

FY 2009

CONGRESSIONAL BUDGET JUSTIFICATION

VETERANS' EMPLOYMENT AND TRAINING SERVICE

VETERANS' EMPLOYMENT AND TRAINING SERVICE

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

APPROPRIATION LANGUAGE

Not to exceed [\$200,631,000] *\$205,468,000* may be derived from the Employment Security Administration Account in the Unemployment Trust Fund to carry out the provisions of sections 4100-4113, 4211-4215, and 4321-4327 of title 38, United States Code, and Public Law 103-353, and which shall be available for obligation by the States through December 31, [2008] *2009*, of which [\$1,984,000] *\$1,949,000* is for the National Veterans' Employment and Training Services Institute. To carry out the Homeless Veterans Reintegration Programs under section 5(a)(1) of the Homeless Veterans Comprehensive Assistance Act of 2001 and the Veterans Workforce Investment Programs under section 168 of the Workforce Investment Act, [\$31,522,000] *\$32,971,000*, of which [\$7,482,000] *\$7,351,000* shall be available for obligation for the period July 1, [2008] *2009*, through June 30, [2009] *2010*. (Department of Labor Appropriations Act, 2008).

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VETERANS' EMPLOYMENT AND TRAINING SERVICE

EXPLANATION OF LANGUAGE CHANGE

Updates of funding levels and years.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

ANALYSIS OF APPROPRIATION LANGUAGE

VETERANS' EMPLOYMENT AND TRAINING SERVICE

AMOUNTS AVAILABLE for OBLIGATION						
(Dollars in Thousands)						
FY 2007						
	Comparable		FY 2008 Estimate		FY 2009 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	240	29,244	234	31,521	234	32,971
Reduction pursuant to P.L. 110-161	0	0	0	-550	0	0
Other Supplementals and Rescissions	0	0	0	0	0	0
Appropriation, Revised	0	29,244	0	30,971	0	32,971
Subtotal Appropriation	240	29,244	234	30,971	234	32,971
Comparative Transfer To:	0	0	0	0	0	0
Working Capital Fund for consolidation of IT resources (25.3)	0	2	0	2	0	0
Comparative Transfer From:	0	0	0	0	0	0
Contract resources for consolidation of IT resources (25.1)	0	-2	0	-2	0	0
Offsetting Collections From:	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0
Trust Funds	240	193,945	234	200,631	234	205,468
Other Supplementals and Rescissions	0	0	0	-3,506	0	0
Fees	0	0	0	0	0	0
Subtotal	240	223,189	234	197,125	234	238,439
B. Gross Budget Authority	0	0	0	0	0	0
Offsetting Collections	0	0	0	0	0	0
Deduction:	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0
Fees	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0
C. Budget Authority	240	223,189	234	228,096	234	238,439
Before Committee	0	0	0	0	0	0
Offsetting Collections From:	0	0	0	0	0	0
Reimbursements	0	0	0	0	0	0
Fees	0	0	0	0	0	0
IT Crosscut	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0
D. Total Budgetary Resources	240	223,189	234	228,096	234	238,439
Other Unobligated Balances	0	0	0	0	0	0
Unobligated Balance Expiring	-11	-579	0	0	0	0
E. Total, Estimated Obligations	229	222,610	234	228,096	234	238,439

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2008 Estimate	FY 2009 Request	Net Change
Budget Authority			
General Funds	30,971	32,971	+2,000
Trust Funds	197,125	205,468	+8,343
Total	228,096	238,439	+10,343
Full Time Equivalents			
General Funds	0	0	0
Trust Funds	234	234	0
Total	234	234	0

Explanation of Change	FY 2008 Base		Trust Funds		FY 2009 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	234	19,110	0	612	0	0	0	612
Personnel benefits	0	5,096	0	144	0	0	0	144
Federal Employees Compensation Act (FECA)	0	0	0	13	0	0	0	13
Travel	0	1,562	0	0	0	0	0	0
Transportation of things	0	143	0	0	0	0	0	0
GSA Space Rental	0	823	0	16	0	0	0	16
Communications, utilities & miscellaneous charges	0	1,921	0	0	0	0	0	0
Printing and reproduction	0	320	0	0	0	0	0	0
Advisory and assistance services	0	2	0	0	0	0	0	0
Other services	0	5,353	0	0	0	0	0	0
Working Capital Fund	0	3,413	0	645	0	0	0	645
Other government accounts (DHS Charges)	0	36	0	0	0	0	0	0
Purchase of goods and services from other Government accounts	0	106	0	0	0	0	0	0
Operation and maintenance of facilities	0	15	0	0	0	0	0	0
Operation and maintenance of equipment	0	28	0	0	0	0	0	0
Supplies and materials	0	141	0	0	0	0	0	0
Equipment	0	107	0	0	0	0	0	0
Grants	0	189,920	0	0	0	0	0	0
Built Ins Subtotal	234	228,096	0	1,430	0	0	0	1,430
B. Programs:								
Homeless Veterans Re-Integration Program Increase	0	24,163	0	0	0	2,000	0	2,000
Jobs for Veterans State Grants Administration Increase	0	165,618	0	7,000	0	0	0	7,000

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Explanation of Change	FY 2008 Base		FY 2009 Change					
			Trust Funds		General Funds		Total	
Programs Subtotal			0	+7,000	0	+2,000	0	+9,000
C. Financing:								
Total Increase	+234	+228,096	0	+8,430	0	+2,000	0	+10,430
Decreases:								
A. Built-Ins:								
To Provide For:								
One day less of Pay	0	0	0	-87	0	0	0	-87
Built Ins Subtotal	0	0	0	-87	0	0	0	-87
B. Programs:								
C. Financing:								
Total Decrease	0	0	0	-87	0	0	0	-87
Total Change	+234	+228,096	0	+8,343	0	+2,000	0	+10,343

