots FBCO non-profits and grants for Workforce Investment Boards (WIBs) partnering with local FBCOs, and VETS' Homeless Veterans' Reintegration Program (HVRP) grants for intermediaries. In each case, CFBCI plays a policy guidance role, while ETA and VETS are responsible for competing and administering the grant programs. The same roles also exist in CFBCI's work with The Bureau of International Labor Affairs, Occupational and Health Administration, and Office of Disability and Employment Policy. Accordingly, the monitoring of compliance with the Veterans' Priority of Service requirement is the responsibility of the DOL agency that administers grants, while the responsibility for application of the requirement is the responsibility of the participating grantees, which may include FBCOs. In order to provide support and assistance in this area to ETA and to the grantees responsible for implementing the Grassroots and WIB programs, CFBCI collaborated with ETA to design an online reporting system that captures demographic data on the veterans that each Grassroots and WIB grantee is serving.

Veterans' Program Participation Rates: The JVA requires the Secretary of Labor to evaluate whether covered persons are receiving priority of service and are being fully served by qualified job training programs, and whether the participation of veterans in such programs is in proportion to the rate of representation of veterans in the civilian labor force, including within groups that the Secretary may designate for priority under such programs, if any.

The Veterans' Program Participation Rate for PY 2005

Data for PY 2005, as displayed in the pie chart below, indicate that: a) adult employment and training programs subject to veterans' priority of service provisions (38 U.S.C. § 4215) served 1,514,742 veterans among their 14,820,470 participants and exiters; and, b) the participation rate for veterans in these DOL-funded adult programs was 10.2 %. During PY 2005, veterans' rate of representation in the adult (i.e., 20 years of age and over) civilian labor force was 9.1 %. Therefore, the participation rate of veterans in DOL's adult workforce preparation programs for PY 2006 was somewhat higher than veterans' rate of representation in the adult civilian labor force during the same time period.



PY 2005 DOL/ETA ADULT PROGRAMS:	Number of Veteran Participants/ Exiters*	Veterans' Participation Rate in DOL Program	Veterans' Rate of Representation in the Adult Civilian Labor Force – PY 2005
Public Labor Exchange/Wagner Peyser Program	1,324,515	10.0%	9.1%
WIA Adults*	16,312	6.5%	
WIA Dislocated Workers*	19,172	8.0%	
Senior Community Services Employment Program – Ages 55+ (veterans and eligible spouses)	13,676	14.7%	
America's Job Bank (terminated July 1, 2007)	127,225	15.2%	
National Emergency Grants*	4,965	6.1%	
Trade Act Program*	7,511	14.5%	
H-1B Skills Grants	643	11.6%	
Indian and Native American Program*	422	3.4%	
National Farmworker Jobs Program – Adult*	301	2.4%	
Total Veterans/Overall Participation Rate	1,514,742	10.2%	

Source: Employment and Training Administration Reports; most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. The data for PY programs is for the quarter ending 06/30/2006

*The WIA Adult and Dislocated Workers Programs, the Trade Act Program, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program use total exiters in the calculation.

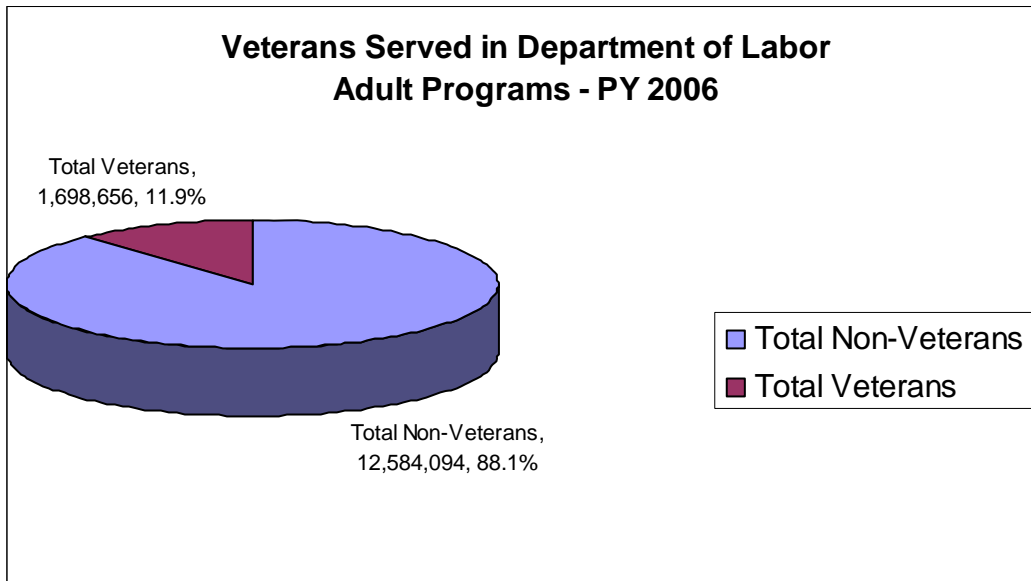
The table above breaks out the participation of veterans for PY 2005 according to the specific workforce development programs in which they participated. The overwhelming majority of the veterans served (89 %) participated in programs operating within the context of the public labor exchange, including those served by DVOP specialists and LVER staff supported by VETS' Jobs for Veterans State Grants. Among the remaining programs, the highest veterans' program participation rates were achieved by the America's Job Bank, Senior Community Services Employment, Trade Act, and H-1 B Skills Grants programs.

Correction of the Veterans' Program Participation Rate for PY 2004

In conjunction with preparing the FY 2006-2007 Annual Report, the Department reviewed the veterans' program participation rate that was included in the FY 2005 Annual Report. Based on that review it was discovered that, while the numbers of veterans served and the veterans' participation rates reported for each program are correct, there was a calculation error in compiling the overall veterans' program participation rate across those programs. Specifically, the FY 2005 Annual Report indicated that the overall veterans' program participation rate in Department of Labor programs during PY 2004 was 8.4%. In fact, the correct veterans' program participation rate during that time period was 9.6%. This veterans' rate of participation in Department of Labor programs compares favorably with the 9.4% rate of representation of veterans in the civilian labor force during PY 2004.

The Veterans' Program Participation Rate for PY 2006

Data for PY 2006, as displayed in the pie chart below, indicate that: a) adult employment and training programs subject to veterans' priority of service provisions (38 U.S.C. § 4215) served 1,698,656 veterans among their 14,282,750 participants and exiters; and, b) the participation rate for veterans in these DOL-funded adult programs was 11.9%. During PY 2006, veterans' rate of representation in the adult (i.e., 20 years of age and over) civilian labor force was 8.7%. Therefore, the participation rate of veterans in DOL's adult workforce preparation programs for PY 2006 was considerably higher than veterans' rate of representation in the adult civilian labor force during the same time period.



