

**FY 2019**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**VETERANS' EMPLOYMENT AND TRAINING SERVICE**

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# VETERANS' EMPLOYMENT AND TRAINING SERVICE

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# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## VETS Appropriation Language

*Not to exceed \$236,901,000 may be derived from the Employment Security Administration account in the Unemployment Trust Fund to carry out the provisions of chapters 41, 42, and 43 of title 38, United States Code, of which:*

*(1) \$173,812,000 is for Jobs for Veterans State grants under 38 U.S.C. 4102A(b)(5) to support disabled veterans' outreach program specialists under section 4103A of such title and local veterans' employment representatives under section 4104(b) of such title, and for the expenses described in section 4102A(b)(5)(C), which shall be available for obligation by the States through December 31, 2019, and not to exceed 3 percent for the necessary Federal expenditures for data systems and contract support to allow for the tracking of participant and performance information: Provided, That, in addition, such funds may be used to support such specialists and representatives in the provision of services to transitioning members of the Armed Forces who have participated in the Transition Assistance Program and have been identified as in need of intensive services, to members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units, and to the spouses or other family caregivers of such wounded, ill, or injured members;*

*(2) \$16,950,000 is for carrying out the Transition Assistance Program under 38 U.S.C. 4113 and 10 U.S.C. 1144: Provided, That, up to \$300,000 of such funds may be used to enter into a cooperative agreement with a State relating to a mobile application to provide transition assistance to separating service members, veterans, and eligible spouses;*

*(3) \$42,748,000 is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A, and 2023 of title 38, United States Code. Provided, that up to \$500,000 may be used to carry out division O of Public Law 115-31 ("HIRE Vets Act"), and such sums shall be available in addition to appropriations otherwise provided in law of amounts deposited in the HIRE Vets Medallion Fund; and*

*(4) \$3,391,000 is for the National Veterans' Employment and Training Services Institute under 38 U.S.C. 4109:*

*Provided, That the Secretary may reallocate among the appropriations provided under paragraphs (1) through (4) above an amount not to exceed 3 percent of the appropriation from which such reallocation is made.*

*In addition, from the General Fund of the Treasury, \$44,694,000 is for carrying out programs to assist homeless veterans and veterans at risk of homelessness who are transitioning from certain institutions under sections 2021, 2021A, and 2023 of title 38, United States Code: Provided, That notwithstanding subsections (c)(3) and (d) of section 2023, the Secretary may award grants through September 30, 2019, to provide services under such section: Provided further, That services provided under section 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1), services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that services provided under section 2023 may include, in addition to services to the individuals described in subsection (e) of such section, services to veterans*

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*recently released from incarceration who are at risk of homelessness. Provided further, That notwithstanding paragraph (3) under this heading, funds appropriated in this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information: Provided further, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, United States Code, such funds shall be available for expenditure for five fiscal years after the end of the period that such funds are available for obligation.*

Note.—A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115–56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

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## ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision	Explanation
<p>Amended provision: \$42,748,000 is for Federal administration of chapters 41, 42, and 43 of title 38, and sections 2021, 2021A, and 2023 of title 38, United States Code.</p>	<p>Clarifies permissible uses of federal administrative funds for VETS programs.</p>
<p>New provision: Provided, That, up to \$500,000 may be used to carry out the Hire VETS Act (division O of Public Law 115-31), and such sums shall be available in addition to the HIRE Vets Medallion Fund;”</p>	<p>This provision provides a safeguard in case the fees collected would not be sufficient to operate the program in the first year.</p>
<p>New provision: Provided further, That services provided under section 2021 or under 2021A may include, in addition to services to homeless veterans described in section 2002(a)(1) of title 38, services to veterans who were homeless at some point within the 60 days prior to program entry or veterans who are at risk of homelessness within the next 60 days, and that...</p>	<p>Updating the homeless definition to include recently homeless veterans and veterans at risk of homelessness.</p>
<p>New provision: Provided further, That notwithstanding subparagraph (3), funds appropriated under this paragraph may be used for data systems and contract support to allow for the tracking of participant and performance information.</p>	<p>Clarifies permissible uses of chapter 20 funds for certain non-staff administrative activities.</p>
<p>New provision: Provided further, That notwithstanding sections 2021(e)(2) and 2021A(f)(2) of title 38, such funds shall be available for expenditure pursuant to section 1552(a) of title 31.</p>	<p>Language authorizing the normal 5-year expenditure period for grantees receiving funds under 38 USC 2021 and 38 USC 2021A. This would allow grantees more time to expend the awarded funds and better serve veterans by improving continuity of services.</p>

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<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2017 Enacted</b>		<b>FY 2018 Full Year C.R.</b>		<b>FY 2019 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>0</b>	<b>\$45,000</b>	<b>0</b>	<b>\$44,694</b>	<b>0</b>	<b>\$44,694</b>
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$45,000</i>	<i>0</i>	<i>\$44,694</i>	<i>0</i>	<i>\$44,694</i>
Offsetting Collections From:						
Reimbursements	0	\$2,000	0	\$0	0	\$0
Trust Funds	237	\$234,041	233	\$232,452	233	\$236,901
Fees	0	\$0	0	\$0	3	\$1,250
<i>Subtotal Offsetting Collections</i>	<i>237</i>	<i>\$236,041</i>	<i>233</i>	<i>\$232,452</i>	<i>236</i>	<i>\$238,151</i>
<b>B. Gross Budget Authority</b>	<b>237</b>	<b>\$281,041</b>	<b>233</b>	<b>\$277,146</b>	<b>236</b>	<b>\$282,845</b>
Offsetting Collections From:						
Reimbursements	0	-\$2,000	0	\$0	0	\$0
Fees	0	\$0	0	\$0	-3	-\$1,250
<i>Subtotal Offsetting Collections</i>	<i>237</i>	<i>-\$2,000</i>	<i>0</i>	<i>\$0</i>	<i>-3</i>	<i>-\$1,250</i>
<b>C. Budget Authority Before Committee</b>	<b>237</b>	<b>\$279,041</b>	<b>233</b>	<b>\$277,146</b>	<b>233</b>	<b>\$281,595</b>
Offsetting Collections From:						
Reimbursements	0	\$2,000	0	\$0	0	\$0
Fees	0	\$0	0	\$0	3	\$1,250
<i>Subtotal Offsetting Collections</i>	<i>0</i>	<i>\$2,000</i>	<i>0</i>	<i>\$0</i>	<i>3</i>	<i>\$1,250</i>
<b>D. Total Budgetary Resources</b>	<b>237</b>	<b>\$281,041</b>	<b>233</b>	<b>\$277,146</b>	<b>236</b>	<b>\$282,845</b>
Additional FTE Usage	0	\$0	0	\$0	0	\$0
Budget Authority Before Committee	-2	-\$272	0	\$0	0	\$0
Reimbursements	0	-\$275	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>235</b>	<b>\$280,494</b>	<b>233</b>	<b>\$277,146</b>	<b>236</b>	<b>\$282,845</b>



# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2018 Full Year C.R.	FY 2019 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$44,694	\$44,694	\$0
Trust Funds	\$232,452	\$236,901	+\$4,449
<b>Total</b>	<b>\$277,146</b>	<b>\$281,595</b>	<b>+\$4,449</b>
<b>Full Time Equivalents</b>			
General Funds	0	3	3
Trust Funds	233	233	0
<b>Total</b>	<b>233</b>	<b>236</b>	<b>3</b>

### FY 2019 Change

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	233	\$23,162	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$7,254	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$114	0	\$0	0	\$114
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,681	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$918	0	\$22	0	\$0	0	\$22
Communications, utilities, and miscellaneous charges	0	\$120	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$697	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$6,942	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$999	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$64	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$9	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$36	0	\$0	0	\$0	0	\$0