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY BUDGET AUTHORITY and FTE by ACTIVITY

(Dollars in Thousands)

	FY 2007 Comparable		FY 2008 Estimate		FY 2009 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
State Grants	0	160,791	0	161,894	0	168,894
Unemployment Trust Funds	0	160,791	0	161,894	0	168,894
Homeless Veterans' Reintegration Program	0	21,809	0	23,620	0	25,620
General Funds	0	21,809	0	23,620	0	25,620
Veteran's Workforce Investment Program	0	7,435	0	7,351	0	7,351
General Funds	0	7,435	0	7,351	0	7,351
National Veterans' Employment and Training Service Institute	0	1,967	0	1,949	0	1,949
Unemployment Trust Funds	0	1,967	0	1,949	0	1,949
Federal Administration	229	31,187	234	33,282	234	34,625
Unemployment Trust Funds	229	31,187	234	33,282	234	34,625
Total	229	223,189	234	228,096	234	238,439
General Funds	0	29,244	0	30,971	0	32,971
Unemployment Trust Funds	229	193,945	234	197,125	234	205,468

NOTE: FY 2007 reflects actual FTE.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

BUDGET AUTHORITY by OBJECT CLASS				
(Dollars in Thousands)				
	FY 2007 Comparable	FY 2008 Estimate	FY 2009 Request	FY 09 Request/FY 08 Estimate
Total Number of Full-Time Permanent Positions	240	234	234	0
Full-Time Equivalent				
Full-time Permanent	240	234	234	0
Total	240	234	234	0
Average ES Salary	154,400	158,774	163,695	4921
Average GM/GS Grade	12.94	13.48	13.76	0.3
Average GM/GS Salary	79,000	82,515	85,072	2557
11.1 Full-time permanent	18,482	18,906	19,444	538
11.5 Overtime and Premium Pay	120	204	213	9
11.9 Total personnel compensation	18,602	19,110	19,657	547
12.1 Civilian personnel benefits	4,776	5,079	5,214	135
21.0 Travel and transportation of persons	1,236	1,456	1,456	0
22.0 Transportation of things	141	143	143	0
23.1 Rental payments to GSA	794	823	839	16
Communications, utilities, and				
23.3 miscellaneous charges	1,839	1,949	1,949	0
24.0 Printing and reproduction	318	320	320	0
25.1 Advisory and assistance services	0	2	2	0
25.2 Other services	4,629	5,327	5,327	0
Other Purchases of goods and services				
25.3 from Government accounts 1/	3,426	3,615	4,260	645
25.4 Operation and maintenance of facilities	15	15	15	0
Operation and maintenance of				
25.7 equipment	21	28	28	0
26.0 Supplies and materials	138	141	141	0
31.0 Equipment	103	107	107	0
41.0 Grants, subsidies, and contributions	187,151	189,981	198,981	9000
Total	223,189	228,096	238,439	10,343
1/Other Purchases of Goods and Services				
From Government Accounts				
Census Services	80	80	80	0
Working Capital Fund	3,230	3,413	4,058	645
DHS Services	34	36	36	0
HHS Services	82	86	86	0

VETERANS' EMPLOYMENT AND TRAINING SERVICE

BUDGET AUTHORITY by STRATEGIC GOAL					
(Dollars in Thousands)					
Performance Goal	DOL Strategic Goal 1: A Prepared Workforce	DOL Strategic Goal 2: A Competitive Workforce	DOL Strategic Goal 3: Safe and Secure Workplaces	DOL Strategic Goal 4: Strengthened Economic Protections	Total Budget Authority
Performance Goal 1:					
State Grants	168,894	0	0	0	168,894
Homeless Veterans' Reintegration Program	25,620	0	0	0	25,620
Veteran's Workforce Investment Program	7,351	0	0	0	7,351
National Veterans' Employment and Training Service Institute	1,949	0	0	0	1,949
Federal Administration	20,349	0	0	0	20,349
Performance Goal 2:					
Federal Administration	0	0	14,276	0	14,276
Agency Total	224,163	0	14,276	0	238,439

VETERANS' EMPLOYMENT AND TRAINING SERVICE

TOTAL BUDGETARY RESOURCES (Dollars in thousands)

	FY 2007 Comparable				FY 2008 Estimate				FY 2009 Request			
	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total
Veterans' Employment and Training Services	223,189	0	0	223,189	228,096	0	0	228,096	238,439	0	0	238,439
State Grants	160,791	17,585	0	178,376	161,894	19,633	0	181,527	168,894	19,748	0	188,642
Homeless Veterans' Reintegration Program	21,809	6,930	0	28,739	23,620	7,655	0	31,275	25,620	7,873	0	33,493
Veteran's Workforce Investment Program	7,435	302	0	7,737	7,351	333	0	7,684	7,351	342	0	7,693
National Veterans' Employment and Training Service Institute	1,967	3,314	0	5,281	1,949	3,661	0	5,610	1,949	3,765	0	5,714
Federal Administration	31,187	-28,131	0	3,056	33,282	-31,282	0	2,000	34,625	-31,728	0	2,897
Total	223,189	0	0	223,189	228,096	0	0	228,096	238,439	0	0	238,439

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

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

VETERANS' EMPLOYMENT AND TRAINING SERVICE

SUMMARY OF PERFORMANCE Performance Goal — Veterans' Employment and Training Service										
DOL 09-1E - Improve the employment outcomes for veterans who receive One-Stop Career Center services and Homeless Veterans' Reintegration Program services.										
	PY 2004		PY 2005		PY 2006		PY 2007		PY 2008	PY 2009
	Goal Achieved		Goal Achieved		Goal Not Achieved					
Performance Indicator	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
Veteran Entered Employment Rate	58%	60%	59%	62%	60%	60%	61.0%	TBD	61.5%	62.0%
Veteran Employment Retention Rate	80%	81%	81%	81%	81%	79%	80.0%	TBD	80.5%	81.0%
Disabled Veteran Entered Employment Rate	54%	56%	55%	56%	55%	55%	56.0%	TBD	56.5%	57.0%
Disabled Veteran Employment Retention Rate	78%	79%	79%	80%	79%	78%	79.0%	TBD	79.5%	80.0%
Homeless Veteran Entered Employment Rate	60%	65%	65%	68%	68%	65%	65.5%	TBD	66.0%	66.5%
Homeless Veteran 180-Day Employment Retention Rate	Baseline	57%	58%	58%*	58.5%	64%	64.5%	TBD	65.0%	65.5%

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SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' REPORTS

Not applicable.