The table below breaks out the participation of veterans for PY 2006 according to the specific workforce development programs in which they participated. The overwhelming majority of the veterans served (89%) participated in programs operating within the context of the public labor exchange, including those veterans who were served by DVOP specialists and LVER staff supported by VETS' Jobs for Veterans State Grants. Among the remaining programs, the highest veterans' program participation rates were achieved by the WIA Adult, Trade Act, America's Job Bank and Senior Community Services Employment Programs.

PY 2006 DOL/ETA ADULT PROGRAMS:	Number of Veteran Participants/ Exiters	Veterans' Participation Rate in DOL Program	Veterans' Rate of Representation in the Adult Civilian Labor Force – PY 2006
Public Labor Exchange/Wagner Peyser Program	1,515,303	11.9%	8.7%
WIA Adults*	36,175	14.5%	
WIA Dislocated Workers*	16,930	8.6%	
Senior Community Services Employment Program – Ages 55+ (veterans and eligible spouses)	11,831	13.7%	
America's Job Bank **	107,169	14.4%	
National Emergency Grants*	4,166	6.3%	
Trade Act Program*	6,410	14.5%	
H-1B Skills Grants	204	4.6%	
Indian and Native American Program*	100	1.9%	
National Farmworker Jobs Program – Adult*	368	2.8%	
Total Veterans/Overall Participation Rate	1,698,656	11.9%	

Source: Employment and Training Administration Reports; most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. The data for PY programs is for the quarter ending 06/30/2007

*The WIA Adult and Dislocated Workers Programs, the Trade Act Program, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters and not participants.

**America's Job Bank was being phased out at the end of PY 2006 and thus there was some drop in the overall numbers. However, the proportion of veterans served remained high.

SUMMARY

DOL is pleased to report that the implementation to date of the priority of service for veterans, in accordance with the JVA, has been successful. Currently the Department has the ability to capture data on services veterans receive, but has no structural way, in the highly devolved workforce investment system, to capture detailed data on how the priority of service provision is actually applied. DOL monitors the implementation of priority of service using ETA's Core Monitoring Guide—a tool for ETA staff to gauge, during on-site examinations, the readiness and capacity of the grantee to operate the grant.

ETA also used the WIA State Planning process as a tool to ensure that states are developing strategies for implementation of priority provisions. In Section IX. Service Delivery, C. Adults and Dislocated Workers, 5. Priority of Service of the WIA Planning Guidance 2007, states were required to outline their policies and strategies to ensure that, pursuant to the JVA (Pub. L. 107-288) (38 U.S.C. 4215), priority of service is provided to veterans and certain spouses who otherwise meet the eligibility requirements for all employment and training programs funded by the U.S. Department of Labor. To further assist in the application of priority of service, DOL is currently developing regulations pursuant to the statutory requirement (Section 605 of P. L. 109-461) and is also developing a protocol for implementation at the local level.

The Department has adopted strategies for evaluating the priority of service provision in greater depth and has developed an evaluation strategy. The study is an action item ETA identified in response to the recommendations the Government Accountability Office (GAO) made in report number GAO-06-176 to improve accountability and help states integrate veteran services in One-Stop Career Centers. During FY 2007, the Department took a key step in implementing that evaluation strategy by awarding a contract to Capital Research Corporation (with a subcontract to the Johns Hopkins Institute for Policy Studies) to conduct an independent assessment of the influence of key factors related to priority of service. The project tasks and activities conducted under this study focus on assessing the extent to which the priority of service requirements under JVA are being met by the workforce investment system, with a particular focus on implementation of priority of service at the state and local levels. The project tasks and activities will focus on: (a) One-Stop Career Centers; (b) WIA, ES, and VETS programs; and, (c) an analysis of characteristics of veterans served, service mix, and outcomes using WIA and ES data. Site visits are scheduled to be completed by mid-June. The final report is expected to be issued during the first quarter of FY 2009. Subsequently, during FY 2009, it is anticipated that the study will also involve a large-scale telephone survey of veterans to assess customer experiences and satisfaction regarding priority of service. This comprehensive approach will provide the data required to determine the extent to which DOL workforce preparation programs are providing priority of service as required by the JVA.

The Department will continue to highlight the requirement for priority of service and to implement overall strategies that support veterans moving successfully into employment. DOL also will continue to explore methods of capturing the outcomes of these efforts.

APPENDIX A

GLOSSARY OF TERMS

Campaign Badge Veterans

Count of registered job seekers who are campaign badge veterans.

The registered job seeker is a campaign badge veteran if the individual is a veteran who served on active duty in the U.S. Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized.

Case Management

Count of registered job seekers who are veterans assigned a case manager who received career guidance, referral to supportive services, job development contacts, referral to jobs, referral to training, or any combination of those services.

Disabled Veterans

Count of registered job seekers who are disabled veterans.

A disabled veteran is a veteran who is entitled to compensation regardless of rating (including those rated at 0% disabled); or who but for the receipt of military retirement pay would be entitled to compensation, under laws administered by the Department of Veterans Affairs; or was discharged or released from active duty because of a service-connected disability.

A veteran rate of 0% for disability is a service-connected disabled veteran who is entitled to compensation (the law does not require receipt of compensation) whether or not he/she receives monetary benefits or compensation. 0% rated disabled veterans may be reevaluated at a later date to 10% or more.

Entered Employment

Count of registered veterans and eligible persons, who, in the first or second quarter following the registration quarter, earned wages from a new or different employer than that from which the registered veteran and eligible person earned wages in the quarter prior to registration.

Placed in Federal Job

Count of registered job seekers who are veterans placed in a job opening filed with a placement office by a department or agency or other entity.

Placed in Federal Training

Count of registered job seekers who are veterans verified to have entered any Federal Training program supported by the Federal government such as WIA, Job Corps, etc. This does not include placements in DVA-OJT.

Recently Separated Veterans

Count of registered job seekers who are within 36 months of separation from active U.S. military service (except for purposes of VWIP eligibility, which includes individuals who apply for services within 48 months of separation).

Referred to Employment

Count of all registered job seekers who were referred to employment.

A referral to employment is:

- (a) the act of bringing to the attention of an employer and job seeker or group of registered job seekers who are available for a job; and
- (b) the record of such a referral. It means the same as “referral to a job”.

