

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

U.S. DEPARTMENT OF LABOR
January 21, 2016

SUMMARY MINUTES

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

U.S. Department of Labor
Frances Perkins Building
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MIKA CROSS, Department of Labor VETS

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

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WILLIAM OFFUTT, Vice President of Governmental Affairs, Victory Media

ANTHONY ROBINSON, Special Assistant, Office of the Assistant Secretary for Veterans' Employment and Training

JOE WYNN, National Association for Black Veterans; Vietnam

WELCOME AND REMARKS

Mr. Timothy Green welcomed the attendees present and made some opening remarks, then turned to review administrative business, primarily the schedule for the day.

ADMINISTRATIVE BUSINESS

Mr. Timothy Green informed the Committee that **Mr. Michael Michaud**, the Assistant Deputy Secretary of DOL VETS, would provide opening comments. He reviewed the schedule of discussion for the day, which would focus on **Dr. Nancy Glowacki**'s work on women veteran statistical analysis through the data recently aggregated by the Bureau of Labor Statistics; a report on the progress of WIOA by **Ms. Gerri Fiala**, Deputy assistant Secretary of the Employment and Training Administration; and a review of ACVETEO's progress as a committee, focusing on the Fiscal year 2015 recommendations and progress on past recommendations, culminating in a review of the committee's plans for the coming year.

Mr. Timothy Green further informed the committee that the new membership package has moved forward with nominees, but that the vetting process was not yet complete sufficient to announce new members. He also thanked partners from the Office of Personnel management, the Small Business Administration, and the Veterans Administration for their participation and encouraged their continued partnership with ACVETEO. He then turned the meeting to **Mr. Michael Michaud** for remarks.

OPENING REMARKS

Mr. Michaud began by commending the committee members for their recommendations over the past two years, highlighting the progress made in unemployment rates for veterans in 2015, particularly women veterans and post-9/11 veterans.

He then explained his vision for DOL VETS, which focused on three main areas: partnership with other agencies, Congress, and business partners; strengthening the DOL VETS' programs such as USERRA, veterans' preferences, and the veterans reintegration program; and using VETS as a better tool to help veterans transition while using this work to make a case for VETS' value. He discussed the challenges DOL VETS faces, even in discussions with colleagues in Congress, in being recognized as separate from the VA.

Mr. Michaud further expounded on the value of ACVETEO's recommendations and engagement with TAP and other programs to better serve transitioning veterans. He closed by encouraging those present to reach out to new partners, as he did with the National Conference of State Legislatures, to get more partners involved in serving veteran employment.

FURTHER ADMINISTRATIVE BUSINESS

Mr. Timothy Green introduced **Ms. Amy Garcia**, who reported that the Veterans Entrepreneurship Act of 2015 would require the SBA to report out on women veteran outreach, which she said would be published soon. She also reported that the Interagency

Task Force on Veterans Business would soon be publishing their 2014/2015 combined report.

Mr. Timothy Green introduced **Sergeant Major Gary Coleman**, a military fellow working with DOL VETS, the National Guard Bureau, and the Army Reserve to identify and solve issues in their Employment Workshop Curricula.

INTRODUCTION OF MIKA CROSS

Mr. Timothy Green moved forward by introducing **Ms. Mika Cross**, an Army veteran who will be taking over as ACVETEO's designated federal official. **Ms. Cross** led by explaining her role as a lead for strategic communications efforts to strengthen VETS' messaging. She then elaborated on her vision, which targeted greater partnership and collaboration with federal stakeholders, VSOs, and employers with an interest in serving veterans, drawing focus on the White House's initiative on open government and the Digital Playbook; as well as better distinguishing DOL VETS as a resource for transitioning veterans, as well as their families and caregivers.

Mr. Timothy Green followed by highlighting a recent agreement with George Washington University that focuses on translating on the resources available through DOL into a menu of resources for veterans and employers. He added that the Committee plans to add a Native American member in the coming year, starting off as an advisor.

BRIEFING ON WOMEN VETERAN STATISTICAL ANALYSIS

Chairman Michael Haynie informed the Committee that the Bureau of Labor Statistics had put forth 655 pages of data, which would be published March 22 at 10:00 in the Annual Veteran's Employment Situation Report. He then turned the meeting over to **Dr. Nancy Glowacki**; who is in the process of reviewing the 2015 BLS to identify trends specific to gender, and to veterans, with the goal of better understanding the needs and characteristics of women veterans.