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AUTHORIZING STATUTES

Public Law / Act	Legislation
Pub. L. : 38 U.S.C. Chapter(s) 4103(A), 4104(A), 4200, 4300	Jobs for Veterans Act
Pub. L. 38 U.S.C. Chapter 2021	Jobs For Veterans Act (Homeless Veterans Re-Integration Program)
Pub. L. 29 U.S.C. Chapter 2913 (Veterans' Workforce Investment Programs - Sec. 168)	Workforce Investment Act

VETERANS' EMPLOYMENT AND TRAINING SERVICE

APPROPRIATION HISTORY (Dollars in Thousands)

	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
1999	182,719	182,719	182,719	182,719	254
2000	185,613	185,613	184,341	184,341	255
2001	210,213	201,277	206,713	211,713	255
2002....1/	211,703	211,703	213,703	212,624	250
2003....2/	210,337	210,337	218,037	212,820	250
2004....3/	219,993	219,993	219,993	218,646	250
2005....4/	220,648	225,648	226,781	222,833	250
2006....5/	224,334	224,334	224,334	222,091	235
2007	224,887	223,189	223,189	223,189	240
2008	228,096	228,198	231,198	228,096	234
2009	238,439	0	0	0	234

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

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

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

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

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

VETERANS' EMPLOYMENT AND TRAINING SERVICE

OVERVIEW

Introduction

The mission of the Veterans' Employment and Training Service (VETS) is to provide veterans and transitioning service members the resources and services to succeed in the workforce by maximizing their employment opportunities, protecting their employment rights, and meeting labor market demands with qualified veterans. For FY 2009, the Department is requesting \$238,439,000 for VETS, an increase of \$10,343,000, approximately 5% above the FY 2008 level.

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

The U.S. military services discharge approximately 220,000 service members and approximately 90,000 Reserve and National Guard members from active duty annually. The levels of global deployment during the War on Terrorism and any associated stop-loss of selected forces may vary from year to year. VETS expects greater demand for transition assistance and employment services for veterans over the next couple of years. It is important to maintain the capacity to provide the appropriate level of services in FY 2009.

VETS also protects the reemployment and employment rights of veterans and members of the National Guard and Reserve Forces under the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA) Program so that they can serve on active duty without harm to their employment status; and by assuring veterans' preference compliance for those who seek Federal employment.

VETS meets its responsibilities through five budget activities:

- (1) **Jobs for Veterans State Grants** – The FY 2009 request of \$168,894,000, an increase of \$7,000,000 over the FY 2008 funding level, will support Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, Transition Assistance Program (TAP) Employment Workshops and respond to exigencies.
- (2) **Homeless Veterans' Reintegration Program (HVRP)** – The FY 2009 request of \$25,620,000 an increase of \$2,000,000 over the FY 2008 funding level, will provide

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competitive grants to operators of employment programs that specialize in outreach, supportive services and training for homeless veterans to assist in their reintegration into the workforce.

(3) **National Veterans' Employment and Training Services Institute (NVTI)** – The FY 2009 request of \$1,949,000 will allow NVTI to continue to provide competency-based training to Federal staff and veteran service providers.

(4) **Veterans' Workforce Investment Program (VWIP)** – The FY 2009 request of \$7,351,000 will allow VETS to award competitive grants geared toward focused training, re-training and employment opportunities for veterans to meet the needs of employers for qualified workers in high demand industries, particularly those occupations requiring a license or certification.

(5) **Federal Management** – The FY 2009 request of \$34,625,000 will provide adequate support of VETS' planned FTE level. The Federal Management budget activity supports the management and oversight of the agency, necessary to implement VETS' budget activities, programs and initiatives to include: State and discretionary grant management, USERRA and Veterans Preference enforcement, and REALifelines, which provides employment assistance services to seriously injured and wounded service members.

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

VETS' directly support three Departmental Strategic Goals: A Prepared Workforce, A Competitive Workforce, and Safe and Secure Workplaces.

Under the Prepared Workforce Strategic Goal, VETS assists veterans to succeed in the civilian workforce by sponsoring the Jobs for Veterans State Grants Program and the Homeless Veterans' Reintegration Program (HVRP).

VETS continue to extend flexibility to States to implement the Jobs for Veterans Act of 2002 (JVA) Grant program; and will help States more effectively integrate DVOP specialists and LVER staff into the One-Stop Career Center System and address problems faced by certain groups of veterans such as disabled, young, unemployed, recently-separated, and aging veterans. A further strategy is to expand the Recovery and Employment Assistance Lifelines (REALifelines) program through long term employment assistance and coaching to the severely wounded and disabled, particularly for high demand or high growth occupations.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

Veterans Employment and Training Service Mission

Provide veterans and transitioning service members 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 focuses on the employment rate and the retention rate as the key outcomes of these programs. The long term targets for those six indicators are:

Performance Measure	Recent Results		Projected Targets				
	PY 2005	PY 2006	PY 2007	PY 2008	PY 2009	PY 2010	PY 2011
One-Stop Measures for All Veterans							
• Entered Employment Rate	62%	60%	61.0%	61.5%	62.0%	62.5%	63.0%
• Employment Retention Rate	81%	79%	80.0%	80.5%	81.0%	81.5%	82.0%
One-Stop Measures for Disabled Veterans							
• Entered Employment Rate	57%	55%	56.0%	56.5%	57.0%	57.5%	58.0%
• Employment Retention Rate	80%	78%	79.0%	79.5%	80.0%	80.5%	81.0%
Measures for Homeless Veterans							
• Entered Employment Rate	68%	65%	65.5%	66.0%	66.5%	67.0%	67.5%
• Employment Retention Rate	58%	64%	64.5%	65.0%	65.5%	66.0%	66.5%

Under the Competitive Workforce Strategic Goal, VETS helps to meet the competitive labor demands of the worldwide economy by sponsoring TAP Employment Workshops, which provide transition assistance services to separating military service members at U.S. installations in the United States and abroad.