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FY 2019 Change

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Supplies and materials	0	\$100	0	\$0	0	\$0	0	\$0
Equipment	0	\$50	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$43,933	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$170,763	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$50	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>233</b>	<b>+\$256,778</b>	<b>0</b>	<b>+\$136</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$136</b>
<b>B. Programs:</b>								
Increase for TAP Career Technical Training Track	0	\$14,501	0	\$2,449	0	\$0	0	\$2,449
Veterans Employment Center (VEC)	0	\$0	0	\$1,500	0	\$0	0	\$1,500
HIRE Vets Process Increase	0	\$0	0	\$500	0	\$0	0	\$500
Federal Administration Increase of Three Fee Funded FTE	0	\$0	0	\$0	3	\$0	3	\$0
<b>Programs Subtotal</b>			<b>0</b>	<b>+\$4,449</b>	<b>3</b>	<b>\$0</b>	<b>3</b>	<b>+\$4,449</b>
<b>Total Increase</b>	<b>233</b>	<b>+\$256,778</b>	<b>0</b>	<b>+\$4,585</b>	<b>3</b>	<b>\$0</b>	<b>3</b>	<b>+\$4,585</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$32	0	-\$5	0	\$0	0	-\$5
Other services from non-Federal sources	0	\$18,662	0	-\$114	0	\$0	0	-\$114
Other goods and services from Federal sources	0	\$1,674	0	-\$17	0	\$0	0	-\$17
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>+\$20,368</b>	<b>0</b>	<b>-\$136</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$136</b>
<b>B. Programs:</b>								
<b>Total Decrease</b>	<b>0</b>	<b>+\$20,368</b>	<b>0</b>	<b>-\$136</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$136</b>
<b>Total Change</b>	<b>233</b>	<b>+\$277,146</b>	<b>0</b>	<b>+\$4,449</b>	<b>3</b>	<b>\$0</b>	<b>3</b>	<b>+\$4,449</b>

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request		Diff. FY19 Request / FY18 Full Year C.R	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>State Grants</b>	<b>0</b>	<b>175,000</b>	<b>0</b>	<b>173,812</b>	<b>0</b>	<b>173,812</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	175,000	0	173,812	0	173,812	0	0
<b>Transition Assistance Program</b>	<b>0</b>	<b>14,600</b>	<b>0</b>	<b>14,501</b>	<b>0</b>	<b>16,950</b>	<b>0</b>	<b>2,449</b>
Unemployment Trust Funds	0	14,600	0	14,501	0	16,950	0	2,449
<b>Homeless Veterans' Reintegration Program</b>	<b>0</b>	<b>45,000</b>	<b>0</b>	<b>44,694</b>	<b>0</b>	<b>44,694</b>	<b>0</b>	<b>0</b>
General Funds	0	45,000	0	44,694	0	44,694	0	0
<b>National Veterans' Employment and Training Service Institute</b>	<b>0</b>	<b>3,414</b>	<b>0</b>	<b>3,391</b>	<b>0</b>	<b>3,391</b>	<b>0</b>	<b>0</b>
Unemployment Trust Funds	0	3,414	0	3,391	0	3,391	0	0
<b>Federal Administration - USERRA Enforcement</b>	<b>235</b>	<b>41,027</b>	<b>233</b>	<b>40,748</b>	<b>236</b>	<b>42,748</b>	<b>3</b>	<b>2,000</b>
General Funds	0	0	0	0	3	0	3	0
Unemployment Trust Funds	235	41,027	233	40,748	233	42,748	0	2,000
<b>Total</b>	<b>235</b>	<b>279,041</b>	<b>233</b>	<b>277,146</b>	<b>236</b>	<b>281,595</b>	<b>3</b>	<b>4,449</b>
<b>General Funds</b>	<b>0</b>	<b>45,000</b>	<b>0</b>	<b>44,694</b>	<b>3</b>	<b>44,694</b>	<b>3</b>	<b>0</b>
<b>Unemployment Trust Funds</b>	<b>235</b>	<b>234,041</b>	<b>233</b>	<b>232,452</b>	<b>233</b>	<b>236,901</b>	<b>0</b>	<b>4,449</b>

NOTE: 2017 reflects actual FTE.

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
	Full-Time Equivalent				
	Full-time Permanent	237	233	228	-5
	Other	0	0	3	3
	<b>Total</b>	<b>237</b>	<b>233</b>	<b>231</b>	<b>-2</b>
	Average ES Salary	\$170,624	\$179,833	\$181,453	\$1,620
	Average GM/GS Grade	12/6	12/8	13/1	0
	Average GM/GS Salary	\$88,829	\$97,103	\$99,327	\$2,224
11.1	Full-time permanent	22,768	22,876	22,840	-36
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	344	286	286	0
11.9	<b>Total personnel compensation</b>	<b>23,112</b>	<b>23,162</b>	<b>23,126</b>	<b>-36</b>
12.1	Civilian personnel benefits	7,073	7,286	7,411	125
13.0	Benefits for former personnel	29	0	0	0
21.0	Travel and transportation of persons	1,916	1,681	1,681	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	907	918	940	22
23.3	Communications, utilities, and miscellaneous charges	165	120	127	7
24.0	Printing and reproduction	667	697	697	0
25.1	Advisory and assistance services	152	0	0	0
25.2	Other services from non-Federal sources	18,726	18,662	23,025	4,363
25.3	Other goods and services from Federal sources 1/	8,277	9,679	9,757	78
25.4	Operation and maintenance of facilities	9	9	9	0
25.7	Operation and maintenance of equipment	364	36	48	12
26.0	Supplies and materials	100	100	100	0
31.0	Equipment	92	50	50	0
41.0	Grants, subsidies, and contributions	217,402	214,696	214,574	-122
42.0	Insurance claims and indemnities	50	50	50	0
	<b>Total</b>	<b>279,041</b>	<b>277,146</b>	<b>281,595</b>	<b>4,449</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,940	6,942	6,942	0
	DHS Services	0	64	65	1
	HHS Services	186	291	231	-60
	Services by Other Government Departments	1,151	1,383	1,520	137
	Census Services	0	999	999	0

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## AUTHORIZING STATUTES

### Public Law / Act

- 38 U.S.C. Chapters 41 and 42, as amended by Pub. Law 107-288, Pub. Law 112-56, Title II, and Pub. Law 111-275
- Pub. Law 105-339
- 38 U.S.C. Chapter 43, as amended by Pub. Law 103-353
- Pub. Law 96-22 Section: 38 U.S.C. Chapter(s) 4100, 4200, 4300
- 38 U.S.C. 2021, 2021A, and 2023
- Pub. Law 112-56, Title II
- Pub. Law 115-31, Division "O"

### Legislation

- Jobs for Veterans Act
- Veterans Employment Opportunities Act
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Vietnam Era Veterans' Readjustment Assistance Act of 1974
- Homeless Veterans' Reintegration Programs
- VOW to Hire Heroes Act
- HIRE Vets Act

## VETERANS' EMPLOYMENT AND TRAINING SERVICE

<b>APPROPRIATION HISTORY</b>					
(Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
2009					
Base Appropriation...1/	\$238,439	\$239,439	\$239,439	\$239,439	234
2010					
Base Appropriation	\$255,127	\$255,127	\$256,127	\$256,127	234
2011					
Base Appropriation...2/	\$262,494	\$255,127	\$256,127	\$255,614	228
2012					
Base Appropriation...3/	\$261,036			\$264,438	218
2013					
Base Appropriation...4/	\$258,870			\$250,604	218
2014					
Base Appropriation	\$300,518			\$269,523	227
2015					
Base Appropriation	\$269,981			\$269,981	230
2016					
Base Appropriation	\$271,110	\$271,110		\$271,110	230
2017					
Base Appropriation	\$285,520			\$279,041	237
2018					
Base Appropriation...5/	\$279,595	\$284,051			
2019					
Base Appropriation	\$281,595				236

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

2/ This bill was only reported out of Subcommittee and was not passed by the Full House.