Dr. Glowacki led her presentation with the caveat that she had only been examining the data available for a week, and that the pie charts passed among those present were draft copies. She stated that while the new data is highly valuable and informative, women veteran statistics continue to be analyzed on an annual basis because of the dearth of monthly data. **Dr. Glowacki** noted that over the 20 years of data available to her, she found that the highest rates of unemployment had alternated between women veterans and male non-veterans, and that these two groups were more likely to be in the labor force. From there, she examined data from 2015 alone and from the past eight years to create a full picture of women veterans as compared with male veterans.

Dr. Glowacki found that women veterans were often younger, more diverse, and more highly educated than their male veteran counterparts. She noted that veterans currently enrolled in

school, veterans under 35 years old, and veterans who served in Gulf War 2 are more likely to be unemployed; and that women veterans are more likely to fall into those categories. She noted that while nearly half of male veterans are 65 years or older, closer to 17% of women veterans fall into that category.

Dr. Glowacki highlighted the importance of this data as providing better demographic information on women veterans that had previously been unavailable. She placed focus on the utility of this data to dispel stigma surrounding women veterans. **Dr. Glowacki** discussed the resources available on women veteran employment,¹ chiefly focusing on a YouTube video and a PowerPoint presentation available at from which she invited and encouraged those present to take slides for their own use.

Dr. Glowacki also discussed the change in the definition of homelessness in DOL VETS to account for those who are fleeing domestic violence, a category into which women veterans are more likely to fall. She thanked **Mr. Michaud** for his work with the Congressional Research Service to identify other areas in Title 38 where changes may need to be made. She discussed the ongoing webinar series on serving homeless veterans through an HVRP technical grant, as well as plans to examine homeless women veterans in the coming year.

¹ <http://dol.gov/vets/womenveterans>

Dr. Glowacki presented the Committee with a BLS solicitation for comment² on the annual supplement on veterans employment, which can be found in the *Federal Register*. She pointed out that this opportunity was not one she had seen in the past, and encouraged those present to share the solicitation with their peers. **Dr. Glowacki** and **Ms. Linda Bilmes** discussed the progress that has been made with regards to the availability of data on women veterans in the past four years, and the need for further expansion of data availability.

Dr. Glowacki dismissed previous suggestions to make a separate TAP for women, arguing that TAP courses should instead be made more inclusive to women if differences in needs should appear. She discussed partnership with the Women's Bureau and regional workshops to better establish what special training, if any, may be needed for service providers to better address the needs of women veterans. She acknowledged the potential for spillover into diversity trainings of other varieties because of changes in the veteran population.

Chairman Haynie thanked **Dr. Glowacki** for her work. Discussion followed of the transformative change in DoD in recent years relative to the new roles opening to women in the military, and the need to get ahead of this change to better prepare for changes in veteran diversity. **Mr. Curtis Coy** encouraged the Committee to work toward a way to better

² <https://www.gpo.gov/fdsys/pkg/FR-2016-01-05/pdf/2015-33143.pdf>

communicate the utility of the American Job Centers and other resources to women veterans and other veterans seeking employment. **Ms. Linda Bilmes** commended **Dr. Glowacki** for her work, and drew attention to the role data plays in making research and dissertations that expand the understanding of women veterans possible.

BRIEFING ON PROGRESS OF THE WORKFORCE INNOVATION
OPPORTUNITY ACT

Ms. Gerri Fiala presented the Committee with an update on the progress of WIOA, a bipartisan piece of legislation designed to modernize the public workforce system through the creation of a one-stop delivery system that reaches out to mandatory partners and expands that list for the JVSG program for veterans. She elaborated on WIOA's customer-centered design focus, providing a brief overview of its services for job seekers and employers. She discussed the expansion of the program to better accommodate the higher-than-average demand for services from dislocated members of the Armed Forces and other individuals, and the emphasis on building the capacity of one-stop staff.