VETS plans to provide TAP employment workshops to the maximum number of demobilized reserve component personnel, in cooperation with the Department of Defense and Veterans Affairs.

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- The target for FY 2009 is to provide TAP Employment Workshops to approximately 185,000 participants, an increase of 15,000 above the FY 2008 estimate.

Additional strategies under the Competitive Workforce goals are to continue the “Hire VETS First” marketing campaign at the State and local level and expand marketing to high-demand industry employers and associations and to promote equitable credit for military experience and skills in public and private sector occupations.

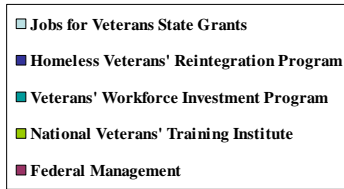
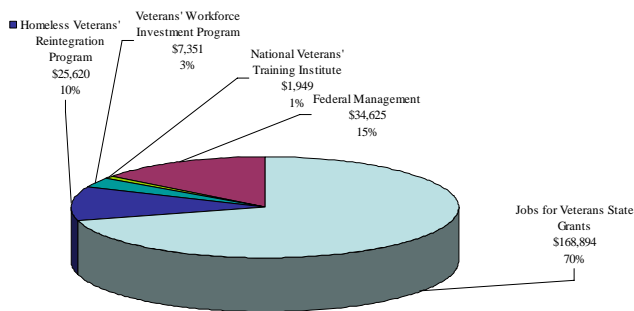
Under the Safe and Secure Workplaces Strategic Goal, VETS promotes veterans’ rights through stewardship of the Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA seeks to reduce employment issues originating from service members’ military obligations conflicting with their civilian employment. Performance for this goal is measured by a weighted index that blends significant compliance and assistance outputs to indicate overall progress of USERRA activities.

- The target for FY 2009 is 115% (against a baseline of 100% established in FY 2005).

Cost Model

In FY 2009, VETS requests a total of \$238,439,000 an increase of approximately 5% or \$10,343,000 over the FY 2008 Enacted level. The overall increase will provide the additional funding VETS requires to serve our Nation’s veterans in a time of war.

FY 2009 Budget Request by Program Activity
 Total VETS’ Budget: \$238,439
 (\$ in thousands)



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Program Assessment Rating Tool (PART)

During FY 2005, a PART review was conducted addressing the Jobs for Veterans State Grants Program, which funds State Workforce Agencies to provide the services of Disabled Veterans Outreach Program (DVOP) specialists and Local Veterans Employment Representative (LVER) staff. The program was rated Moderately Effective. Details of this PART review can be seen at: <http://www.whitehouse.gov/omb/expectmore/summary/10003907.2005.html>.

