

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

U.S. DEPARTMENT OF LABOR
September 29, 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

Participants:

TERESA GERTON, Acting Assistant Secretary, Veterans' Employment and Training Service, Department of Labor

TIM GREEN, Director, Office of Strategic Outreach, Department of Labor VETS

GREGORY GREEN, Designated Government Official

DR. NANCY A. GLOWACKI, Women Veteran Program Manager, Office of Strategic Outreach, Department of Labor VETS

RYAN GALLUCCI, Deputy Director, National Veterans Service for the Veterans of Foreign Wars

MIKE HAYNIE, PhD., Vice Chancellor, Military and Veteran Affairs, Syracuse University

NOREEN O'NEIL, Military Spouse Program Director, Hiring Our Heroes

DARRELL L. ROBERTS, Executive Director, Helmets to Hardhats

BOB SIMONEAU, Deputy Executive Director, National Association of State Workforce Agencies

MIKE SLATER, Strategic Outreach Specialist, Department of Labor VETS OSO

RANDAL SMITH, National Veterans Employment Manager, Department of Labor, VETS OSO

MARK TOAL, Department of Labor, VETS

Appearing in The Public:

RONALD DRACH, Senior Advisor, National Organization on Disability

CPT. DRUANN HILL, Military Fellow, U.S. Army Veterans Employment and Training Service, Department of Labor

RUTH LATOISON IFILL, Veteran and Military Family Services Program Manager, Goodwill Industries

WILLIAM OFFUTT, Vice President of Governmental Affairs, Victory Media

WELCOME AND REMARKS

Mr. Mike Haynie welcomed the attendees present and made some opening remarks, then turned the meeting over to **Mr. Gregory Green** to review an outline of the day's proceedings, which consisted primarily of administrative business, a breakout period, and subcommittee briefings.

ADMINISTRATIVE BUSINESS

Mr. Tim Green explained that current membership in ACVETEO would expire on January 31st. He reminded those present to speak with **Mr. Gregory Green** regarding their intentions to renew their membership or leave the committee, and informed those who may be interested in joining the committee that the details of the solicitation are available on the *Federal Register*. **Mr. Gregory Green** further commented that packages on potential members would be due October 15th. Some discussion followed, clarifying that those who intended to renew need not submit new packages. **Mr. Mike Haynie** highlighted the importance of full participation with four vacant seats, all of which he hopes will be full in January.

Mr. Mike Haynie moved on to discuss organizational charts for Labor and VETS provided by **Dr. Nancy Glowacki**. **Mr. Tim Green** asked that the national employment managers put forth a summary of their successes in the past three months.

Ms. Terry Gerton expressed her appreciation of the efforts of the committee and its subcommittees, particularly the fact-based approach used in creating their reports and recommendations. She asked that the committee continue to provide strategic guidance and feedback, particularly on the environment around veterans' employment.

Mr. Mike Haynie discussed the significance of veteran employment, and its perception, to the nation's All-Volunteer Armed Force model, which is dependent upon the promise that vets will be "better off" as a consequence of their service. He expressed concern that the committee's recommendations, although robust and relevant, focus too closely on the short-term needs of today's transitioning veterans, and he encouraged the committee to work towards solving the long-term problem of maintaining engagement of the private sector in veteran employment regardless of political climate.

Discussion followed regarding the negative spin in media on veterans' employment and the tenuous engagement of the private sector as the public view of veterans' employment continues to fluctuate. **Ms. Gerton** emphasized the importance of presenting the private sector with a numbers-based case for veteran employment.

Discussion turned to the confusion private sector employers and individual vets face when attempting to utilize federal

resources because of the many programs operated by separate departments without collaboration. A potential solution was raised in the form of an interagency task force to foster partnership, collaboration, and resource efficiency among the branches of government while facilitating public/private partnership.

Mr. Tim Green presented his plans to review progress on recommendations from 2014 in the following meeting and create a report on those recommendations to submit alongside the annual report. The committee discussed potential dates for the meeting in November. **Mr. Haynie** volunteered to create a draft of the annual report before the November meeting and offered a format for subcommittees to use when passing their recommendations on to him. After discussing a farewell meeting in January and suggesting that potential new committee members be brought to the November meeting, subcommittees left for breakout sessions.

Mr. Haynie reconvened the meeting after the break, encouraged discussion across committees following each briefing, and asked the subcommittees to keep their drafts within the format of last year's report.

TRANSITION SUBCOMMITTEE BRIEFING

Mr. Ryan Gallucci and **Mr. Darryl Roberts** presented the committee with three recommendations: incorporate civilian career building into professional military education, ideally by

assigning each service component a liaison; to ensure veteran service organizations and stakeholders participate in the Department of Labor's Employment Workshop annual curriculum review, with an eye to encouraging employer and nonprofit feedback on the TAP curriculum; and to collaborate with partner agencies to develop a strategy for clear and consistent messaging of credible online transition tools and resources.

OUTREACH SUBCOMMITTEE BRIEFING

Mr. Simoneau discussed the importance of creating a consistent message, making reference to the newsletters, blogs, and fact sheets already in place. He then presented the committee with three recommendations, leading with an interagency task force dedicated to aligning goals between various agencies and creating a clear, consistent message about vet employment.

Second, he proposed that the program should create performance metrics to better quantify their efforts and results in compliance with the recent changes to the Workforce Innovation Opportunity Act. Discussion followed, in which **Mr. Haynie** raised the importance of creating a system through which the Department of Labor could respond to and utilize these metrics to improve the program.

Mr. Simoneau continued with his third recommendation, the creation of a strategic outreach plan oriented at sending useful

information to the employer community. Discussion followed regarding the need to make VETS a stronger hiring resource for businesses with weak human resource departments, as well as the importance of making it as easy as possible for the Department of Labor to put out clear information.

FOCUS POPULATIONS SUBCOMMITTEE BRIEFING

Mr. Haynie presented the Focus Population Subcommittee's recommendations. The first was a definitional recommendation to incorporate the fleeing of domestic abuse or other life-threatening condition into the definition the Department of Labor uses to qualify homelessness as a barrier to employment, and to pursue legal action to amend Title 38 to include this. This recommendation was viewed as a remedy to the current definition's potential inadvertent barriers to access for veterans.

The second recommendation was for the establishment of interagency data sharing to develop a more thorough understanding of unemployment among focus populations of veterans. There was some discussion following this point of past data sharing efforts and their pitfalls, the dangers of inaccurate data, and the importance of selecting meaningful metrics for the purpose of analysis.

The subcommittee's final recommendation was that the Department of Labor look at the TAP program through the lens of

focus populations to be sure that all focus populations were being adequately identified and served. Discussion of underserved populations followed. **Mr. Simoneau** recommended on behalf of the Naswell Veterans Affairs Committee that status as an older veteran be added to the list of significant barriers to employment.

PUBLIC FORUM

Mr. Ron Drach described a PSA about a disabled woman veteran that he found compelling, spurring discussion of better media creation and analysis.

Captain DruAnn Hill suggested the inclusion of the National Governors' Association on any interagency data sharing task force, and raised the concept of a database of available data and resources to organize the efforts of the recommended interagency task force. The committee expressed strong support for a database or other inventory of information.

Ms. Ruth LaToison Ifill, a prospective incoming member of the committee, raised the problem of the "revolving door" of employment and encouraged those present to consider recommendations that would better track veterans throughout employment. Veteran attrition was discussed with relation to the importance of helping veterans find the right kind of employment, whether transitional or along a career-track.

Mr. Haynie adjourned the meeting at 1:02 p.m.