

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

U.S. DEPARTMENT OF LABOR

JANUARY 12, 2017

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 N3437  
Washington, D.C. 20210

PARTICIPANTS:

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

VICE CHAIRPERSON SHIRLEY QUARLES, PHD., Department Chair, College of Nursing at Medical College of Georgia

ANN CONYERS, Office of the Secretary, Department of Defense

CURTIS L. COY, Deputy under Secretary, Office of Economic Opportunity, U.S. Department of Veterans Affairs Veterans Benefits Administration

MIKA CROSS, Department of Labor VETS

PATRICK DENNIS, Esq., Program Analyst, U.S. Department of Labor

ERIC EVERSOLE, President, Hiring Our Heroes

AMY GARCIA, Small Business Administration, Office of Veterans Business Development

PAM GERASSIMIDES, Assistant Executive Director, National Association of State Workforce Agencies

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

NANCY HAMMER, Society for Human Resource Management

JON JUKURI, National Conference of State Legislatures

JOYLIN KIRK, Veteran and Military Family Services Program Manager, Goodwill Industries

WILLIAM METHENY, Director, Office of Field Operations, Department of Labor, VETS

MICHAEL MICHAUD, Assistant Secretary, Department of Labor VETS

MIKE MILLER, Department of Defense

RANDAL SMITH, National Veterans Employment Manager, Office of Strategic Outreach, Department of Labor VETS

DARRELL L. ROBERTS, Executive Director, Helmets to Hardhats

PARTICIPANTS: (Cont'd)

SAM SHELLENBERGER, Deputy Assistant Secretary for Operations,  
Department of Labor VETS

MARIA TEMIQUEL, Director, Office of Agency Management and  
Budget, U.S. Department of Labor

MARK TOAL, Office of Strategic Outreach, Department of Labor  
VETS

IN THE PUBLIC:

RONALD DRACH, Senior Advisor, National Organization on  
Disability

MICHELE MYERS MIHELIC, Director, Worker Health and Safety Policy  
and Standards Development, American Wind Energy Association

WILLIAM OFFUTT, Vice President of Governmental Affairs, Victory  
Media

LISA ROSSLER, CEO and Founder, the Value of a Veteran

DAMIEN RUDZINSKI, Program Director, Veterans Training School,  
New England Center and Home for Veteran

## WELCOME AND REMARKS

**Ms. Mika Cross**, Designated Federal Officer, welcomed the attendees present, allowing **Mr. Michael Michaud**, the Assistant Deputy Secretary of DOL VETS, to make opening remarks.

## ADMINISTRATIVE BUSINESS

**Ms. Cross** presented the summary notes from the last meeting, which the Committee approved. **Chairman Ryan Gallucci** reviewed administrative business, primarily the schedule for the day.

## DISCUSSION AND REVIEW OF THE FISCAL YEAR 2016 ANNUAL REPORT

**Chairman Gallucci** presented the recommendations from the Committee's Fiscal year 2016 Annual Report, which was developed on a compressed schedule in 2016 because of time spent approving new members. The recommendations were divided into three policy focus areas: Direct Services, Transition Assistance, and Specific Barriers to Employment.

With regard to Specific Barriers to Employment, the Committee had five recommendations. First, they recommended that the Department of Labor alter its definition of homelessness to match the McKinney-Vento Act. **Mr. Timothy Green**, VETS, informed the Committee that this recommendation had been fulfilled by the Miller-Blumenthal Bill.

Second under Specific Barriers to Employment, the Committee recommended that the Department of Labor expand its outreach and education of those eligible for priority of service to include

active duty and reserve military spouses. The Committee discussed where this recommendation would fit within the context of Labor's role, as well as the possibility of completing the outreach through collaboration with VSOs to conserve Department resources.

Next, the Committee recommended that the Department expand the Veteran State Grant program to include outreach to community-based organizations that provide employment supports such as transportation and childcare to women veterans, military spouses, and caregivers.

Fourth, the Committee recommended that the Department research opportunities to implement a methodology to share lessons learned and best practices between American Job Centers, with consideration to women veterans, disabled veterans, and Native American veterans or veterans on tribal lands.

Fifth, the Committee recommended that the definition of special veteran populations be evaluated annually.

Next, Chairman Gallucci reviewed recommendations relating to Transition Services policy goals. The first of these recommendations asked that the Department of Labor continue to ensure VSOs, employers, and other stakeholders will participate in the DOL Employment Workshop (EW) curriculum review.

Next, the Committee recommended that VSOs and NGOs should also review the career technical training track curriculum that the Department of Labor is taking on from Veterans Affairs.

The Committee's third transition services recommendation asked that the Department look into recommendations on the functionality of a TAP app. This recommendation was developed in part as a response to requests that the Committee find a way to make the TAP online curriculum more functional and accessible.