Referred to Federal Job

Count of registered job seekers who are veterans referred to a job opening filed with a placement office by a department or agency of the Federal government or other entity.

Referred to Federally Funded Training

Count of registered job seekers who are veterans referred to any in Federal training or training program supported by the Federal Government, such as WIA funded projects, TAA, NAFTA, and Job Corps. This does not include DVA-OJT.

Retained Employment at Six Months

Count of registered veterans and eligible persons age 19 and older at the time of registration who earned wages in the second quarter following the quarter in which they entered employment.

Special Disabled Veterans

Count of registered job seekers who are special disabled veterans.

A special disabled veteran is a veteran who:

- (a) is entitled to compensation (or who, but for the receipt of military retirement pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs (DVA) for a disability.
 - (i) rated at 30 % or more disabled; or
 - (ii) rated at 10 or 20 % disabled in the case of a veteran who has been determined by DVA to have a serious employment handicap; or
- (b) a person who was discharged or released from active duty because of a service-connected disability.

“Special Disabled” is also included in the count of “Disabled”.

Staff Assisted Services

Count of registered job seekers who have received staff-assisted services during the current registration year. Staff-assisted services include:

- (a) referral to a job;
- (b) placement in training;
- (c) reemployment services;
- (d) assessment services, including an assessment interview, testing, counseling, or employability planning;
- (e) case management;
- (f) career guidance;
- (g) job search activities;
- (h) job development contacts;
- (i) Federal bonding program;
- (j) tax credit eligibility determination;
- (k) referral to other services, including skills training, educational services, and supportive services; or
- (l) any other service requiring significant expenditures of staff time.

Application taking/registration and the use of self-service or facilitated self-help services are not included as staff-assisted services.

Transitioning Service Members

Count of registered job seekers who are in active duty status (including separation leave) who register for employment services and are within 24 months of retirement or 12 months of separation.

Veterans and Eligible Persons

Count of registered job seekers who are veterans or eligible persons.

A veteran is an individual who served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge or was discharged or released because of a service connected disability; or as a member of a reserve component under an order to active duty pursuant to section 672 (a), (d), or 673 (a) of Title 10 U.S.C. served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.

An eligible person is one who is:

- a) the spouse of any person who died on active duty or of a service-connected disability; or
- b) the spouse of any member of the Armed Forces serving on active duty who at the time of application for assistance under this part, is listed, pursuant to 38 U.S.C. 101 and the regulations issued there under, by the Secretary concerned, in one or more of the following categories and has been so listed for more than 90 days:
 - (i) missing in action
 - (ii) captured in the line of duty by a hostile force, or
 - (iii) forcibly detained or interned in the line of duty by a foreign government or power; or
- c) the spouse of any person who has a total disability permanent in nature resulting from a service-connected disability or the spouse of a veteran who died while a disability so evaluated was in existence.

APPENDIX B

DETAILED TABULATIONS FOR PY 2006*

Attachment 1	Veteran Participants by State
Attachment 2	Veterans Who Received Staff-Assisted Services by State
Attachment 3	Veterans Who Entered Employment by State
Attachment 4	Veterans Who Retained Employment for 60 Days by State
Attachment 5	Veterans Who Received Intensive Services by State
Attachment 6	Veterans Who Were Referred to Employment by State
Attachment 7	Veterans Who Were Referred to Federal Training by State
Attachment 8	Veterans Who Were Placed in Federal Training by State
Attachment 9	Veterans Who Were Referred to Federal Jobs by State
Attachment 10	Veterans Who Entered into Federal Jobs by State

*Report with all Attachments available on-line at VETS web site at:

http://www.dol.gov/vets/media/FY2006-2007_Annual_Report_To_Congress.pdf

ETA 9002 Report
Veterans Participants by State
For All Veterans' and Age Groups

Program Year 2006

Attachment 1

Attachment 1

VETERAN PARTICIPANTS

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	22,070	3,380	50	3,823	3,675	591	12,818	5,930	3,314
Alaska	10,838	1,079	593	1,310	3,877	404	5,708	2,959	2,171
Arizona	15,307	1,965	675	1,834	4,069	1,870	6,864	4,212	4,230
Arkansas	13,358	1,652	87	2,255	1,780	504	7,500	3,439	2,407
California	109,855	11,191	5,185	18,162	48,694	4,725	54,364	28,051	27,357
Colorado	33,985	5,085	1,153	4,629	13,668	1,318	16,074	9,365	8,533
Connecticut	6,904	495	262	674	1,596	288	2,812	1,885	2,198
Delaware	3,651	466	207	504	1,965	244	1,504	1,066	1,079
District of Columbia	2,317	352	171	324	997	38	956	844	517
Florida	74,925	11,414	3,636	9,297	29,021	2,665	37,138	19,878	17,887
Georgia	58,861	5,926	2,600	12,964	20,387	0	32,154	16,174	10,512
Hawaii	4,034	723	232	1,358	1,462	440	2,281	924	828
Idaho	17,444	2,765	1,125	3,296	10,274	536	8,512	4,334	4,593
Illinois	48,836	7,027	2,855	12,632	908	1,462	20,805	10,138	9,156
Indiana	41,372	3,407	1,531	1,050	12,927	27	20,825	11,309	9,196
Iowa	15,748	1,781	889	2,951	4,641	478	8,638	3,950	3,140
Kansas	9,481	1,299	38	1,458	1,916	1,042	5,006	2,571	1,899
Kentucky	25,714	3,710	875	5,121	3,516	353	13,510	6,449	5,612
Louisiana	16,224	2,514	522	2,995	4,601	1,218	9,749	3,590	2,882
Maine	7,180	952	459	814	2,575	129	3,072	2,076	2,032
Maryland	11,818	1,304	1,072	2,271	3,644	290	5,583	3,618	2,615
Massachusetts	11,429	1,950	469	1,690	3,507	11	3,930	3,118	4,378
Michigan	44,732	3,929	1,620	5,390	9,929	277	19,902	11,707	13,121
Minnesota	11,431	832	113	322	590	37	3,986	2,760	3,473
Mississippi	16,776	1,390	594	4,707	4,672	11	9,897	4,196	2,679
Missouri	17,228	2,066	935	1,859	3,897	113	7,385	5,785	4,058
Montana	14,114	2,358	1,143	1,703	5,242	5,112	7,813	3,343	2,949
Nebraska	7,470	1,011	448	1,395	2,954	185	3,564	2,050	1,849
Nevada	9,145	1,161	420	1,182	1,265	146	3,462	2,813	2,799
New Hampshire	5,436	837	721	569	1,065	44	1,846	1,636	1,954
New Jersey	23,796	2,504	710	2,935	3,488	604	8,021	5,992	9,173
New Mexico	8,504	1,376	540	1,247	4,179	260	3,815	2,509	2,180
New York	44,987	4,975	1,733	6,916	4,154	1,766	18,975	10,955	14,793
North Carolina	82,050	4,491	2,339	7,631	23,273	654	42,540	23,023	16,482
North Dakota	4,389	327	247	3,864	493	503	2,454	1,053	880
Ohio	60,668	5,466	3,640	4,762	10,894	124	31,923	15,656	13,048
Oklahoma	16,035	2,736	72	2,858	2,772	485	8,530	4,092	3,406
Oregon	33,615	4,452	1,931	4,207	9,981	1,025	14,843	9,220	9,527
Pennsylvania	27,774	2,002	895	2,530	6,339	181	12,764	7,948	7,062
Puerto Rico	4,452	302	129	1,140	581	2,448	2,492	1,048	912
Rhode Island	1,911	264	89	242	273	19	622	507	780
South Carolina	37,417	4,580	1,450	8,208	12,771	2	18,787	10,493	8,127
South Dakota	4,422	709	390	662	702	27	2,148	1,309	965
Tennessee	34,273	4,077	1,924	5,126	17,727	512	16,659	9,615	7,988
Texas	163,403	5,207	2,517	35,937	83,272	5,719	83,674	37,013	31,865
Utah	9,706	1,283	549	2,135	2,224	1,565	5,420	2,188	2,069
Vermont	1,353	177	9	164	292	16	541	416	396
Virginia	37,582	5,353	2,136	8,965	7,729	272	20,116	10,166	7,298
Virgin Islands	123	13	6	39	20	0	73	26	23
Washington	29,090	4,293	2,389	5,130	5,573	752	13,137	8,310	7,633
West Virginia	12,443	1,125	553	1,943	4,297	89	6,781	3,030	2,632
Wisconsin	11,258	1,839	803	1,292	3,502	82	5,203	3,386	2,663
Wyoming	8,170	1,513	315	849	2,397	470	3,958	2,146	2,066
National Total	1,323,034	139,705	55,996	213,498	412,572	41,542	648,316	344,341	308,072