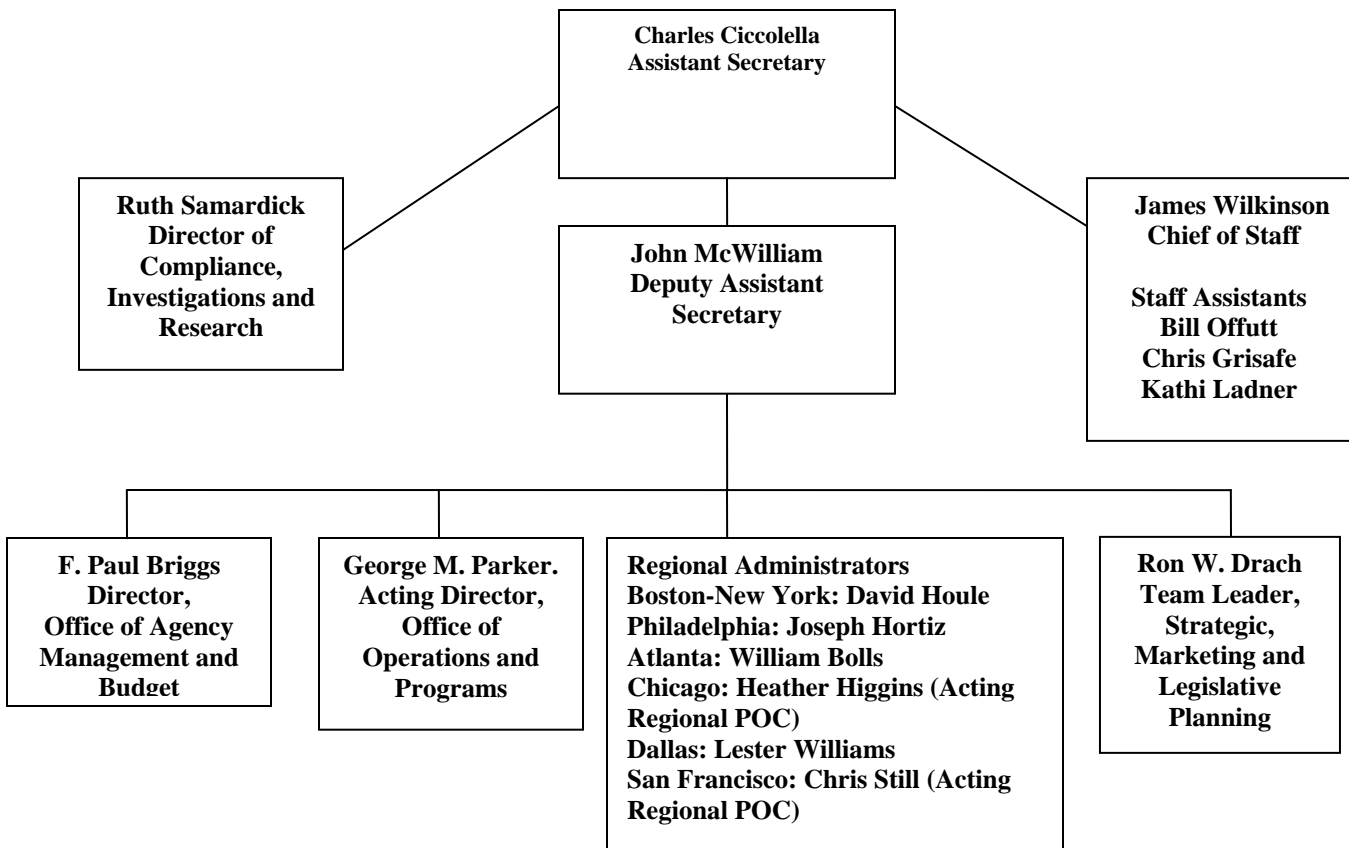
Efficiency Measures

VETS has developed three efficiency measures. Additional information may be found in each budget activity.

Program	Efficiency Measure	FY 2009 Target
Jobs for Veterans Grants	Cost per veteran entering employment	\$187
HVRP	Cost per placement	\$1,560
USERRA	Cost per complaint resolved	\$2,300

VETERANS' EMPLOYMENT AND TRAINING SERVICE

ORGANIZATION CHART



STATE GRANTS

Budget Authority Before the Committee						
(Dollars in Thousands)						
	FY 2007 Comparable	FY 2008 Enacted	FY 2008 Estimate	Diff. FY07 Comp/ FY 08 Est	FY 2009 Request	Diff. FY 08 Est/FY 09 Req
Activity Appropriation	160,791	161,894	161,894	1,103	168,894	7,000
FTE	0	0	0	0	0	0

Introduction

The Veterans' Employment and Training Service (VETS) administers two programs through grants to States that directly meet the goals in its strategic plan: (1) the Disabled Veterans' Outreach Program (DVOP); and (2) the Local Veterans' Employment Representative (LVER) Program. In addition, this budget activity supports VETS' Transition Assistance Program (TAP), which provides employment workshops to service members transitioning to the civilian workforce.

The Disabled Veterans' Outreach Program (DVOP) is a State grant program authorized by Section 4103(A) of Title 38, United States Code. DVOP specialists provide outreach services, and intensive employment services to meet the employment needs of eligible veterans. Priority of service is given to special disabled veterans, disabled veterans, and other eligible veterans. In providing these services, the maximum emphasis is placed upon meeting the employment needs of economically or educationally disadvantaged veterans.

- In FY 2009, the State grants will support approximately 2,100 DVOP specialists.

The Local Veterans' Employment Representative (LVER) program is a State grant program, authorized by Section 4104(A), Title 38, United States Code. LVERs conduct outreach to area employers to develop employment opportunities for veterans. They also facilitate employment, training, and placement services to veterans.

LVERs maintain cooperative working relationships with community organizations; and, coordinate with other government agencies including the Department of Veterans Affairs and its personnel who are involved in Vocational Rehabilitation and Employment (VR&E) services for veterans. The LVER staff will continue in FY 2009 to play a significant role in assisting transitioning service members by providing Transition Assistance Program (TAP) Employment Workshops. The Transition Assistance Program (TAP) is expected to serve approximately 185,000 departing service members in FY 2009.

VETS provides annual formula grants to States for the operation of the DVOP and LVER programs, in accordance with 38 U.S.C. Chapter 41. The Jobs for Veterans Act of 2002 (JVA) amended 38 U.S.C. 4103(A) and enables the States to employ full or part-time DVOP and LVER staff as the State determines the number of individual DVOP and LVER positions necessary to carry out the above duties. The statute also mandated a change in the funding formula (38 U.S.C. 4102(c)(2)(B)). Under the JVA funding formula, State grant funding is based upon the

STATE GRANTS

number of veterans seeking employment, given consideration for civilian labor force data and the number of unemployed veterans in a State.

A set-aside in the funding formula supports the delivery of TAP employment workshops and provides VETS with the flexibility to provide targeted funding in response to exigent circumstances. Funding is also made available from the set aside to provide TAP employment workshops at military installations overseas and to continue the National Hire Veterans campaign.

TAP Workshops

To meet the anticipated increased demand for TAP employment workshops, and maximize efficiency and effectiveness, VETS will increase the number of DVOP/LVER staff who facilitate TAP employment workshops. Should the demand for TAP employment workshops increase beyond anticipated levels, VETS may propose to realign VWIP resources to fund additional TAP employment workshops.

TAP participation is expected to increase during FY 2008 and FY 2009 as more TAP Employment Workshops are being extended overseas and in the U.S. to serve not only separating active duty service members, but also Guard and Reserve units and individuals as they demobilize.

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2004	161,408	0
2005	161,097	0
2006	160,791	0
2007	160,791	0
2008	161,894	0

FY 2009

A total of \$168,894,000,000 is requested in FY 2009 for Jobs for Veterans State Grants, an increase of \$7,000,000 above the FY 2008 funding level.

VETS' request anticipates an increased number of separations from active duty during FY 2008 and 2009; many service members had planned earlier separations that were delayed by the Global War on terror.