The final recommendation regarding Transition services asked that the Department work with the Small Business Administration to investigate how information is provided to small businesses about federal and state funding programs.

**Chairman Gallucci** continued, discussing the Committee's last four recommendations, which related to direct service providers.

First, the Committee recommended that the Department of Labor's Employment and Training Administration (ETA) and VETS collaborate to provide staff skills training for non-JVSG program funded workforce system staff who provide priority service to veterans.

The Committee recommended that the Department of Labor provide states with access to a database of federal contractors and emphasize positive outreach to the federal contract employer community. Discussion followed of carrot and stick methods of ensuring veteran hiring among the federal contractor community, and the Department's role in helping contractors find veteran job-seekers.

Next, the Committee recommended that the Department improve veteran employment outcomes by increasing the number of job opportunities available to veterans and eligible spouses on state job banks and veterans.gov. **Ms. Pam Gerassimides** explained the process through which jobs become available in veteran job portals and highlighted the importance of incorporating more jobs into those systems.

Finally, the Committee recommended that the Department improve coordination and visibility of Department-funded direct services by consistently engaging with four key stakeholder groups to drive veterans and employers to use those services.

The Committee took a short recess.

#### PUBLIC FORUM

**Ms. Cross** opened the meeting to public comment.

**Ms. Lisa Rosser**, Value of a Veteran, thanked the Committee for their 13 recommendations in 2016. She discussed the challenges that contractors, particularly small businesses face to meet veteran hiring compliance, as the OFCCP explains the guidelines but does not provide hiring resources. She also recommended that the Committee reach out to V3 regarding collaborative review of existing resources.

Discussion followed of the resources currently available to small businesses and contractors, the importance of training job-seekers and employers on private job platforms such as LinkedIn, and the need for interagency cooperation to link

compliance with outreach and fully utilize existing hiring resources.

**Ron Drach**, National Organization on Disability, commended the Committee on their 2016 report and thanked the Assistant Secretary for his active role in the veteran hiring space. He discussed the NOD's work with the Army's Wounded Warrior Program, as well as the frustrations of employers attempting to navigating a disjointed system where resources are often re-named.

He asked that the Committee look at a follow-up report on licensing and credentialing, and to make existing data more accessible. Discussion followed of data and research on the veteran hiring space that had recently become available and potential areas to conduct further analysis, particularly veterans over 35 and those that have recently transitioned from service.

**Mr. Damien Rudzinski**, New England Center and Home for Veterans, discussed the his organization's role creating wraparound services for veterans who have a combination of barriers to employment. He encouraged the Committee to reach out to community partners such as Google and LinkedIn to better reach and serve veterans, to visit job centers, and to investigate recidivism. Discussion followed of the role of VETS and the challenges of the guidelines for HVRP grantees.

**Ms. Cross** recessed the meeting for lunch.



PRESENTATION FROM DEPUTY DIRECTOR MARIA TEMIQUEL,  
OFFICE OF NATIONAL PROGRAMS

**Ms. Cross** called the meeting back to order and introduced **Ms. Maria Temiquel**, Deputy Director, Office of National Programs.

**Ms. Temiquel** delivered a presentation on the goals of the ONP above and beyond regular business and process improvement for three programs: the Jobs for Veterans Service Grants (JVSG), Homeless Veterans Reintegration Program (HVRP), and the National Veterans Training Institute (NVTI).

**Ms. Temiquel** showed that the JVSG program had had one funding increase since 2013, in 2014, and that in the same year the program had included guidance to grantees to ensure DVOPs are serving veterans with specific barriers to employment. She and Chairman Gallucci discussed the importance of collecting granular data on services provided to veterans with significant barriers to employment, as well as the progress that had been made by ensuring that veterans receive their support through DVOPs.

**Ms. Temiquel** went on to highlight the importance of capturing the right data in the context of WIOA, and to discuss ETA's plans to release further information in 2017. She continued by discussing the work underway with grantees to establish good targets regarding retention and earnings. She discussed plans to review WIOA to see if there are any inherent

barriers preventing JVSG from providing the right services to veterans.

Discussion followed of the process through which populations with specific barriers to employment (SBE) are identified and defined subject to public comment. **Ms. Temiquel** pointed out that because it may take a full year to see performance in the JVSG program, reviewing SBE definitions annually may be unwieldy; however, a schedule of review should be established.

**Ms. Temiquel** moved on to discuss the HVRP Program. She showed that homelessness in the United States had dropped 33% from 2010 to 2016, and that homelessness of veterans had declined 47% in the same period. She discussed the work being done with community partners and VSOs to continue to meet program targets.

Discussion followed of the data available on veteran homelessness; as well as possible connections between the declines in unemployment and homelessness, and the importance of tracking repeat customers to better define targets. **Ms. Temiquel** explained that ETA is working on better reconfiguring data collection and grants management to meet these needs.