NDA = No Data Available

ETA 9002 Report
Veterans Who Received Staff Assisted Services by State
For All Veterans' and Age Groups

Program Year 2006

Attachment 2

Attachment 2

VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	18,091	2,655	40	3,025	2,949	273	10,310	4,998	2,777
Alaska	6,325	622	350	779	2,224	245	3,335	1,749	1,241
Arizona	14,081	1,811	614	1,715	3,826	1,815	6,394	3,839	3,847
Arkansas	12,255	1,510	81	2,068	1,607	467	6,893	3,166	2,186
California	28,628	3,218	1,616	5,340	14,074	259	12,540	8,239	7,832
Colorado	33,985	5,085	1,153	4,629	13,668	1,318	16,074	9,365	8,533
Connecticut	3,129	343	203	413	1,040	123	1,345	854	923
Delaware	2,924	388	169	371	1,571	179	1,190	854	878
District of Columbia	1,504	283	135	217	597	29	576	611	317
Florida	67,862	10,459	3,305	8,669	26,180	1,943	33,388	18,137	16,317
Georgia	57,672	5,840	2,560	12,824	20,003	0	31,602	15,792	10,257
Hawaii	3,783	665	207	1,288	1,395	347	2,152	860	770
Idaho	17,443	2,764	1,125	3,296	10,273	536	8,512	4,334	4,592
Illinois	38,495	5,756	2,382	9,869	674	1,424	16,236	8,266	7,361
Indiana	32,491	2,973	1,321	957	10,151	23	15,984	9,086	7,404
Iowa	15,737	1,780	889	2,948	4,636	477	8,632	3,946	3,139
Kansas	9,298	1,274	37	1,422	1,865	1,038	4,928	2,509	1,856
Kentucky	24,362	3,570	846	4,928	3,387	351	12,896	6,122	5,202
Louisiana	14,311	2,183	463	2,670	4,160	1,154	8,616	3,177	2,515
Maine	4,736	672	314	607	1,721	89	2,092	1,404	1,240
Maryland	10,053	1,229	1,015	1,905	3,456	281	4,637	3,118	2,298
Massachusetts	11,153	1,916	466	1,654	3,410	11	3,824	3,046	4,280
Michigan	43,934	3,839	1,589	5,321	9,756	272	19,550	11,487	12,895
Minnesota	11,431	832	113	322	590	37	3,986	2,760	3,473
Mississippi	16,772	1,390	594	4,704	4,671	11	9,895	4,195	2,678
Missouri	14,662	1,769	797	1,551	3,289	95	6,293	5,062	3,307
Montana	10,290	1,749	853	1,247	3,734	3,571	5,644	2,484	2,156
Nebraska	7,364	997	446	1,377	2,914	185	3,515	2,021	1,821
Nevada	9,109	1,157	418	1,178	1,258	146	3,451	2,802	2,785
New Hampshire	4,600	693	596	463	898	19	1,516	1,404	1,680
New Jersey	23,585	2,496	709	2,920	3,465	603	7,937	5,913	9,126
New Mexico	7,455	1,173	463	1,077	3,757	157	3,290	2,228	1,937
New York	42,313	4,705	1,645	6,640	3,998	1,763	17,875	10,188	13,996
North Carolina	82,050	4,491	2,339	7,631	23,273	654	42,540	23,023	16,482
North Dakota	1,999	169	131	1,602	262	445	1,209	449	339
Ohio	41,149	3,545	2,381	3,311	7,466	47	21,074	10,941	9,108
Oklahoma	11,771	2,052	54	2,134	2,126	301	6,192	3,050	2,525
Oregon	26,240	3,589	1,562	3,177	7,840	771	11,008	7,388	7,830
Pennsylvania	24,356	1,748	775	2,300	5,724	135	11,225	6,944	6,187
Puerto Rico	1,534	163	66	542	387	581	810	390	334
Rhode Island	1,867	263	88	240	269	19	604	495	766
South Carolina	37,401	4,576	1,449	8,206	12,768	2	18,781	10,488	8,122
South Dakota	3,786	605	336	551	600	20	1,806	1,119	861
Tennessee	34,062	4,054	1,913	5,091	17,634	511	16,537	9,561	7,953
Texas	143,022	4,755	2,311	30,378	73,024	2,423	71,982	33,203	28,921
Utah	6,906	866	362	1,348	1,608	1,345	3,799	1,583	1,506
Vermont	1,269	166	8	158	269	13	514	388	367
Virginia	37,551	5,350	2,135	8,959	7,728	272	20,100	10,157	7,292
Virgin Islands	122	13	6	38	20	0	72	26	23
Washington	29,090	4,293	2,389	5,130	5,573	752	13,137	8,310	7,633
West Virginia	7,489	715	359	1,230	2,613	60	4,090	1,858	1,541
Wisconsin	6,574	1,257	576	926	2,300	78	2,911	1,972	1,689
Wyoming	7,444	1,382	282	790	2,193	433	3,592	1,968	1,884
National Total	1,107,424	119,193	46,996	179,111	341,925	27,830	536,781	292,331	260,205