At the FY 2009 requested funding level, it is projected that the number of departing service members receiving TAP Employment Workshops will increase to approximately 185,000 in FY 2009. The number of transitioning service members and veterans receiving transition services at One-Stop Career Centers is also expected to increase in FY 2009.

STATE GRANTS

This funding level will allow VETS to meet the increased demand for TAP Employment Workshops in FY 2009, which requires more DVOP/LVER facilitators and more contract support within the United States, as well as more training for facilitators. The increased demand for TAP Employment Workshops will also create a greater need for increased contract support to continue TAP Employment Workshop expansion at a greater number of overseas locations.

Efficiency Measures

The VETS State Grant Program has an efficiency measure: Cost per veteran entering employment in DVOP/LVER Employment Services and in TAP Employment Workshops as measured by the Jobs for Veterans appropriation divided by the veterans who received a DVOP/LVER service plus the number of participants in TAP Employment Workshops. The PY 2004 baseline for this measure is \$420 per veteran entering employment and the PY 2009 target is \$475 per veteran entering employment. The agency plans to maximize efficiency by encouraging greater integration of services with VETS programs/budget activities such as HVRP and VWIP and by providing TAP facilitators through contract resources in those instances in which that is the most efficient alternative. VETS also continues to leverage agency budget resources to augment and support grants administration through NVTI training.

WORKLOAD SUMMARY

	FY 2007 Actuals	FY 2008 Target	FY 2009 Target
Jobs for Veterans' State Grants			
Number of Participants	846,250	850,800	861,200
Budget Activity Total	846,250	850,800	861,200

PERFORMANCE GOAL INDICATORS

Performance Goal 1: Improve the employment outcomes for veterans who receive One-Stop Career Center services and veterans' program services.

	PY 2004		PY 2005		PY 2006		PY 2007		PY 2008	PY 2009
	Goal Achieved		Goal Achieved		Goal Achieved					
Performance Indicator	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
Veteran Entered Employment Rate	58%	60%	59%	62%	60%	60%	61%	TBD	61.5%	62%
Veteran Employment Retention Rate	80%	81%	81%	81%	81%	79%	80%	TBD	80.5%	81%

STATE GRANTS

CHANGES IN FY 2009

(Dollars in Thousands)

Activity Changes		
Built-In		
To Provide For:		
Built Ins Subtotal		0
Net Program		7,000
Direct FTE		0
	Estimate	FTE
Base	161,894	0
Program Increase	7,000	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

Budget Authority Before the Committee (Dollars in Thousands)						
	FY 2007 Comparable	FY 2008 Enacted	FY 2008 Estimate	Diff. FY07 Comp/ FY 08 Est	FY 2009 Request	Diff. FY 08 Est/FY 09 Req
Activity Appropriation	21,809	23,620	23,620	1,811	25,620	2,000
FTE	0	0	0	0	0	0

Introduction

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

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

HVRP grants are specifically targeted to serve both urban and rural areas and specialized grants are awarded to help incarcerated veterans to become prepared for employment. In addition, separate competitions are held for new grantees so that newcomers to the program are not required to compete against more experienced grantees. This helps to assure that the program benefits from a steady infusion of fresh perspectives and innovative approaches.

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

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2004	18,888	0
2005	20,832	0
2006	21,780	0
2007	21,809	0
2008	23,620	0

HOMELESS VETERANS' REINTEGRATION PROGRAM

FY 2009

VETS is requesting a total of \$25,620,000 for the Homeless Veterans' Reintegration program for FY 2009, an increase of \$2,000,000 above the FY 2008 funding level. This funding is requested to serve an additional 1,280 homeless veterans and will enable VETS to support the President's initiative to end chronic homelessness among veterans.

The HVRP competitive grant process will encourage second and third-year funding of the most successful FY 2007-2008 grantees. Competitions will also consider capability and records of achieving outcome goals. VETS will continue to leverage its resources by participating in stand-downs (safe environment gatherings at which public agencies provide homeless veterans with medical, health, legal, and other services).

Efficiency Measures

The VETS Homeless Veterans Reintegration Program has an efficiency measure: Cost per placement as measured by the HVRP appropriation divided by the number of Homeless Veterans' Reintegration Program placement. The PY 2003 baseline for this measure is \$2,214; the PY 2009 target is \$2,050. VETS' strategy for increasing efficiency includes: leveraging resources through interagency (such as HUD, VA and the Office of Disability Employment Policy), community and stakeholder partnerships. VETS has also refined the focus of the HVRP program to utilize capabilities of the DVOP/LVER program.

This strategy serves to reduce redundancy of efforts/resource expenditure and improve coordination between agency programs. HVRP focuses on the unique needs of the population served, which can be generally described as job readiness. Once participants receive the necessary services, they are better positioned to avail themselves of the VETS funded training and placement services delivered by the DVOP/LVERs.

WORKLOAD SUMMARY			
	FY 2007 Estimate*	FY 2008 Target	FY 2009 Request
Homeless Veterans' Reintegration Program			
Number of Participants	13,865	13,890	15,095
Budget Activity Total	13,865	13,890	15,095
*The FY 2006 funding of HVRP grantees supports performance that is measured on the basis of a program year period of performance, i.e. from July 1, 2006 through June 30, 2007.			

HOMELESS VETERANS' REINTEGRATION PROGRAM

PERFORMANCE GOALS AND INDICATORS

Performance Goal-

Improve the employment outcomes for veterans who receive One-Stop Career Center services and veterans' program services.