**Vice Chair Quarles** asked how groups that are more difficult to serve are defined, and **Ms. Temiquel** replied that these definitions vary by program.

**Ms. Temiquel** discussed the funding for HVRP, which has a potential increase in the President's budget request for 2017. She explained that HVRP's grant funding ceilings in urban and nonurban areas are currently under review, and committed to inform the Committee with updates as to how ONP proceeds.

**Ms. Temiquel** moved on to discuss the HVRP's goal of connecting grantees with the workforce system, in part by enrolling those served in local AJCs. She also discussed the importance of setting appropriate goals, and working with community partners to ensure that all veterans served know what resources are available.

Next, **Ms. Temiquel** discussed the National Veterans Training Institute (NVTI), which is currently transitioning to a 5-year contract with a new vendor: Management Concepts, Incorporated. She discussed the role of NVTI and the increased control ONP will have over the program with the new vendor. **Ms. Ann Conyers** discussed the curriculum review process for the TAP program.

**Chairman Gallucci** asked how the delivery mechanism and content for NVTI will change as the vendor shifts from a brick-and-mortar university to a company providing adult education.

**Ms. Temiquel** answered that while the University of Colorado Denver had held its courses in hotel rooms, the new vendor will provide a dedicated state-of-the art classroom. She highlighted the process of reviewing the NVTI curriculum with stakeholder

input, as well as the potential to train more non-JVSG students with improved outreach.

Chairman Gallucci thanked Ms. Temiquel for her presentation, and for fielding questions on NVTI and HVRP programs relevant to the Committee's work. Discussion followed of the process through which NVTI will be transferred to the new vendor before the curriculum is changed, the potential for increases in accessibility in the Dallas location, and the possibility of satellite sites.

The Committee took a short recess.

#### REMARKS

**Chairman Gallucci** thanked Assistant Secretary Michaud for his support, guidance, and high level of engagement throughout his term as Assistant Secretary of the Veteran Employment and Training Service.

**Assistant Secretary Michaud** thanked the Committee and his staff for their work in the past year, and highlighted the importance of the ACVETEO Annual Report both administratively and in Congress.

**Ms. Cross** thanked the Assistant Secretary and turned the meeting over to Chairman Gallucci.

#### SUBCOMMITTEE DISCUSSION AND ASSIGNMENT

**Chairman Gallucci** opened discussion of subcommittee designations for the next year by asking those present for their

opinion on the efficacy and potential overlap of the subcommittees used in the previous year.

**Mr. Green** pointed out while every subcommittee had in some way related to veterans with disabilities; there had been little specific focus on veterans with disabilities in the recommendations.

**Vice Chair Quarles** asked that the Committee continue to track the progress of recommendations laid out in the FY2017 Annual Report throughout the year. Chairman Gallucci suggested a stoplight-style addendum to the 2017 report to review the year's progress on 22016 recommendations.

**Ms. Gerassimides** and **Mr. Shellenberger** discussed the Committee's role in its capacity to advise the Department, as well as the potential for Committee members' organizations to create opportunities for collaboration.

Discussion followed of review timelines and the tracking of recommendations, adequate metrics for measuring goals and progress, and potential routes for tracking objectives with eligible military spouses.

**Chairman Gallucci** suggested a new set of subcommittees focusing on disabled veterans, veterans over 35, and business development. **Mr. Roberts** expressed concern that these may create recommendations that are too narrowly defined.

The Committee discussed possible themes in the coming year, such as retention and its relation to quality of life and career

trajectory, training and connecting training programs, employer feedback, licensing and credentialing, apprenticeships, and possible routes to eliminate the stigma surrounding employment resources.

The Committee agreed to deliberate on subcommittees until the April meeting. The Committee discussed possible briefing topics for the coming year: USERRA, the Veterans Data Exchange Initiative, OFCCP VEVRAA, V3 VA Hire Vets, NASWA, and the journey of a veteran, Veteran Experience, and CCCT.

**Ms. Cross** established a tentative schedule for the year's ACVETEO Meetings, to be finalized via email and Doodle poll. The Committee agreed that members would individually attend TAP classes throughout the year as 'homework' and report back to the Committee with observations.

#### PUBLIC FORUM

**Ms. Cross** opened the floor for public comment.

**Mr. Rudzinski** encouraged the Committee to address the stigma surrounding the use of American Job Centers, and to capture data on employers where veterans are not hired or leave after being hired.

#### ADJOURNMENT

**Chairman Gallucci** conveyed that **Vice Chair Quarles** had requested that subcommittee chairs convene a teleconference before the April meeting to clarify the meeting agenda. **Ms. Cross** adjourned the meeting at 3:30 p.m.