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Employment by State
For All Veterans' and Age Groups

Program Year 2006

Attachment 3

VETERANS WHO ENTERED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE			TRANSITIONING SERVICE MEMBERS
						18-44	45-54	55 +	
						EE	EE	EE	
Alabama	10,212	1,306	21	2,042	1,570	6,074	2,536	1,311	288
Alaska	2,988	99	46	134	376	1,549	771	556	111
Arizona	5,435	593	204	738	1,226	2,191	1,554	1,626	63
Arkansas	5,573	614	26	928	718	3,257	1,351	919	42
California	34,755	2,980	1,266	5,063	15,791	16,636	8,979	8,280	846
Colorado	9,977	1,245	372	1,261	4,098	4,715	2,830	2,358	67
Connecticut	3,120	157	74	369	812	1,228	782	901	208
Delaware	1,605	168	74	232	830	670	458	373	103
District of Columbia	842	137	69	122	350	397	293	143	9
Florida	31,674	4,398	1,443	3,537	11,609	16,312	8,321	6,869	148
Georgia	26,958	2,617	1,102	5,153	8,441	15,751	7,235	3,956	0
Hawaii	2,732	230	78	666	528	992	372	260	1,103
Idaho	6,590	881	350	1,271	3,891	3,201	1,562	1,703	120
Illinois	21,766	2,538	912	5,037	340	9,673	4,406	4,179	518
Indiana	16,703	1,108	433	2,735	4,787	9,226	4,297	3,122	19
Iowa	5,660	571	213	1,305	1,541	2,967	1,327	1,151	209
Kansas	6,407	762	18	1,228	1,278	2,970	1,491	1,038	906
Kentucky	13,770	1,533	352	2,674	1,691	7,542	3,486	2,561	128
Louisiana	2,760	440	87	624	714	1,631	646	447	36
Maine	1,093	158	74	161	419	539	309	226	19
Maryland	4,939	413	328	1,195	1,102	2,516	1,318	831	273
Massachusetts	4,578	600	135	639	1,327	1,658	1,310	1,604	6
Michigan	17,862	1,368	462	2,250	3,855	8,932	4,492	4,387	51
Minnesota	2,807	203	22	88	145	1,034	788	736	11
Mississippi	7,914	555	218	2,153	2,071	4,773	1,926	1,213	1
Missouri	9,332	930	384	1,083	2,141	4,349	2,858	2,084	40
Montana	5,271	669	297	677	1,539	2,234	1,080	882	1,075
Nebraska	2,856	326	142	528	1,093	1,440	779	605	28
Nevada	5,352	619	216	729	702	2,210	1,594	1,484	42
New Hampshire	2,707	336	300	304	480	998	788	913	8
New Jersey	10,961	949	254	1,485	1,482	4,283	2,782	3,616	217
New Mexico	2,944	364	148	466	1,425	1,419	853	639	33
New York	22,655	2,528	827	4,000	1,834	10,085	5,293	6,137	1,051
North Carolina	36,306	1,706	845	2,647	9,377	20,052	9,721	6,243	288
North Dakota	1,775	96	62	1,687	212	965	424	354	32
Ohio	17,622	1,881	1,273	1,136	3,661	10,691	4,426	2,457	10
Oklahoma	8,201	1,228	31	1,757	1,290	4,492	2,013	1,394	300
Oregon	13,915	1,230	517	1,860	4,671	6,368	3,677	3,384	485
Pennsylvania	10,870	593	259	1,015	2,143	5,152	3,055	2,589	74
Puerto Rico	486	11	5	76	43	281	59	45	101
Rhode Island	1,084	98	38	125	103	321	327	433	3
South Carolina	19,034	2,220	600	4,223	6,301	10,655	5,073	3,300	0
South Dakota	1,865	222	112	343	305	990	527	344	4
Tennessee	16,655	1,992	894	2,120	8,228	8,708	4,509	3,263	172
Texas	58,113	1,267	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	6,406	768	279	1,284	1,629	3,049	1,591	1,418	343
Vermont	500	55	3	82	119	241	145	110	4
Virginia	16,979	2,446	746	4,514	2,354	9,537	4,612	2,761	65
Virgin Islands	51	4	1	12	3	36	7	7	-
Washington	19,354	2,264	1,248	3,536	3,165	9,163	5,216	4,189	763
West Virginia	2,740	212	99	603	919	1,666	620	431	23
Wisconsin	3,727	558	242	502	1,150	1,844	1,069	808	4
Wyoming	1,842	310	53	248	462	855	484	427	76
National Total	548,323	51,556	18,254	78,647	126,341	248,518	126,422	101,067	10,526