	PY 2004		PY 2005		PY 2006		PY 2007		PY 2008	PY 2009
	Goal Achieved		Goal Achieved		Goal Achieved					
Performance Indicator	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
Entered Employment Rate	60%	65%	65%	68%	68%	65%	65.5%		66%	66.5%
Employment Retention Rate	Baseline	57%	58%	58%	58.5%	64%	64.5%		65%	65.5%

HOMELESS VETERANS' REINTEGRATION PROGRAM

CHANGES IN FY 2009

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built Ins Subtotal

0

Estimate

FTE

Base

23,620

0

VETERANS' WORKFORCE INVESTMENT PROGRAM

Budget Authority Before the Committee						
(Dollars in Thousands)						
	FY 2007 Comparable	FY 2008 Enacted	FY 2008 Estimate	Diff. FY07 Comp/ FY 08 Est	FY 2009 Request	Diff. FY 08 Est/FY 09 Req
Activity Appropriation	7,435	7,351	7,351	-84	7,351	0
FTE	0	0	0	0	0	0

Introduction

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

The Workforce Investment Act (WIA) in its Section 168 expanded eligibility to veterans with severe economic and employment disadvantages. Under the VWIP program, eligible veterans include those with service-connected disabilities, those with significant barriers to employment, those who served on active duty in the armed forces during a war or in a campaign or expedition for which a campaign badge has been authorized, and those recently separated.

The VWIP program is a focused and innovative training and placement program for veterans with employment barriers and for recently separated veterans. Consistent with those objectives, VWIP continues to offer high quality training and employment services to participants through annual competitive grant awards.

Grantees mix interventions that lead to long term, higher wage and career potential jobs by implementing consolidated program models that coordinate services available through other VETS programs (e.g., the employment assistance and intensive services provided by DVOP specialists and LVER staff members).

Based on successful pilot projects implemented in selected States, the goal of VWIP was refined recently to emphasize service to recently separated veterans with specialized skills, in occupational classes such as information technology, trucking and health. In light of employers' demand for workers with technical knowledge, disciplined work habits and aptitude for lifelong learning, VETS is maintaining this refinement of the VWIP service delivery strategy.

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2004	7,505	0
2005	8,482	0
2006	7,425	0
2007	7,435	0
2008	7,351	0

VETERANS' WORKFORCE INVESTMENT PROGRAM

FY 2009

The FY 2009 funding level requested for VWIP is \$7,351,000. VWIP continues to assist recently separated veterans to obtain work by providing information concerning occupational credentialing requirements, which facilitates licensing and certification for certain specialized occupations.

VWIP also will continue to coordinate its services with other programs that provide job search assistance to participating veterans to contribute to alleviating the continuing shortage of skilled workers and reduce the VWIP cost per placement by leveraging other resources. Additional leverage will be realized by coordination with Veterans Affairs, Department of Defense, and State Workforce Agencies. It is anticipated that implementation of this program model at the requested funding level will enable VETS to enroll 3,990 veterans as participants in VWIP.

WORKLOAD SUMMARY			
	PY 2007 Estimate*	PY 2008 Targets	PY 2009 Target
Veterans' Workforce Investment Program			
Number of Participants	4,400	4,760	3,990
Budget Activity Total	4,400	4,760	3,990
* VWIP supports performance that is measured on the basis of a program year period of performance, i.e. from July 1, 2007 through June 30, 2008			

VETERANS' WORKFORCE INVESTMENT PROGRAM

CHANGES IN FY 2009

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built Ins Subtotal

0

Estimate

FTE

Base

7,351

0

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

Budget Authority Before the Committee (Dollars in Thousands)						
	FY 2007 Comparable	FY 2008 Enacted	FY 2008 Estimate	Diff. FY07 Comp/ FY 08 Est	FY 2009 Request	Diff. FY 08 Est/FY 09 Req
Activity Appropriation	1,967	1,949	1,949	-18	1,949	0
FTE	0	0	0	0	0	0

Introduction

The National Veterans' Employment and Training Services Institute (NVTI) was established in 1986 and authorized in 1988 by the (P.L. 100-323). NVTI provides competency training to veteran service providers. Its main thrust is to guarantee the universality of services for veterans by ensuring that all direct client service providers have been properly trained on their job, and by increasing their productivity and knowledge of veterans' services available.

NVTI training is provided by contract. VETS staff evaluates the services for effectiveness through post training follow up with participants and their supervisors. Training provided by NVTI is evaluated for effectiveness through post-training follow-up with participants and their supervisors to determine the impact of the training.

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2004	1,988	0
2005	1,984	0
2006	1,964	0
2007	1,967	0
2008	1,949	0

FY 2009

The funding level of \$1,949,000 for FY 2009 will support continuing NVTI operations. NVTI will emphasize distance learning strategies and programs for providing information to training participants, thereby saving on travel to the Institute's Denver location. NVTI will contain costs by implementing distance learning modalities and by traveling to States that choose to bring NVTI trainers to provide on-site training workshops for Transition Assistance Program (TAP) facilitators to accommodate the increased demand for TAP Employment Workshops.

In FY 2009, VETS will continue to work with NVTI to refine its strategy for assessing the current competencies of veteran service providers, who may have had training when they began working as a veteran service provider but have since acquired new duties. VETS also will work with NVTI to identify where new competencies may be required (such as improved understanding of the evolving Workforce Investment system); and provide off-site training to

NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

achieve the new competencies necessary to work within this changing service delivery environment.

WORKLOAD SUMMARY			
	FY 2007 Actuals	FY 2008 Target	FY 2009 Request
National Veterans' Employment and Training Service Institute			
Number of Participants	1,965	2,000	1,985
Budget Activity Total	1,965	2,000	1,985

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

CHANGES IN FY 2009

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Built Ins Subtotal

0

Estimate

FTE

Base

1,949

0

FEDERAL ADMINISTRATION

Budget Authority Before the Committee						
(Dollars in Thousands)						
	FY 2007 Comparable	FY 2008 Enacted	FY 2008 Estimate	Diff. FY07 Comp/ FY 08 Est	FY 2009 Request	Diff. FY 08 Est/FY 09 Req
Activity Appropriation	31,187	33,282	33,282	2,095	34,625	1,343
FTE	229	234	234	5	234	0

Note: FY 2007 reflects actual FTE. The authorized level is 240.