3/ Reflects a \$501 reduction pursuant to P.L. 112-74

4/ Reflects a 0.2% across-the-board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985.

5/ A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## OVERVIEW

The Veterans' Employment and Training Service (VETS) administers programs that address the employment, training, and job security needs of American veterans. VETS is part of an integrated veterans employment, training, and compliance enterprise in the Department of Labor (DOL). Our programs:

- prepare transitioning service members and military spouses for civilian employment;
- provide employment and training services to eligible veterans and their spouses;
- protect employment and re-employment rights of service members and veterans and ensure that Federal employers give appropriate preferential hiring to veterans; and
- promote employment opportunities for veterans.

For Fiscal Year (FY) 2019, VETS is requesting \$281,595,000. This includes funding for:

- Jobs for Veterans State Grants, in the amount of \$173,812,000
- Transition Assistance Program, in the amount of \$16,950,000
- Homeless Veterans' Reintegration Program, in the amount of \$44,694,000
- National Veterans' Training Institute, in the amount of \$3,391,000
- Federal Administration - USERRA Enforcement, in the amount of \$42,748,000

The VETS budget is formulated through five budget activities:

(1) **Jobs for Veterans State Grants (JVSG)** – The FY 2019 request is \$173,812,000.

JVSG is the largest component of the VETS budget, serving over 170,000 veterans each fiscal year. VETS assists veterans to obtain and maintain meaningful employment through services provided at American Job Centers (AJC) and other locations. VETS awards JVSG as a formula grant to each state, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. Under this program, funds are allocated to State Workforce Agencies (SWA) in direct proportion to the number of veterans seeking employment in the particular state compared to the total number of veterans seeking employment in all states. The grant supports two types of staff positions in the AJC network:

- Disabled Veterans' Outreach Program (DVOP) specialists, who provide case management services targeted at meeting the employment needs of veterans who are disabled and other veterans with significant barriers to employment; and
- Local Veterans' Employment Representatives (LVER), who conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, and encourage the hiring of veterans.

The FY 2019 request will support approximately 2,100 DVOP specialists and LVER staff across the country.

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VETS will continue to focus on providing individualized career services to veterans with significant barriers to employment, including comprehensive and specialized assessments of skill levels and needs; development of an individual employment plan; group and individual career counseling and planning; and short-term skills development (such as interview and communication skills), in order to improve employment outcomes for these individuals.

VETS continues to collaborate with the U.S. Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) service by stationing DVOP specialists at VA Regional Offices and other points of entry to help VR&E participants find good jobs. Additionally, recent policy changes between the VA and VETS requires 100 percent of VR&E participants to receive both labor market information and employment services through the DOL- funded staffing at AJCs.

**(2) Transition Assistance Program (TAP)** - The FY 2019 request is \$16,950,000.

DOL provides the TAP Employment Workshop, a standardized, comprehensive three-day workshop that assists service members to transition to civilian employment. Over 6,000 employment workshops are conducted each fiscal year. The TAP Employment Workshops are provided on military installations, both domestically and abroad, and are facilitated by an all-contract staff. At the request level, TAP Employment Workshops will be delivered to approximately 185,000 transitioning service members and spouses. VETS expects the demand for the TAP Employment Workshop to remain constant over the next few years.

In accordance with the TAP Memorandum of Understanding (MOU) dated December 16, 2016, VETS is assuming full responsibility for delivering the optional Career Technical Training Track (CTTT) workshops offered within TAP. The CTTT is a two-day workshop conducted at military installations worldwide and is intended to provide guidance to service members who intend to pursue additional technical training. The guidance presented during the workshop includes identifying and selecting schools and technical fields. In FY 2018, CTTT was transferred to VETS from the VA.

The budget request for this program activity reflects an increase of \$2,449,000 intended to increase the number of veterans entering apprenticeships and technical occupations for jobs that require credentials.

**(3) Homeless Veterans' Reintegration Program (HVRP)** – The FY 2019 request is \$44,694,000.

HVRP is the only federal nationwide program that focuses exclusively on the employment of veterans experiencing homelessness. The program provides job training, counseling, and placement services, including job readiness, literacy, and skills training, to aid in the reintegration of homeless veterans into the labor force. These services help over 16,000 homeless veterans each year. HVRP funds are awarded on a competitive basis to eligible applicants, including: state and local Workforce Development Boards, public agencies, for-



## VETERANS' EMPLOYMENT AND TRAINING SERVICE

profit/commercial entities, and non-profit organizations, including faith-based and community organizations.

Grantees provide an array of services to homeless veterans through a comprehensive case management approach, which includes critical linkages to a variety of support services available in local communities. Grantees conduct outreach to homeless veterans through collaboration with other entities, such as Grant and Per Diem (GPD) grantees, Housing and Urban Development and Veterans Affairs Supportive Housing grantees, and U.S. Department of Health and Human Services (HHS) grantees.

**(4) National Veterans' Employment and Training Services Institute (NVTI)** – The FY 2019 request is \$3,391,000.

NVTI was established to ensure a high level of proficiency and training for staff that provide veterans employment services. NVTI provides training to over 6,000 federal staff and veteran service providers each fiscal year, including DVOP specialists and LVER staff who provide or oversee grant services, and federal staff who perform compliance and enforcement activities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and Veterans' Preference.

At the requested level, NVTI will be able to train veteran service providers in order to meet the training requirements of the Veterans' Benefits Act of 2010 (Public Law 111-275). This statutory requirement calls for DVOP specialists and LVER staff to complete training within 18 months of assignment to their positions. NVTI will also continue required proficiency testing of DVOP and LVER participants.

**(5) Federal Administration – USERRA** – The FY 2019 request is \$42,748,000.

The Federal Administration budget activity supports the management and oversight necessary to implement the Agency's activities, programs, initiatives, and administrative and oversight functions. The request will fund VETS staff distributed across each state, the District of Columbia and Puerto Rico; six regional offices; and the National Office.

This budget activity also funds compliance investigations, by allowing VETS to investigate complaints filed under USERRA, the statute that protects the job rights and benefits of eligible individuals who leave employment positions to undertake military service. USERRA also protects from employment discrimination individuals who serve, have served, or will serve in the military, as well as individuals who make complaints, participate in proceedings, or exercise rights under USERRA. Pursuant to the Veterans' Employment Opportunities Act of 1998 (VEOA), 5 U.S.C. § 3330a, VETS helps to ensure that qualified veterans obtain the required preference in Federal agency hiring and retention actions by investigating claims of violations of those rights. Pursuant to 38 U.S.C. § 4212, Federal contractors submit annual reports to VETS setting forth their efforts to discharge their affirmative action duties to hire and retain covered veterans in their employment.

