

ACVETEO - ADVISORY COMMITTEE ON VETERANS' EMPLOYMENT,
TRAINING AND EMPLOYER OUTREACH

U.S. DEPARTMENT OF LABOR

July 16, 2015

SUMMARY MINUTES

THE ADVISORY COMMITTEE ON
VETERANS' EMPLOYMENT, TRAINING, AND
EMPLOYER OUTREACH (ACVETEO)

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, N.W.
Room N-5437 A&B
Washington, D.C. 20210

ATTENDEES:

Linda Bilmes, Daniel Patrick Moynihan Senior Lecturer in Public Policy, Harvard Kennedy School

Wayne Boswell, Director of Operations and Outreach for TVP, OSD

Ross Cohen, Hire Our Heroes, U.S. Chamber of Commerce Foundation

Curt Coy, Deputy Under Secretary, Veterans Administration, ACVETEO

Ryan Gallucci, ACVETEO, VFW

Dr. Nancy Glowacki, U.S. Department of Labor, VETS

Gregory Green, United States Department of Labor

Timothy Green, DFO, VETS, U.S. Department of Labor

Mike Haynie, Vice Chancellor, Syracuse University

Pam Frugoli, Manpower Analyst, Office of Workforce Investment, Employment and Training Administration, United States Department of Labor

Joe Jenkins, United States Department of Labor

Darrell Roberts, Executive Director, Helmets to Hard Hats, ACVETEO

John Savage, Deputy Regional Administrator,
United States Department of Labor

Bob Simoneau, Workforce Development Director,
NASWA

Michael Slater, VETS, U.S. Department of Labor

Mark Toal, National Veterans' Employment
Outreach Manager, United States Department of Labor

CALL TO ORDER

Mr. Tim Green, opened by outlining the day's agenda, which consisted primarily of briefings by each of the subcommittees, followed by discussion. He introduced **John Savage**, Deputy Regional Administrator for Atlanta. **Mr. Tim Green** then turned it over to **Mr. Gregory Green**, who indicated that minutes would be distributed later in the day for approval. He also shared with committee members where they would be breaking for discussions, and offered them the opportunity to have a working lunch or to work afterwards. It was decided that an extended lunch would be taken to work on subcommittee recommendations.

Mr. Mike Haynie made some opening remarks, commenting on how many people were absent for this meeting, and expressing a wish that the subcommittees would use this opportunity to develop a path forward and subsequent recommendations for the upcoming 2015 report.

A discussion followed highlighting the concern of several members of the committee that confusion was being created by having members of different agencies working in the field, but without communication among each other. It was suggested that four members meet separately to coordinate these efforts and then return to brief the ACVETEO.

BRIEFING ON MOS TRANSLATORS

Ms. Pam Frugoli gave a briefing on tools used to facilitate the military-to-civilian crossover. She described how skills translators work, and illustrated some of the challenges faced in using them.

BRIEFING ON THE WORKFORCE INNOVATION AND OPPORTUNITY ACT

Mr. John Savage gave a history of the Workforce Investment Act, WIA, and highlighted some of the ways it has proved less effective for veterans entering the civilian workforce. Under WIOA, the three-level service tier has been reduced to two levels, providing quicker access to the appropriate level of service. Also under WIOA, collocation of services is mandated, so that veterans can find everything they need in one building. WIOA also focuses more on regional strategies than its predecessor, WIA, and it places more emphasis on apprenticeships, which have been found to be very useful to veterans transitioning into the civilian world after service.

OUTREACH SUBCOMMITTEE DISCUSSION

Mr. Smith provided a review to the committee of the three items that this subcommittee was tasked with. Namely, improve coordination and integration of federal outreach efforts to the employer community related to veteran employment; improvement of the performance

evaluation and assessment program; and focus strategy to engage and small and medium-sized employers related to veteran employment.

He indicated the subcommittees' hopes for some improvement due to their hiring of the new Regional Veteran Employment Coordinators, who come from a variety of diverse backgrounds and can lend a great deal of expertise to the efforts of the committee. He further spoke of increasing efforts to promote American Job Centers.