NDA = No Data Available

ETA 9002 Report

Veterans Who Retained Employment at Six Months by State

For All Veterans' and Age Groups

Program Year 2006

Attachment 4

VETERANS WHO RETAINED EMPLOYMENT

(Data obtained from ETA 9002 D for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs ER	DISABLED VETERANS ER	SPECIAL DISABLED VETERANS ER	RECENTLY SEPARATED VETERANS ER	CAMPAIGN BADGE VETERANS ER	VETERANS AND ELIGIBLE			TRANSITIONING SERVICE MEMBERS ER
						18-44	45-54	55 +	
						ER	ER	ER	
Alabama	13,150	1,456	19	2,404	1,972	7,893	3,318	1,756	181
Alaska	3,336	84	36	35	118	1,707	939	611	77
Arizona	6,650	582	204	1,159	736	2,994	1,852	1,681	123
Arkansas	5,269	503	25	841	635	3,111	1,241	777	132
California	42,974	4,277	1,865	4,529	18,528	21,925	10,997	9,172	863
Colorado	11,739	1,424	401	1,381	4,712	5,952	3,258	2,456	67
Connecticut	2,159	119	61	310	569	901	581	551	125
Delaware	1,634	223	99	253	900	722	476	358	78
District of Columbia	541	89	51	101	160	280	188	66	7
Florida	35,835	4,960	1,671	4,227	11,933	19,581	9,120	6,967	142
Georgia	27,722	2,773	1,138	5,186	8,389	16,443	7,263	3,997	0
Hawaii	3,154	244	101	574	440	969	419	342	1,417
Idaho	9,780	1,206	491	1,595	5,298	4,915	2,488	2,164	208
Illinois	25,818	2,992	1,056	5,681	369	11,819	5,151	4,631	384
Indiana	23,575	1,581	633	3,433	6,910	13,327	6,060	4,114	30
Iowa	8,605	1,061	279	3,643	2,154	4,801	2,145	1,508	138
Kansas	7,307	820	19	1,282	1,293	3,259	1,642	1,058	1,342
Kentucky	14,810	1,717	352	2,656	1,981	8,455	3,674	2,516	76
Louisiana	3,808	631	116	1,022	841	2,481	875	437	15
Maine	1,055	130	58	134	421	516	303	219	17
Maryland	5,003	452	373	1,324	882	2,645	1,301	774	282
Massachusetts	4,142	530	138	560	1,203	1,565	1,163	1,409	5
Michigan	16,598	1,339	440	1,964	3,484	8,610	4,293	3,666	26
Minnesota	6,982	486	47	184	384	2,717	1,930	1,879	14
Mississippi	2,090	149	57	625	498	1,423	450	216	0
Missouri	10,407	1,157	467	1,243	2,419	5,188	3,038	2,087	92
Montana	6,888	1,010	419	763	2,010	3,327	1,407	1,020	1,133
Nebraska	2,854	280	139	456	1,026	1,465	790	558	36
Nevada	4,827	629	211	659	594	1,992	1,471	1,289	37
New Hampshire	2,671	366	318	301	472	1,046	757	852	16
New Jersey	9,766	840	225	1,286	1,189	4,003	2,466	3,162	78
New Mexico	4,331	501	220	670	2,453	2,135	1,225	950	21
New York	26,281	3,139	1,023	4,402	1,523	12,201	6,181	7,126	647
North Carolina	37,839	1,778	876	2,064	9,533	21,179	10,165	6,378	115
North Dakota	1,908	127	79	1,675	197	1,040	415	279	174
Ohio	9,697	1,083	728	598	2,070	5,878	2,453	1,344	1
Oklahoma	9,469	1,335	35	2,050	1,388	5,390	2,243	1,449	385
Oregon	19,444	1,518	681	2,273	5,997	9,209	5,191	4,451	583
Pennsylvania	16,106	892	371	1,630	3,440	8,119	4,264	3,610	113
Puerto Rico	0	0	0	0	0	0	0	0	0
Rhode Island	765	59	29	84	57	235	224	305	1
South Carolina	16,875	1,947	507	3,603	5,408	9,604	4,435	2,832	0
South Dakota	2,911	388	207	520	465	1,635	758	510	8
Tennessee	15,707	1,859	821	1,426	7,537	8,343	4,233	2,934	194
Texas	75,122	1,702	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	7,204	861	327	1,680	1,809	3,783	1,725	1,451	240
Vermont	543	80	2	76	100	258	163	116	6
Virginia	20,898	2,557	833	5,087	1,921	12,259	5,490	3,106	35
Virgin Islands	39	1	0	5	2	23	10	6	0
Washington	24,168	2,774	1,494	4,530	3,588	11,673	6,616	4,721	1,114
West Virginia	2,805	243	112	549	876	1,742	636	401	26
Wisconsin	5,470	805	317	720	1,678	2,858	1,496	1,102	12
Wyoming	2,248	347	74	349	600	1,100	584	422	142
National Total	607,829	56,650	20,226	81,398	131,190	276,803	136,245	104,030	10,777

NDA = No Data Available

ETA 9002 Report
Veterans Who Received Intensive Services
(Case Management)
by State
For All Veterans' and Age Groups

Program Year 2006

VETERANS WHO RECEIVED INTENSIVE SERVICES

(Data obtained from VETS 200 C for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	4,849	877	16	767	870	87
Alaska	2,277	261	148	301	818	108
Arizona	470	89	26	59	142	8
Arkansas	16	7	1	3	5	0
California	11,669	1,521	811	2,590	5,974	2
Colorado	1,378	496	244	319	655	61
Connecticut	702	203	148	191	375	16
Delaware	572	78	38	88	342	1
District of Columbia	511	142	72	63	194	9
Florida	2,451	490	191	460	948	68
Georgia	8,963	1,403	763	2,491	3,152	0
Hawaii	734	156	55	278	269	36
Idaho	36	30	16	6	21	0
Illinois	6,951	855	377	2,241	93	980
Indiana	205	60	36	6	69	1
Iowa	941	408	272	257	329	4
Kansas	157	57	2	42	41	4
Kentucky	983	262	70	277	143	28
Louisiana	18	3	1	4	6	0
Maine	86	28	18	13	36	4
Maryland	1,250	288	246	257	748	18
Massachusetts	5,558	1,207	328	1,005	1,875	6
Michigan	217	70	33	46	48	4
Minnesota	520	104	15	29	65	5
Mississippi	4,152	467	231	1,385	1,419	3
Missouri	2,501	405	190	251	596	16
Montana	767	188	129	71	244	298
Nebraska	5,417	775	365	966	2,192	144
Nevada	1,025	145	63	174	199	9
New Hampshire	922	142	127	110	184	2
New Jersey	1,972	530	159	383	309	11
New Mexico	2,604	417	183	441	1,270	63
New York	1,995	488	231	369	276	11
North Carolina	14,392	999	564	1,756	4,542	130
North Dakota	156	41	30	145	31	6
Ohio	1,229	309	235	153	263	0
Oklahoma	21	12	1	3	6	0
Oregon	2,515	649	348	484	912	124
Pennsylvania	777	230	139	114	242	5
Puerto Rico	427	16	16	125	96	213
Rhode Island	517	99	32	87	139	14
South Carolina	26,538	3,410	1,140	6,024	9,398	2
South Dakota	576	179	116	168	123	11
Tennessee	358	141	119	82	205	22
Texas	18,435	1,293	697	4,623	10,035	119
Utah	0	0	0	0	0	0
Vermont	201	43	2	45	58	3
Virginia	8,022	1,385	629	2,199	2,162	36
Virgin Islands	0	3	3	8	7	0
Washington	1,940	571	413	504	379	76
West Virginia	1,557	194	110	316	708	9
Wisconsin	2,531	639	320	414	990	17
Wyoming	309	78	10	49	105	29
National Total	148,521	22,066	10,513	32,475	53,438	2,736