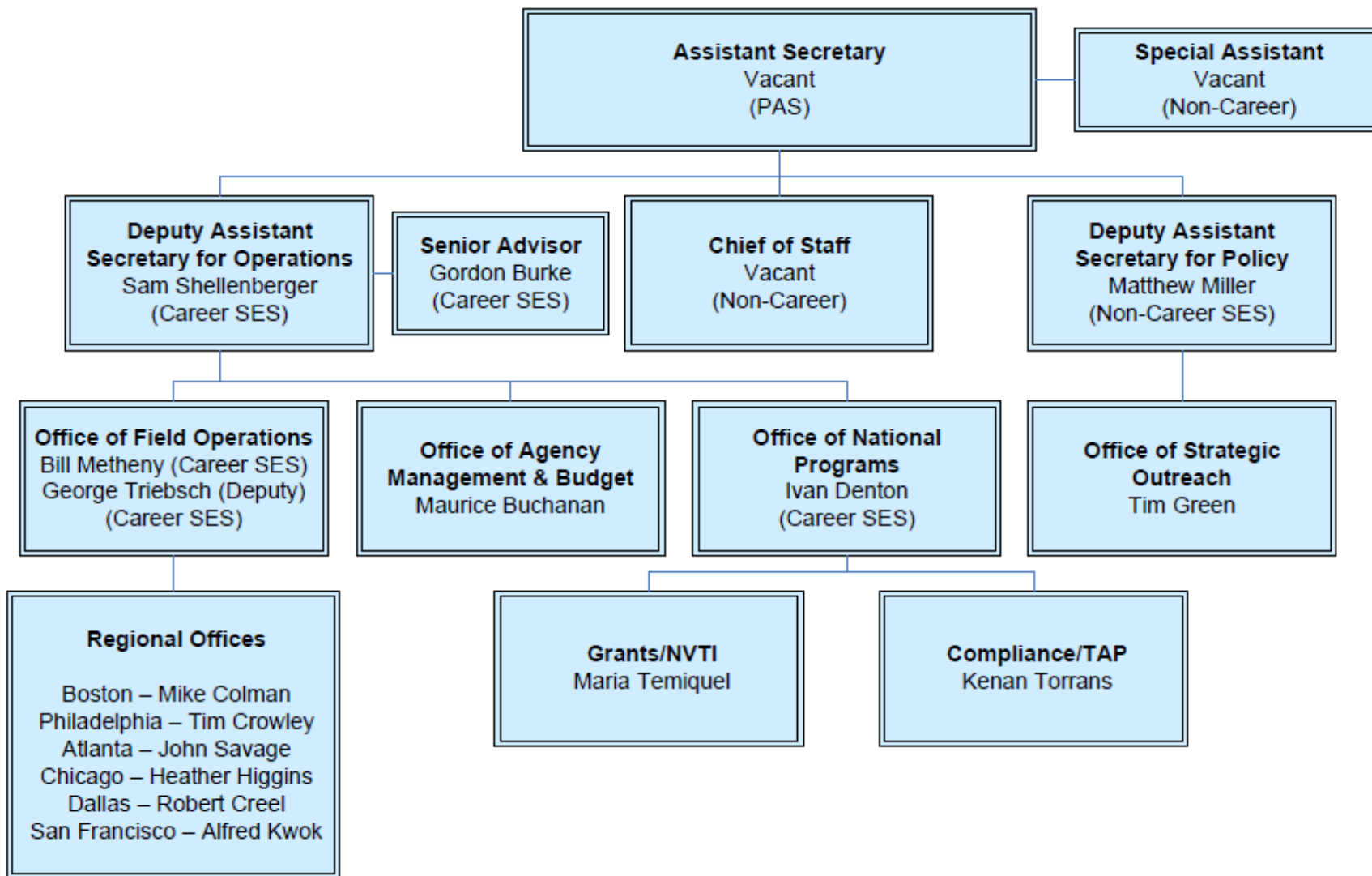
## **VETERANS' EMPLOYMENT AND TRAINING SERVICE**

The HIRE Vets Act Medallion Program, enacted in FY 2017, will be fully implemented in 2019. This new program will recognize employers who demonstrate efforts in recruiting, employing and retaining veterans. In 2018, VETS will conduct an official program demonstration, with up to 300 employer applicants, to prepare for full implementation in 2019. This budget submission reflects an estimated \$1,250,000 in fees collected in FY 2019, and 3 Full Time Equivalent (FTE) positions funded by the collections. The Budget includes a technical change as a mandatory proposal to change the statutory language of the HIRE Vets Act (Pub. L. 115-31, Division O) to make spending of the fees no longer subject to discretionary appropriation since the authority to collect fees is provided by the HIRE Vets Act. The proposal would also allow employers to apply for and receive the Medallion Award each year rather than every other year. Upon enactment of the mandatory proposal, fees could be spent on the HIRE Vets Medallion administration without further appropriation.

In addition to the funds collected through the fees, this budget submission would allow VETS to use up to \$500,000 of the funds appropriated for the Federal Administration – USERRA Enforcement activity to carry out HIRE Vets Act responsibilities. Per the requirements of the HIRE Vets Act, VETS will not begin collecting fees until the 2<sup>nd</sup> quarter of FY 2019. The authority to use up to this amount of Federal Administration funding provides a safeguard in case the fees collected are not sufficient to cover the first year of program operations.

# VETERANS' EMPLOYMENT AND TRAINING SERVICE

## ORGANIZATION CHART





## STATE GRANTS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
<b>Activity Appropriation</b>	<b>175,000</b>	<b>173,812</b>	<b>173,812</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The state grants budget activity funds the Jobs for Veterans State Grants (JVSG) program. The JVSG program functions primarily as a staffing grant, providing salaries and benefits for state employees who provide employment and specialized services to:

- veterans and eligible spouses with significant barriers to employment;
- transitioning service members identified as in need of concentrated case management services;
- wounded or ill service members in military treatment facilities, and their family caregivers; and,
- other populations of veterans specified by the Secretary.

The grants are distributed on a formula basis to State Workforce Agencies to support the Disabled Veterans' Outreach Program (DVOP) specialists and the Local Veterans' Employment Representative (LVER) staff. These staff provide employment services in various locations in 50 states, the District of Columbia, Puerto Rico, Guam, and the Virgin Islands. Sites include the network of American Job Centers (AJCs), U.S. Department of Veterans Affairs (VA) facilities, military installations and medical treatment facilities, and Warrior Transition Units. Warrior Transition Units are located at major military treatment facilities and provide support to wounded, ill, and injured soldiers who require at least six months of rehabilitative care and complex medical management.

DVOP specialists are authorized by Section 4103A of Title 38, United States Code. DVOP specialists provide specialized services to veterans and eligible spouses with significant barriers to employment. Additionally, beginning in FY 2014, appropriation language was amended to allow DVOP specialists to provide services to transitioning service members in need of intensive services, and to wounded, ill, or injured service members and their caretakers. Those intensive services, now referred to as individualized career services under the Workforce Innovation and Opportunity Act (WIOA), include comprehensive and specialized job readiness assessments, interview preparation, development of an individual employment plan, and career guidance through group or individual counseling. DVOP specialists also provide recovery and employment assistance to wounded and injured service members receiving care at the U.S. Department of Defense (DoD) military treatment facilities and Warrior Transition Units, with special consideration to those veterans who are economically or educationally disadvantaged. DVOP specialists also provide individualized employment-related services to eligible veterans

## STATE GRANTS

served through the Homeless Veterans' Reintegration Program and Incarcerated Veterans' Transition Program.

LVER staff are authorized by Section 4104, Title 38, United States Code. LVER staff conduct outreach to employers and engages in advocacy efforts with local businesses to increase employment opportunities for veterans, encourage the hiring executives to increase employment opportunities for veterans, encourage the hiring of veterans who have a disability, and generally facilitate and support veterans in gaining and retaining employment. In addition, LVER staff maintain cooperative working relationships with community organizations that provide complementary services and reciprocal referrals.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2014	\$175,000	0
2015	\$175,000	0
2016	\$175,000	0
2017	\$175,000	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2019**

The FY 2019 budget requests \$173,812,000 for the JVSG program to meet the employment and training needs of veterans and eligible spouses, especially those with significant barriers to employment. The funding request will also connect employers across the country with work-ready veterans. The JVSG program will continue to provide funding to 54 states and U.S. territories for DVOP specialists and LVER staff, located in AJCs and other locations. DVOP specialists will continue to provide individualized career services to veterans with significant barriers to employment, including veterans who have a disability. LVER staff will continue to promote the hiring of veterans in communities through outreach activities that build relationships with local employers and provide training to workforce center staff to facilitate the provision of services to veterans.