Ms. Linda Bilmes spoke of her concern that women veterans are fewer in number and more geographically dispersed, so they are unable to take advantage of some of the networking sites more commonly available to their male veteran counterparts. A discussion followed regarding how coordination of benefits different agencies can help overcome this challenge.

Another topic discussed at length was consistency of messaging. **Mr. Ryan Gallucci** suggested that the agencies consider a naming scheme when naming their online resources, in order to minimize confusion and give the veteran using the resource more confidence in the site and what it offers.

TRANSITION SUBCOMMITTEE DISCUSSION

Mr. Mark Toal and **Mr. Gallucci** represented this subcommittee, and outlined some of the recommendations they have been working on. The online curriculum was highlighted as an important resource for the veteran. The subcommittee recommends extending the pilot program until a full analysis of its effectiveness can be made and briefed to Congress. It was stressed that integration of the employment and transition information early into the PME cycle is critical for getting maximum buy-in by veterans.

In the discussion that followed, several committee members pointed out the importance of being certain the job a veteran is transitioning into is one that she or he desires to do, rather than simply one that she or he is qualified to do. **Mr. Haynie** pointed out the results of a study he'd seen that illustrated high attrition rates for veterans in their first year of employment, largely due to being placed in jobs that were unappealing to them. It was uncertain whether these veterans simply left these jobs or took advantage of better opportunities elsewhere.

FOCUSED POPULATIONS SUBCOMMITTEE DISCUSSION

Mr. Haynie began by indicating a desire to expand the current definition of focused populations. He suggested included rural veterans in that category.

Ms. Bilmes indicated a concern regarding the veracity of the data being collected on certain groups, in some cases because the sample collected is too small, and in other cases because a particular demographic isn't being targeted appropriately. She elaborated to say that the data being collected doesn't necessarily translate into employment for veterans, citing the disabled community as an example. **Mr. Haynie** agreed and offered the example of homeless veterans as another group in that category.

There was further discussion on the issue of having data that is powerful in the effort to secure jobs for all veterans. Several committee members indicated that the tools to collect the necessary data were indeed at hand, but that, due to both government regulations and concern on the part of the public, collecting and holding such detailed information regarding veterans was not permitted.

BRIEFING ON APPRENTICESHIP PROGRAMS

After lunch, **Mr. Joe Jenkins** came down from his office at the invitation of a committee member to brief the committee on DOL's apprenticeship programs. He indicated that there has been a recent effort in the Administration to put more focus on finding jobs for veterans. One of the efforts he expanded on is SkillBridge, in which the agency entices employers to

start apprenticeship programs. He described some of the success they've been seeing as a result of that and similar programs.

OUTREACH SUBCOMMITTEE BRIEFING

Mr. Ross Cohen explained that the subcommittee has focused its efforts on determining the best role for the newly-created RVECs. **Mr. Haynie** indicated a desire to see an additional focus on metrics.

TRANSITION SUBCOMMITTEE BRIEFING

Mr. Gallucci shared the subcommittee's desire to focus on reworking the DOL Employment Workshop to a more user-friendly size, so that more veterans will find it an effective tool. It was also suggested that DOL be involved in helping to build a career technical track, as that is a void in the current registered apprenticeship program. **Mr. Gallucci** mentioned again the idea of consistency in the naming protocols for online resources.

FOCUSED POPULATIONS SUBCOMMITTEE BRIEFING

Mr. Haynie briefed the committee on three points the subcommittee wanted to focus on: ask DOL for an update regarding last year's recommendations; look for ways to improvement employment workshop experience for focused populations, particularly women, Native

Americans, and the disabled; and look into expanding the focused populations group to include rural veterans, particularly.

PUBLIC FORUM

One public comment brought to the attention of the committee the unique nature of American Samoan veterans, and their difficulty in receiving benefits equal to their continental peers. There was general agreement in the committee that this would be a good task for the committee to take on.

The meeting was adjourned at 2:17 p.m.