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Employment by State
For All Veterans' and Age Groups

Program Year 2006

Attachment 6

VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	10,466	1,457	22	1,897	1,748	142
Alaska	4,639	431	240	574	1,592	182
Arizona	5,533	744	231	676	1,617	92
Arkansas	7,424	944	58	1,304	1,040	96
California	11,440	1,335	670	2,068	5,459	114
Colorado	20,700	3,319	795	2,680	8,770	558
Connecticut	1,035	137	82	137	397	7
Delaware	539	85	39	55	283	10
District of Columbia	703	142	62	104	282	17
Florida	37,843	6,113	1,838	5,391	13,540	1,258
Georgia	29,033	2,972	1,281	5,909	9,339	0
Hawaii	1,855	359	114	559	706	193
Idaho	10,422	1,657	692	2,033	6,045	329
Illinois	23,976	3,821	1,571	5,393	396	221
Indiana	22,994	2,018	891	774	7,233	15
Iowa	13,917	1,400	672	2,536	4,138	457
Kansas	3,768	523	19	673	818	103
Kentucky	13,517	2,054	469	2,537	2,101	151
Louisiana	8,702	1,365	266	1,684	2,446	297
Maine	2,031	247	105	270	702	34
Maryland	4,129	565	468	722	1,590	22
Massachusetts	2,685	492	136	332	824	4
Michigan	6,628	863	365	1,055	1,600	63
Minnesota	2,532	281	27	67	140	9
Mississippi	10,246	856	363	2,958	2,780	1
Missouri	12,940	1,561	706	1,420	2,910	91
Montana	8,574	1,359	636	1,060	3,044	2,877
Nebraska	3,583	511	231	632	1,427	57
Nevada	3,971	488	162	436	537	28
New Hampshire	2,639	426	361	234	534	17
New Jersey	4,813	543	157	616	647	11
New Mexico	3,601	547	177	538	1,781	72
New York	15,313	1,764	611	2,341	1,736	84
North Carolina	45,050	2,382	1,242	3,789	12,337	320
North Dakota	776	41	27	734	111	17
Ohio	15,293	1,559	1,059	1,208	3,336	17
Oklahoma	6,405	1,009	25	1,137	1,126	191
Oregon	16,965	2,234	874	1,966	5,087	508
Pennsylvania	16,664	1,164	513	1,638	4,105	28
Puerto Rico	519	45	19	104	0	262
Rhode Island	677	87	19	66	84	9
South Carolina	18,997	2,235	714	4,058	6,312	1
South Dakota	2,665	379	208	382	415	11
Tennessee	19,928	2,397	1,079	2,882	9,970	157
Texas	77,449	2,733	1,352	15,450	39,010	445
Utah	5,711	782	331	1,207	1,476	598
Vermont	882	108	6	111	185	9
Virginia	16,314	2,261	839	3,470	2,966	94
Virgin Islands	77	8	2	20	6	0
Washington	12,838	1,944	1,023	2,061	2,430	137
West Virginia	4,863	474	230	749	1,610	37
Wisconsin	3,501	697	326	527	1,260	18
Wyoming	5,844	1,097	224	609	1,676	325
National Total	573,143	63,558	24,607	89,936	179,956	10,654

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Training by State
For All Veterans' and Age Groups

Program Year 2006

VETERANS WHO WERE REFERRED TO FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	1	1	0	1	1	0
Alaska	229	21	12	49	95	32
Arizona	89	12	5	17	25	1
Arkansas	12	6	0	3	5	1
California	585	113	59	136	300	1
Colorado	2,537	460	155	397	1,049	315
Connecticut	12	0	0	4	7	2
Delaware	11	1	1	1	7	1
District of Columbia	151	13	4	27	83	2
Florida	2,105	421	148	373	945	34
Georgia	417	140	99	185	179	0
Hawaii	24	6	1	15	16	0
Idaho	79	48	27	39	54	5
Illinois	44	18	9	16	0	0
Indiana	67	17	8	1	25	0
Iowa	0	0	0	0	0	0
Kansas	18	4	0	5	7	2
Kentucky	74	18	7	42	11	4
Louisiana	0	0	0	0	0	0
Maine	128	24	15	25	54	3
Maryland	179	56	44	39	116	6
Massachusetts	141	39	10	25	55	0
Michigan	142	53	36	27	36	0
Minnesota	880	38	7	13	37	2
Mississippi	93	8	2	31	33	0
Missouri	11	4	0	2	3	0
Montana	0	0	0	0	0	0
Nebraska	289	36	19	107	111	38
Nevada	1	0	0	0	0	0
New Hampshire	7	4	4	3	3	0
New Jersey	155	57	4	11	31	0
New Mexico	378	46	22	58	199	4
New York	210	56	33	46	51	2
North Carolina	459	33	21	82	158	3
North Dakota	71	14	12	68	33	5
Ohio	59	13	8	4	11	0
Oklahoma	104	43	0	30	24	4
Oregon	424	152	93	158	180	32
Pennsylvania	862	75	34	127	242	1
Puerto Rico	50	3	3	13	0	6
Rhode Island	32	3	2	6	4	0
South Carolina	272	59	33	106	150	0
South Dakota	142	44	26	30	26	0
Tennessee	615	139	72	158	407	0
Texas	1,437	96	43	365	776	3
Utah	10	1	0	2	3	0
Vermont	7	4	0	3	5	0
Virginia	87	14	5	43	37	0
Virgin Islands	13	1	1	2	1	0
Washington	584	188	141	210	132	3
West Virginia	381	47	25	86	120	1
Wisconsin	262	93	54	59	100	4
Wyoming	43	19	3	8	20	5
National Total	14,982	2,760	1,307	3,257	5,966	522

NDA = No Data Available

ETA 9002 Report
Veterans Placed in Federal Training by State
For All Veterans' and Age Groups