### **FY 2018**

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115-56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

## STATE GRANTS

### **FY 2017**

The enacted level for FY 2017 of \$175,000,000 approximates the FY 2016 funding level, which provided employment services for 170,000 job-seeking veterans and eligible spouses. The number of participants remained consistent with FY 2016, with the number of participants lower than prior years as a result of guidance released by DOL and improving economic conditions nationwide. This guidance defined those veterans who had one or more significant barrier to employment as individuals who should be referred to a DVOP specialist for intensive services.

Additionally, to assist states in meeting this goal, federal staff conducted both regular oversight activities and formal audits of AJCs. In FY 2017, all regions successfully conducted 100 percent of the audits scheduled across 17 states. Auditing ensures that veterans are referred to the appropriate workforce program, intensive services are provided to veterans with significant barriers to employment, and DVOP specialists and LVER staff are performing their respective roles and responsibilities. Upon completion of the audits, State Workforce Agencies received a formal report of identified issues and best practices that can be replicated in other AJCs. Federal staff worked with State Workforce Agencies to implement corrective action, when necessary.

Finally, DOL continued the implementation of WIOA, which moves federal and state governments toward a unified workforce and education system to better serve the American worker. Programs are required to partner in both the planning and performance process to streamline services and referrals, and ensure agencies are measuring programs in a standardized way. JVSG is a required partner, and VETS has been in lockstep with our workforce and education partners to ensure that the JVSG program is included in all stages of this transformation.

### **Workload Narrative Summary**

The performance measures DOL will use to measure the outcomes of JVSG participants are employment rates in the 2<sup>nd</sup> and 4<sup>th</sup> quarters after exiting the program, median earnings, and percent of JVSG veterans receiving individualized career services. Due to the inherent lag times associated with these WIOA metrics, data is not available for FY 2017 or prior.

VETS will establish a baseline measurement in FY 2018 for these performance indicators. Targets will be established for FY 2019 performance by the third quarter of FY 2018, and will be based on the data collected during FY 2018 (the first year WIOA outcomes are available).

The number of participants in the JVSG program has decreased due to improving economic conditions across the nation, as well as continued efforts to increase the rate of individualized career services delivered. This refocusing guidance released in April 2014 emphasized that only those veterans with significant barriers to employment be referred to a DVOP specialist, as opposed to all veterans, which was the previous practice of many states. The reduction in the number of participants allows DVOP specialists to devote increased time to veterans who most need assistance to become employed, providing them with the individualized career services required to address their specific barriers to employment.

## **STATE GRANTS**

One of the agency's key goals is to measure the rate of veterans receiving individualized career services from DVOP specialists. With the definition change ushered in by WIOA, VETS will establish baseline measurements in FY 2018 with the intent to begin setting targets in FY 2019. These services include career planning and counseling, comprehensive and specialized skill assessment, and providing participants with an individualized employment plan for mitigating employment barriers.



## STATE GRANTS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
25.2	Other services from non-Federal sources	1,070	810	835	25
25.3	Other goods and services from Federal sources 1/	1,151	2,239	2,329	90
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	172,779	170,763	170,648	-115
	<b>Total</b>	<b>175,000</b>	<b>173,812</b>	<b>173,812</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	HHS Services	0	240	180	-60
	Census Services	0	999	999	0
	Services by Other Government Departments	1,151	1,000	1,150	150

# STATE GRANTS

## CHANGES IN FY 2019

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments		\$0
One day more of pay		0
Travel and transportation of persons		0
Communications, utilities, and miscellaneous charges		0
Other services from non-Federal sources		0
Other Federal sources (Census Bureau)		0
Other goods and services from Federal sources		0
Operation and maintenance of equipment		0
Grants, subsidies, and contributions		0
State Administration Workload		0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$173,812</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
<b>Activity Appropriation</b>	<b>14,600</b>	<b>14,501</b>	<b>16,950</b>	<b>2,449</b>
FTE	0	0	0	0

### **Introduction**

The Transition Assistance Program (TAP) for separating service members and their spouses, codified in 10 U.S.C. 1144, is a cooperative effort between DOL, DoD, the U.S. Department of Homeland Security (DHS), and the VA. VETS administers the DOL Employment Workshop as a component of TAP, both domestically and at overseas installations, providing job preparation and employment services to assist transitioning service members entering the civilian workforce. The DOL Employment Workshop is an intensive three-day workshop focused on the fundamentals of career transition and the mechanics of getting a job. It includes developing a job search plan, networking, creating an effective resume, and interviewing techniques. DOL provides Employment Workshops based on the demand of the Armed Services. VETS' estimates for TAP are based on DoD's projections of approximately 185,000 service members attending the DOL Employment Workshops in the coming year. VETS uses an average class size of 30 participants, based on historical data, to determine the estimated number of workshops that will be needed. Printing and distribution costs are based on the DoD projections of the number and location of workshops.

The Veterans Employment Initiative Task Force, a collaboration of several agencies across the Government, established requirements for each of the military services and interagency partners to develop their respective sections of the TAP program. The Veterans Employment Initiative Task Force also created three voluntary training tracks, one of which is the Career Technical Training Track (CTTT). The TAP MOU, dated December 16, 2016, assigned full responsibility for CTTT to DOL. The CTTT is a two-day workshop conducted at military installations worldwide. The purpose of CTTT is to provide guidance to service members and spouses who are pursuing further technical training, in selecting schools and technical fields. CTTT addresses such topics as reputable technical training options, how to identify and select reputable, high-quality career fields, and technical and licensing requirements. In FY 2017, CTTT was transferred to VETS from the VA with a one-time fund transfer as well.

An increase of \$2,449,000 is requested. The requested increase is to support expansion of the delivery of CTTT workshops. This will lead to a higher number of transitioning service members pursuing apprenticeships or other technical occupations that require credentials. As noted, CTTT is an optional training track; therefore, even though the overall number of transitioning service members remains level, there is tremendous opportunity to increase the number attending the CTTT workshops. VETS will introduce a revised CTTT curriculum in May 2018. The revised curriculum will place greater emphasis on apprenticeships as a path to long-term employment

## TRANSITION ASSISTANCE PROGRAM

and higher wages. VETS will also revise the DOL Employment Workshop curriculum to promote the optional CTTT training.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$14,000	0
2015	\$14,000	0
2016	\$14,100	0
2017	\$14,600	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2019

The FY 2019 budget requests \$16,950,000 for TAP. The requested level will allow VETS to provide services for approximately 6,200 employment workshops. DoD's projected demand for the DOL Employment Workshops is expected to remain consistent with that of FY 2017. This funding level will allow DOL to continue to deliver the DOL Employment Workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content. The increase in funds will allow DOL VETS to provide 900 - 1,000 CTTT workshops at military installations worldwide.

### FY 2018

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115-56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

### FY 2017

The enacted level of \$14,600,000 allowed the agency to provide services for 164,378 participants with an average class size of 27 exiting service members or spouses. DOL delivered 6,097 employment workshops through a combination of instructor led brick-and-mortar workshops, synchronous workshops delivered in a virtual classroom, and asynchronous web-based content.

In the third quarter of FY 2017, DOL began conducting the CTTT workshops through an Interagency Agreement with the VA. The VA transferred nearly \$2,000,000 to DOL to conduct CTTT workshops during the last half of FY 2017. DOL delivered 491 CTTT workshops to 3,506 participants during that timeframe.

VETS monitored DOL Employment Workshop sites regularly to ensure that the DOL Employment Workshop program worked effectively and was in compliance with the mandates

## **TRANSITION ASSISTANCE PROGRAM**

outlined in Public Law 101-510 (codified at 10 U.S.C. § 1144). VETS used a standardized assessment tool and process for the TAP Employment Workshop, including 10 standardized elements for evaluating facilitators.