Introduction

The Federal Administration budget activity supports the Federal staff of the Veterans' Employment and Training Service (VETS) and provides funding for all its activities except for grant programs and the National Veterans' Training Institute.

VETS is responsible for ensuring that the legislative mandates for providing special services to veterans, Reservists, National Guard members, and other eligible persons are provided by the DOL and its grantees in accordance with Chapters 41, 42, and 43 of Title 38, United States Code. VETS administers grants to States for the Local Veterans' Employment Representative (LVER) program, the Disabled Veterans' Outreach Program (DVOP), and the Transition Assistance Program (TAP) Employment Workshop, which is funded and implemented under the Jobs for Veterans State Grants Budget Activity. VETS coordinates with the Departments of Defense and Veterans Affairs to deliver TAP employment workshops, which provide service members separating from active duty with labor market information and training in job search skills to expedite their transition from military to civilian employment.

VETS also administers competitive grants to States and other entities as authorized under the Veterans' Workforce Investment Programs (VWIP) and Homeless Veterans' Reintegration Program (HVRP). VETS also provides technical assistance to support and foster the delivery of services by State Workforce Agencies (SWAs) to veterans on a priority basis through on-site monitoring of service delivery sites.

VETS acts as liaison with other Federal agencies, including the Office of Personnel Management, to protect veterans' hiring preference in the Federal sector; and, works closely with the Office of Federal Contract Compliance Programs. To ensure the enforcement of affirmative action requirements for recently separated, disabled and campaign badge veterans, VETS also collaborates with the Department of Veterans Affairs, to coordinate vocational rehabilitation and on-the-job training programs. In addition, VETS maintains an Internet web site that enables Federal contracting officers to check on Federal contractors' submissions of the VETS-100 form, which provides information on Federal contractors' number of new hire veterans and overall veteran workforce population(s).

FEDERAL ADMINISTRATION

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2004	28,857	250
2005	30,438	250
2006	30,131	235
2007	31,187	240
2008	33,282	234

FY 2009

There are several mission critical program functions of the Veterans' Employment and Training that will be supported by this budget activity in FY 2009:

Federal Contractor Program

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

Federal Government contracting officers are also required to list all contract awards in Federal publications such as Federal Procurement Data Systems or Federal Business Opportunities (FedBizOps), whereby commercial vendors seeking Federal markets for their products and services can, via the internet, search, monitor and retrieve opportunities solicited by the Federal contracting community.

Veteran's Preference

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

USERRA

USERRA provides reemployment rights for uniformed service members following qualifying service in the uniformed services. The law prohibits employer discrimination against a person on the basis of that person's prior military service, current military obligations or intent to join a uniformed service. The law also prohibits employer retaliation against a person who seeks to

FEDERAL ADMINISTRATION

enforce USERRA rights or assists in an investigation or court proceeding. On behalf of the Secretary of Labor, the Veterans' Employment and Training Service (VETS) administers USERRA, investigates complaints, and performs educational outreach activities.

Efficiency Measures

Data from the VETS' USERRA Information Management System (UIMS) System provides information pertinent to the efficiency measure captured under Federal Administration. This measure is important because it identifies the estimated average cost of processing USERRA complaints. Unit cost analysis enables VETS to understand how its resources are currently being expended to produce current outcomes and how those same resources can best be used to achieve greater future outcomes. The base line year for this measure was FY 2005; and, the unit cost per complaint resolved was \$2,824. The target for FY 2009 is \$2,300 unit cost per complaint resolved.

The agency plans to increase efficiency by continuing to emphasize compliance assistance as an effective means of reducing complaints. The USERRA Progress Index, which measures compliance progress and assistance progress, helps VETS evaluate its performance in processing complaints and delivering assistance and therefore allow the agency to better allocate resources to set and accomplish goals. VETS will also continue to use the Cost Accounting Model to ascertain the overall usage of agency resources to process complaints, deliver assistance, and align resource allocation with programmatic goals.

WORKLOAD SUMMARY			
	FY 2007 Actuals	FY 2008 Target	FY 2009 Target
Federal Administration			
USERRA Case Activities: Number of Complaints Resolved	1,500	1,500	1,534
Education and Outreach: Number of Contacts	122,514	122,514	125,340
Veterans' Preference: Number of Cases Opened	496	496	507
Budget Activity Total	124,510	124,510	127,381

FEDERAL ADMINISTRATION

Performance Goal 2: Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment		
Performance Indicators	FY 2007 Goal Achieved	
	Target	Result
<p>USERRA Progress Index (measures compliance progress and assistance progress)</p> <p>Compliance Progress: 1) Number of Guard/Reserve de-mobilized per USERRA claim filed by Guard/Reserve; 2) Number of Guard/Reserve de-mobilized per USERRA claim filed by Guard/Reserve in primary issues; 3) Number of USERRA violations; 4) Number of USERRA violations in primary issues; 5) Number of meritless USERRA claims; 6) Number of meritless USERRA claims in primary issues; and 7) Average days cases remain in VETS jurisdiction</p> <p>Assistance Progress: Number of USERRA assistance contacts per Guard/Reserve mobilized and de-mobilized</p>	101%	110%

FEDERAL ADMINISTRATION

CHANGES IN FY 2009

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	612
Personnel benefits	144
One day less of Pay	-87
Federal Employees Compensation Act (FECA)	13
Travel	0
Transportation of things	0
GSA Space Rental	16
Communications, utilities & miscellaneous charges	0
Printing and reproduction	0
Other services	0
Working Capital Fund	645
Other government accounts (DHS Charges)	0
Operation and maintenance of facilities	0
Supplies and materials	0
Equipment	0
Built Ins Subtotal	1,343

	Estimate	FTE
Base	34,625	234