Program Year 2006

VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	1	0	0	0	0	0
Alaska	62	3	2	5	20	1
Arizona	1,673	12	3	125	55	1,542
Arkansas	4	2	1	1	1	0
California	32	6	2	10	10	0
Colorado	2	0	0	1	0	0
Connecticut	0	0	0	0	0	0
Delaware	31	0	0	3	16	0
District of Columbia	0	0	0	0	0	0
Florida	271	67	29	53	121	2
Georgia	57	29	24	18	25	0
Hawaii	1	1	0	1	1	0
Idaho	17	15	9	5	10	1
Illinois	29	7	3	3	2	0
Indiana	93	13	6	2	30	0
Iowa	0	0	0	0	0	0
Kansas	1	1	0	0	0	0
Kentucky	50	7	3	14	11	0
Louisiana	4	0	0	2	1	0
Maine	67	8	4	6	24	2
Maryland	179	56	44	39	116	6
Massachusetts	218	31	6	29	74	0
Michigan	34	13	8	10	7	6
Minnesota	10	5	2	1	4	0
Mississippi	81	6	2	26	31	0
Missouri	168	19	5	9	37	0
Montana	0	0	0	0	0	0
Nebraska	0	0	0	0	0	0
Nevada	18	2	1	0	1	0
New Hampshire	2	1	1	0	0	0
New Jersey	58	5	2	6	6	0
New Mexico	9	0	0	2	2	0
New York	66	13	3	11	6	0
North Carolina	364	22	11	36	109	2
North Dakota	5	2	1	5	2	0
Ohio	53	9	7	6	12	0
Oklahoma	49	20	0	12	15	2
Oregon	250	154	113	48	83	10
Pennsylvania	307	25	9	16	71	0
Puerto Rico	20	1	1	7	0	6
Rhode Island	0	0	0	0	0	0
South Carolina	32	2	0	4	6	0
South Dakota	37	9	5	5	2	0
Tennessee	20	8	5	9	16	1
Texas	130	7	2	26	58	0
Utah	170	6	0	7	12	122
Vermont	1	0	0	1	0	0
Virginia	197	45	31	60	39	0
Virgin Islands	4	1	1	0	0	0
Washington	82	31	21	26	23	1
West Virginia	203	15	7	42	81	1
Wisconsin	262	93	54	59	100	4
Wyoming	1	0	0	0	0	0
National Total	5,424	772	428	751	1,240	1,709

NDA = No Data Available

ETA 9002 Report
Veterans Referred to Federal Jobs by State
For All Veterans' and Age Groups

Program Year 2006

Attachment 9

Attachment 9

VETERANS WHO WERE REFERRED TO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	44	8	0	9	2	0
Alaska	0	0	0	0	0	0
Arizona	0	0	0	0	0	0
Arkansas	157	28	0	41	33	2
California	0	0	0	0	0	0
Colorado	955	223	57	157	432	45
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	9	3	1	2	2	0
Florida	14,823	2,453	776	2,206	4,836	178
Georgia	985	126	61	217	297	0
Hawaii	0	0	0	0	0	0
Idaho	431	78	26	107	257	15
Illinois	1,282	243	105	344	12	10
Indiana	474	57	26	37	144	0
Iowa	199	27	19	52	70	8
Kansas	24	3	0	3	5	1
Kentucky	2	0	0	1	0	0
Louisiana	0	0	0	0	0	0
Maine	181	29	14	30	81	6
Maryland	116	23	19	19	47	0
Massachusetts	112	18	7	22	43	1
Michigan	0	0	0	0	0	0
Minnesota	17	1	0	1	1	0
Mississippi	207	29	21	71	60	0
Missouri	0	0	0	0	0	0
Montana	197	44	24	34	60	80
Nebraska	5	1	0	0	3	0
Nevada	117	15	6	40	30	3
New Hampshire	4	0	0	0	0	0
New Jersey	48	6	2	6	8	0
New Mexico	0	0	0	0	0	0
New York	351	48	16	119	74	2
North Carolina	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0
Ohio	96	25	19	13	21	0
Oklahoma	551	164	3	139	135	32
Oregon	1,086	158	69	116	328	30
Pennsylvania	0	0	0	0	0	0
Puerto Rico	7	1	0	2	0	6
Rhode Island	19	3	1	2	5	0
South Carolina	2,034	515	210	882	959	0
South Dakota	336	71	47	63	50	2
Tennessee	310	47	16	50	150	3
Texas	1,129	34	15	392	654	14
Utah	192	40	15	75	51	5
Vermont	14	3	0	3	3	0
Virginia	811	128	45	189	192	2
Virgin Islands	0	0	0	0	0	0
Washington	131	26	17	27	31	1
West Virginia	221	24	13	28	93	0
Wisconsin	28	3	2	3	12	1
Wyoming	0	0	0	0	0	0
National Total	27,661	4,697	1,652	5,493	9,179	447

NDA = No Data Available

ETA 9002 Report
Veterans Who Entered Into Federal Jobs by State
For All Veterans' and Age Groups

Program Year 2006

VETERANS WHO ENTERED INTO FEDERAL JOBS

(Data obtained from ETA 9002 B for Period Ending June 30, 2007)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	2	0	0	1	0	0
Alaska	0	0	0	0	0	0
Arizona	0	0	0	0	0	0
Arkansas	6	2	0	4	1	1
California	0	0	0	0	0	0
Colorado	5	4	4	3	4	0
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	3	2	1	0	0	0
Florida	138	32	15	15	40	1
Georgia	47	10	6	4	10	0
Hawaii	0	0	0	0	0	0
Idaho	3	0	0	2	2	1
Illinois	0	0	0	0	0	0
Indiana	6	0	0	0	1	0
Iowa	0	0	0	0	0	0
Kansas	2	1	0	0	0	0
Kentucky	0	0	0	0	0	0
Louisiana	0	0	0	0	0	0
Maine	0	0	0	0	0	0
Maryland	0	0	0	0	0	0
Massachusetts	6	2	1	0	3	1
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	16	6	5	5	8	0
Missouri	0	0	0	0	0	0
Montana	4	3	3	1	1	1
Nebraska	1	0	0	0	0	0
Nevada	11	2	1	3	2	0
New Hampshire	0	0	0	0	0	0
New Jersey	6	1	1	1	1	0
New Mexico	0	0	0	0	0	0
New York	14	0	0	6	2	0
North Carolina	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0
Ohio	5	2	1	1	2	0
Oklahoma	38	19	1	10	7	2
Oregon	62	8	6	5	10	2
Pennsylvania	0	0	0	0	0	0
Puerto Rico	7	1	0	2	0	6
Rhode Island	0	0	0	0	0	0
South Carolina	25	11	8	12	14	0
South Dakota	9	2	2	2	0	0
Tennessee	103	12	4	6	43	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	5	0	0	5	0	0
Vermont	2	1	0	0	0	0
Virginia	12	4	1	2	1	0
Virgin Islands	0	0	0	0	0	0
Washington	20	9	7	8	5	0
West Virginia	8	0	0	2	6	0
Wisconsin	0	0	0	0	0	0
Wyoming	0	0	0	0	0	0
National Total	564	134	67	99	163	15

NDA = No Data Available