In FY 2017, DOL conducted an in-depth review and revision of both the DOL Employment Workshop curriculum and the CTTT curriculum. As part of the in-depth review process, DOL discussed the curricula with internal and external stakeholders providing them an opportunity to review the material and respond with input. Based on feedback received, DOL updated the Employment Workshop curriculum to make the material flow better, removed outdated practices, updated the social media section, and emphasized the importance of taking advantage of the supplemental Goals, Plans, Success training tracks – Accessing Higher Education, Entrepreneurship track, and CTTT. The Department's intent is to highlight how it is in the interest of the transitioning service member to take a career approach by obtaining a degree, industry recognized credential, or an apprenticeship. The revised CTTT curriculum covers four themes: (1) Personal Assessment using three assessment tools; (2) Research into specific career fields of interest; (3) Understanding training requirements and identifying training opportunities; and (4) Establish goals and develop a detailed plan to achieve those goals.

### **Workload Summary Narrative**

The TAP budget activity measures the number of DOL Employment Workshop and CTTT courses delivered, and the estimated number of TAP workshop participants. The number of TAP workshops and participants is based on their demand from the DoD.

In FY 2017 DOL assumed responsibility for the CTTT optional course; participant counts under DOL began in April 2017. As such, the workshop participation count of 491 for FY 2017 reflects a partial year. VETS anticipates this will grow to 1,000 in FY 2019.

Future targets for TAP can be difficult to predict for the reasons mentioned previously. However, DOL expects total transitioning service members in FY 2019 to be at approximately the FY 2017 level, and is setting expected goals accordingly.

## TRANSITION ASSISTANCE PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
24.0	Printing and reproduction	625	650	650	0
25.2	Other services from non-Federal sources	13,975	13,551	16,000	2,449
25.3	Other goods and services from Federal sources 1/	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	0	300	300	0
	<b>Total</b>	<b>14,600</b>	<b>14,501</b>	<b>16,950</b>	<b>2,449</b>
	1/Other goods and services from Federal sources				

# TRANSITION ASSISTANCE PROGRAM

## CHANGES IN FY 2019

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	0
Travel and transportation of persons	0
Transportation of things	0
Printing and reproduction	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0
State Administration Workload	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$2,449**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$14,501</b>	<b>0</b>
<b>Program Increase</b>	<b>\$2,449</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>





## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
<b>Activity Appropriation</b>	<b>45,000</b>	<b>44,694</b>	<b>44,694</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Homeless Veterans' Reintegration Program (HVRP), authorized under 38 U.S.C. 2021, provides services to help veterans experiencing homelessness obtain meaningful employment and to develop effective service delivery systems to address the complex problems they encounter. Funds are awarded on a competitive basis to eligible applicants, including: state and local Workforce Development Boards, public agencies, for-profit/commercial entities, and non-profit organizations, including faith- and community-based organizations.

In addition to HVRP grants, funding in this budget activity is also used to serve specific subsets of the homeless veteran population. In FY 2017, VETS established three different priority tracks for grant applicants: one for applicants proposing to use 100 percent of their funding to serve homeless female veterans and veterans with families; a second for applicants proposing to use 100 percent of their funding to serve incarcerated veterans; and a third for applicants that did not fit into either of the first two categories. VETS also administers Stand Down grants for local events typically held for one to two days.

According to the U.S. Interagency Council on Homelessness, about half of homeless veterans are considered chronically homeless—which is much higher than the 25 percent of the overall homeless population who are chronically homeless. Individuals experiencing chronic homelessness may have disabilities, including serious mental illness, chronic substance use disorders, or chronic medical issues, and are homeless repeatedly or for long periods of time.

The VETS proposed appropriation language includes adjustments to HVRP. These adjustments include:

- changing the HVRP expenditure period for grantees from the current two years to five years to allow grantees more time to expend the awarded funds and better serve veterans by improving continuity of services;
- clarify that HVRP funds can be spent for program administration; and,
- update the HVRP definition of veteran's homelessness to include *imminently homeless* (an individual likely to be homeless in the next 60 days) and *recently housed* (an individual who now has stable living conditions, but met definition of veterans' homelessness within the previous 60 days before the request for services).

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$38,109	0
2015	\$38,109	0
2016	\$38,109	0
2017	\$45,000	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2019

The FY 2019 budget requests \$44,694,000 for HVRP. HVRP is funded exclusively to focus on reintegrating eligible homeless veterans into the workforce.

HVRP will continue to provide employment and training services to homeless veterans by assisting them in developing the skills to gain meaningful employment. HVRP will also partner with federal and nonfederal partners who share the goal of ending veteran homelessness. For 20 years, HVRP grants were capped at \$300,000 and the purchasing power of this funding has declined. In response to changing needs, grants awarded on July 1, 2017 were increased to a maximum of \$500,000. These additional funds along with new requirements that grantees enroll participants in services at AJCs are expected to increase services and allow grantees to better serve the chronically homeless. HVRP grantees will provide a portfolio of employment services by utilizing a case management approach that directly assists homeless veterans with supportive services available in their local communities.

The program is employment focused, meaning veterans receive the employment and training services to help them re-enter the labor force. Direct services include placement in employment, skills training, job development, career counseling, and resume writing. Support services that may be available include: clothing; the provision of or referral to temporary, transitional, and permanent housing, referral to medical substance abuse treatment; and transportation assistance.

### FY 2018

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115-56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

### FY 2017

At the FY 2017 funding level of \$45,000,000, DOL awarded funds to 150 grantees. Of these, 22 newly-competed grants were awarded and 128 existing/current grantees received first or second option-year funding. The FY 2017 grants included 12 Homeless Female Veterans and

## **HOMELESS VETERANS' REINTEGRATION PROGRAM**

Veterans with Families grants, 8 Incarcerated Veterans' Transition Program grants, and 54 Stand Down grant awards.

DOL provided HVRP services to over 16,000 homeless veterans nationwide, including homeless women veterans, veterans with families and incarcerated veterans. HVRP grantees provided an array of services to homeless veterans through a comprehensive case management approach, which included critical linkages to a variety of support services available in local communities. Grantees conducted outreach to homeless veterans through collaboration with other entities, such as the VA's GPD grants, HUD-VASH, and HHS grantees.

### **Workload Summary**

Under the HVRP budget activity, two key outcome measures are the percentage of participants placed into employment and the hourly earnings participants.

DOL has set a placement rate target of 67 percent for FY 2018 and FY 2019. Even though the population of veterans experiencing homelessness has decreased since 2009<sup>1</sup>, much of the remaining eligible population consists of those veterans who experience chronic homelessness and are hardest to serve. With the implementation of WIOA, VETS will examine grantee data by cross-referencing against the Workforce Integrated Performance System (WIPS). VETS issued guidance to state grantees that all HVRP participants must be co-enrolled in the Employment Service (Wagner-Peyser) and/or JVSG programs that will enable data analysis to be conducted through WIPS; the Employment Service program is an ETA-funded program which serves the highest amount of participants in the workforce system.

Performance outcomes remained consistent in FY 2017 from prior years, with a job placement rate of 67 percent and hourly wage of \$12.85. In FY 2018 and FY 2019, VETS is targeting similar employment placement rates as in PY 2016 and 2017, while increasing the average hourly earnings for participants.

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<sup>1</sup>The Housing and Urban Development point-in-time count shows that veteran homelessness has fallen by 12 percent from 2009 to 2017.

## HOMELESS VETERANS' REINTEGRATION PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	30	30	0
25.2	Other services from non-Federal sources	191	980	983	3
25.3	Other goods and services from Federal sources 1/	186	51	55	4
25.4	Operation and maintenance of facilities	0	0	0	0
41.0	Grants, subsidies, and contributions	44,623	43,633	43,626	-7
	<b>Total</b>	<b>45,000</b>	<b>44,694</b>	<b>44,694</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	HHS Services	186	51	51	0
	Services by Other Government Departments	0	0	4	4

# HOMELESS VETERANS' REINTEGRATION PROGRAM

## CHANGES IN FY 2019

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	0
Travel and transportation of persons	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Operation and maintenance of facilities	0
Grants, subsidies, and contributions	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$44,694</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
<b>Activity Appropriation</b>	<b>3,414</b>	<b>3,391</b>	<b>3,391</b>	<b>0</b>
FTE	0	0	0	0

## Introduction

The National Veterans' Training Institute (NVTI) is codified at 38 U.S. Code § 4109. NVTI was established in 1986 to further develop and enhance the professional skills of veterans' employment and training service providers throughout the United States. The program is funded by VETS, with training conducted in Dallas, Texas and at selected regional sites. The Institute is the only one of its kind in the United States. To date over 70,500 veterans' employment and training professionals have attended NVTI training.

Training is provided to:

- DVOP specialists, LVER staff, and other DOL-funded staff who provide direct services to veterans; and
- Federal staff regarding USERRA investigations, Veterans' Preference investigations, and grants management.

The Veterans' Benefits Act of 2010 (Public Law 111-275) established that DVOP specialists and LVER staff complete NVTI training within 18 months of employment. Further, DOL requires that all federal DOL staff who will be assigned investigations attend the USERRA and Veterans' Preference training sessions prior to actively investigating complaints from veterans. Federal DOL staff who oversee formula and competitive grants programs attend the grants management courses.

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$3,414	0
2015	\$3,414	0
2016	\$3,414	0
2017	\$3,414	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## **FY 2019**

The FY 2019 budget requests \$3,391,000 for the NVTI to provide training that focuses on improving the quality of employment services provided to veterans through a professional skills development curriculum. In addition to the delivery of 45 professional development classes, the budget request will include resources to update current curricula focusing on serving populations with special needs as well as the development of a new scenario-based workshop entitled Collaboration Among DVOPs and LVERs. This interactive workshop will explore best practices in collaboration and cooperation among DVOP specialist and LVER staff.

## **FY 2018**

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115-56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

## **FY 2017**

In FY 2017 DOL VETS undertook a complete revision of the three JVSG required courses to bring them up-to-date and to better link the curricula to actual job competencies. This is the first major revision of these courses since the inception of NVTI. The process encompassed a job analysis that included surveying DVOP specialists and LVERs to gather and validate job specifications for those roles. Subsequent site visits to AJCs around the country were used to validate the specifications. NVTI courses were re-designed using this broad set of data to include training on specific job functions.

The current Facilitating Veterans Employment course, Employer Outreach course and Intensive Services course (referred to collectively as the “legacy core courses”) will be replaced in early calendar year 2018 by the five new core NVTI courses for DVOPs and LVERs. The five new core courses are:

### Prerequisite eLearning Courses

- Legal & Regulatory Guidance
- A Day in the Life of JVSG Staff
- Working with Veterans with Significant Barriers to Employment

### Core DVOP/ LVER Classroom-Based Onsite Courses

- DVOP Core Competency Development
- LVER Core Competency Development



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

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2017 Enacted</b>		<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>National Veterans' Employment and Training Service Institute</b>				
VETS-NVTI-02 Number of trainees completing classes and distance learning courses	7,500	955	[base]	TBD

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

**Workload Summary**

DOL VETS will continue to monitor and track the number of NVTI participants. In FY 2017, the NVTI contract was awarded to a new vendor and the overall number of participants was not equivalent when compared to the long-serving incumbent contractor. This transition to a new contractor included devoting time to transfer the course curricula, eLearning materials, and modernizing the JVSG core courses. Course delivery was stopped for 60 days and the initial course offering did not include all planned courses. In FY 2018, additional classroom and eLearning courses will be brought online. VETS is currently examining data to establish a baseline. Future targets will be set according to this baseline.

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

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	966	800	800	0
25.2	Other services from non-Federal sources	2,448	2,591	2,591	0
	<b>Total</b>	<b>3,414</b>	<b>3,391</b>	<b>3,391</b>	<b>0</b>

# NATIONAL VETERANS' EMPLOYMENT AND TRAINING SERVICE INSTITUTE

## CHANGES IN FY 2019

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments		\$0
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One day more of pay		0
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Travel and transportation of persons		0
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Other services from non-Federal sources		0
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<b>Built-Ins Subtotal</b>		<b>\$0</b>
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<b>Net Program</b>		<b>\$0</b>
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<b>Direct FTE</b>		<b>0</b>
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	Estimate	FTE
<b>Base</b>	<b>\$3,391</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
<b>Activity Appropriation</b>	<b>41,027</b>	<b>40,748</b>	<b>42,748</b>	<b>2,000</b>
FTE	235	233	236	3

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 237.

### **Introduction**

The Federal Administration – USERRA Enforcement program activity funding provides for the salary and benefits, travel, and training for all of VETS’ current staff in the national office, six regional offices, and offices in each state, the District of Columbia, and Puerto Rico.

The VETS National Office includes the Office of the Assistant Secretary, the executive management team, and staff that provide administrative and operational support, oversight, and technical direction for VETS’ programs.

The six regional offices provide program management, oversight of compliance investigations, and participate in outreach and oversight activities. Each regional office is led by a Regional Administrator, a Deputy Regional Administrator, a Senior Investigator and a Veterans Program Specialist. Each state has a director who serves as the Grant Officers’ Technical Representative for the formula and competitive grantees.

VETS staff are responsible for each of the separately funded budget activities:

- Grant administration (JVSG and HVRP) – such as reviewing financial statements and grant modifications, conducting formal compliance assessments, performing on-site monitoring trips, desk audits, and regular performance reviews of grants under their purview;
- TAP DOL Employment Workshop and Career Technical Training Track (CTTT) workshop management;
- Federal compliance program administration of laws that provide employment protections and preferential hiring for veterans. These compliance programs include USERRA, the VEOA (which provides for veterans’ preference in Federal hiring), and the Federal Contractor Program (VETS-4212) under which Federal contractors submit annual reports to VETS setting forth their affirmative action efforts to hire and retain covered veterans pursuant to 38 U.S.C. § 4212.
- Outreach and engagement with Federal, state, and local governments; private sector employers and trade associations; institutions of higher learning; non-profit organizations; and Veteran Service Organizations to help service members, returning veterans, and families reintegrate into their communities.

The President signed the Honoring Investments in Recruiting and Employing American Military

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

Veterans Act (HIRE Vets Act) on May 5, 2017. The HIRE Vets Act requires the Secretary to establish a new program that solicits voluntary information from employers to recognize employer efforts to recruit, employ, and retain veterans. Employers meeting established criteria will receive a “HIRE Vets Medallion Award.” Under the HIRE Vets Act the Secretary will implement a two tiered recognition program, with Platinum and Gold HIRE Vets Medallion Awards, to recognize employers based on criteria established in the HIRE Vets Act and by the Secretary through rulemaking. Award criteria are established for small, medium, and large employer categories. In 2018, VETS will conduct an official program demonstration, with up to 300 applicants, to prepare for full implementation in 2019. The program will begin collecting fees from participating employers in early calendar year 2019. This budget submission reflects an estimated \$1,250,000 in 2019 fees collected, and 3 Full Time Equivalent (FTE) positions to be funded by the fee collections.

In addition to the funds collected through fees, this budget submission would allow VETS to use up to \$500,000 of the funds appropriated for the Federal Administration – USERRA Enforcement activity to carry out HIRE Vets Act responsibilities. Per the requirements of the HIRE Vets Act, VETS will not begin collecting fees until the 2<sup>nd</sup> quarter of FY 2019. The authority to use up to this amount of Federal Administration funding provides a safeguard in case the fees collected are not sufficient to cover the first year of program operations.

The Budget includes a technical change to revise the HIRE Vets Act program. The first provision allows for the spending of the fees to be scored as mandatory, consistent with the authority to collect the fees. The second provision would revise section 2(d) of the authorizing language to allow employers to apply every year, instead of the current language that only allows employers to apply every other year. This latter change will allow for increased outreach by staff with an intent to increase program participation, and ultimately the hiring and retention of veterans. The legislative language will be transmitted separately from the Budget.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2014	\$39,000	227
2015	\$39,458	230
2016	\$40,487	230
2017	\$41,027	237
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2019**

The FY 2019 budget requests \$42,748,000 for Federal Administration, which is an increase of \$2,000,000 from the annualized FY 2018 Continuing Resolution level. Of the increase in funds, \$1,500,000 will be used by VETS to fund the Veterans Employment Center (VEC) transition to VETS. The VEC was previously funded and maintained by the Department of Veterans Affairs. VETS will oversee, administer, and continuously improve online resources available at

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

Veterans.gov that are intended to support service members and veterans to develop and sustain their careers. The FY 2019 funding will be used to further develop and implement a web-based portal through which service members and veterans can access available information and services they need to find civilian employment. This portal will incorporate employment programs from all veteran serving agencies. It will be designed to guide service members and veterans through the transition process, and to connect VETS stakeholders to appropriate external resources, including guidance related to veterans experiencing homelessness and existing grant programs.

VETS anticipates significant analysis and collaboration to ensure a smooth transition to a single portal that incorporates Federal, state and local government programs, and that considers user experience and user preferences. As part of this redesign effort, VETS will work across agencies to condense hundreds of web pages into a single, user-centric portal to accommodate a significant increase in traffic, with an initial estimated 1,000,000 visits per year.

The other budget increase will provide \$500,000 for the HIRE Vets Act program to assist with the preparation and processing of employer applications. This funding is requested to sustain the program in the interim period before employer fees are collected, beginning in the 2nd quarter of FY 2019.

The majority of funding for the Federal Administration – USERRA Enforcement activity is used for Federal salaries and benefits, travel, supplies, and equipment associated with Federal oversight and compliance enforcement. This funding level will also allow the agency to continue oversight and administration of its grant programs, administer DOL Employment Workshops, and to continue outreach efforts with national and regional employers and veteran advocacy organizations. Funding will also allow the agency to continue to administer the Federal compliance programs that provide employment protections and preferential hiring for veterans, including USERRA, the VEOA, and the Federal Contractor Program.

### **FY 2018**

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115–56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

### **FY 2017**

At the FY 2017 enacted funding level of \$41,027,000, DOL continued oversight and administration of its grant programs, DOL Employment Workshops, and compliance and enforcement activities. Another critical component of this activity is the recently enacted HIRE Vets program. Additionally, this activity also funded the salaries and benefits compensation to support the requisite personnel to execute DOL's mission.

The following are accomplishments and functions of this activity in FY 2017:

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

- There were 1,085 open USERRA cases in FY 2017 which included 140 cases pending at the end of FY 2016. By the end of FY 2017, 921 of these cases were closed leaving 164 cases carried over into FY 2018.
- There were 419 open VEOA cases in FY 2017, which included 35 cases pending at the end of FY 2016. By the end of FY 2017, 383 of these were closed leaving 36 cases carried over into FY 2018.
- Grant oversight of the Jobs for Veterans State Grants (budget activity); serving as grant officer technical representatives to the 54 grantees; conducting site visits to state grantees, providing technical assistance on operations of the grant; and reviewing and approving annual state operating plans, quarterly financial and operational reports.
- Grant oversight of the HVRP competitive grants (budget activity); serving as grant officer technical representatives to the 150 grantees, conducting site visits to grantees, providing technical assistance on operations of the grant, and reviewing and approving annual grant applications and quarterly financial and operational reports.
- Technical and managerial oversight of the Transition Assistance Program (budget activity) Employment Workshops, and site visits to domestic TAP sites.
- Technical and contract oversight of the National Veterans' Training Institute (budget activity), and scheduling and approving all training classes and distance learning resources conducted by the NVTI.
- Finance, performance, IT, and program policy functions



## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2017 Enacted</b>		<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Federal Administration - USERRA Enforcement</b>					
VETS- USERRA-01	Percent of USERRA investigations completed within 90 days	90.0%	89.3%	90.0%	90.0%
VETS- USERRA-04	Percent of Closed Cases Meeting the Agency's Quality Standard (Annual)	95.0%	99.0%	95.0%	95.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

### Workload Summary

USERRA workload and performance measures include the percent of USERRA investigations completed within 90 days and the percent of closed cases meeting the agency’s annual quality standards. DOL uses both measures to assess veteran priority of service and the compliance of employment rights to federal law.

DOL establishes targets for these measures to ensure statutory requirements are met, and currently the target to complete an investigation is within 90 days. Completion of USERRA investigations within 90 days has remained consistent over the past several years at approximately 90 percent. VETS plans to maintain the current target of these performance metrics through FY 2019. The quality of investigations has also remained consistent, with 95 percent of closed cases possessing a quality rating. In FY 2017, 99 percent of closed cases possessed a quality rating.

Utilizing a newly developed quality assessment tool, VETS will implement a pilot in FY 2018 that is intended to improve the investigation process. Changing the quality threshold will likely result in an overall decrease of the 99 percent of closed cases meeting the quality standard. Nevertheless, VETS still anticipates a high degree of cases meeting a quality standard; thus, VETS will maintain a target of 95 percent.

## **FEDERAL ADMINISTRATION – USERRA ENFORCEMENT**

For the HIRE Vets Act, FY 2018 performance will be measured through achievement of specific milestones necessary to implement the program. Performance metrics will be identified in 2018 and baselines will be established once adequate actual program information and data are available.

## FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2017 Enacted</b>	<b>FY 2018 Full Year C.R.</b>	<b>FY 2019 Request</b>	<b>Diff. FY19 Request / FY18 Full Year C.R.</b>
11.1	Full-time permanent	22,768	22,876	22,840	-36
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	344	286	286	0
11.9	<b>Total personnel compensation</b>	<b>23,112</b>	<b>23,162</b>	<b>23,126</b>	<b>-36</b>
12.1	Civilian personnel benefits	7,073	7,286	7,411	125
13.0	Benefits for former personnel	29	0	0	0
21.0	Travel and transportation of persons	950	851	851	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	907	918	940	22
23.3	Communications, utilities, and miscellaneous charges	165	120	127	7
24.0	Printing and reproduction	42	47	47	0
25.1	Advisory and assistance services	152	0	0	0
25.2	Other services from non-Federal sources	1,042	730	2,616	1,886
25.3	Other goods and services from Federal sources 1/	6,940	7,389	7,373	-16
25.4	Operation and maintenance of facilities	9	9	9	0
25.7	Operation and maintenance of equipment	364	36	48	12
26.0	Supplies and materials	100	100	100	0
31.0	Equipment	92	50	50	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	50	50	50	0
	<b>Total</b>	<b>41,027</b>	<b>40,748</b>	<b>42,748</b>	<b>2,000</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,940	6,942	6,942	0
	DHS Services	0	64	65	1
	Services by Other Government Departments	0	383	366	-17

# FEDERAL ADMINISTRATION – USERRA ENFORCEMENT

## CHANGES IN FY 2019

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	114
Federal Employees' Compensation Act (FECA)	-5
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	22
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-114
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	-17
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
State Administration Workload	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$2,000**

**Direct FTE** **3**

	Estimate	FTE
<b>Base</b>	<b>\$40,748</b>	<b>233</b>
<b>Program Increase</b>	<b>\$2,000</b>	<b>3</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>