Ms. Fiala informed the Committee that the Final Rule is currently underway, and will reflect thousands of comments on five Notices of Proposed Rulemaking including a number from veteran-serving organizations. She urged those present to ask

their constituents to look at the plans for WIOA and JVSG integration, particularly given the huge emphasis WIOA places on serving individuals with disabilities. Further, she reported that the WIA Gold Standard Evaluation, and the latest of eleven interim reports, would be made available to the Committee. Discussion followed of priority of service and the schedule for WIA/WIOA.

DISCUSSION AND REVIEW OF THE FISCAL YEAR 2015 ANNUAL REPORT

Chairman Haynie commended the committee on their progress, noting that the implementable, obvious solutions identified in the past two years had served to create more movement than all prior years of the committee combined. He turned to subcommittee representatives to elaborate on the individual recommendations in the report.

DISCUSSION AND REVIEW OF FISCAL YEAR 2015 OUTREACH

SUBCOMMITTEE RECOMMENDATIONS

Mr. Eversole presented the Outreach recommendations on behalf of the Outreach Subcommittee, inviting Committee members to chime in to reflect the collaborative process through which the recommendations were crafted.

Recommendation One focused on creating consistent messaging throughout agencies currently serving veterans. **Mr. Eversole** commended DOL VETS for their work to this end in 2014. He elaborated that the recommendation aims to create an interagency

task force in collaboration with non-governmental VSOs and state and local governments, while acknowledging and working through differences in the styles of their respective programs.

Ms. Bilmes commended the progress of the TAP program and its contribution to the dramatic decrease in veteran unemployment in recent years. She noted that the fragmented nature of the veteran employment space continues to be a roadblock, and suggested that the interagency task force be connected with TAP. Discussion followed of the shift from triage solutions to major problems to predicting what new problems may be, and the importance of collaboration.

Mr. Eversole continued with Recommendation Two, which focuses on establishing methods of measuring and reporting success. These methods would help to identify effective and efficient solutions while giving credit to the people who implement them.

Recommendation Three places emphasis on connecting with small- and medium-sized businesses, in large part because many transitioning service members return to their hometowns to work for small and medium businesses. The recommendation includes a recommendation for a veteran hiring payroll tax credit.

Mr. Timothy Green asked **Mr. Mark Toal**, the regional veteran employment manager, to elaborate on the work he's been doing with VSOs and industry. **Mr. Toal** described the one-on-one

mentoring being done with over 400 companies, through use of summits and events as well as DOL resources. He named the American Truckers Association and American Auto Care Association as industry associations through which the program hoped to reach more small businesses, as well as the work with Amtrak achieved through collaboration with the Office of Apprenticeship. He and **Chairman Haynie** discussed the collaboration underway between regional representatives and state-level infrastructure, as well as the limited DOL engagement on the local level.

DISCUSSION AND REVIEW OF FISCAL YEAR 2015 TRANSITION
SUBCOMMITTEE RECOMMENDATIONS

Mr. Gallucci presented the Transition Subcommittee's three recommendations. The Subcommittees' first recommendation focuses on integrating transitional materials, such as DOL employment workshop resources, into the military life cycle through professional military education. He thanked **Captain DruAnn Hill** and **Sergeant Major Coleman**, military fellows who are focusing on better integrating these resources.

The Transition Subcommittee's second recommendation asks that VSOs and other non-governmental organizations and stakeholders be better integrated into DOL's employment workshop curriculum review. **Mr. Timothy Green** added that the review was

still underway and would be moving forward at Fort Belvoir, with full curriculum implementation aiming to begin on April 1.

Mr. Gallucci continued with the third recommendation, which works hand in hand with the Outreach Subcommittee's first recommendation, and targets the creation of consistent messaging for online tools and resources. Discussion followed of the challenges posed by inconsistent naming conventions, and the effort to create a front-facing directory on veterans.gov. **Ms. Bilmes** suggested partnering with the Consumer Protection Agency to include a list of scam sites.

DISCUSSION AND REVIEW OF FISCAL YEAR 2015 FOCUSED
POPULATIONS SUBCOMMITTEE RECOMMENDATIONS

Chairman Haynie presented the recommendations from the Focused Populations Subcommittee. He provided the 2014 recommendation to expand eligibility criteria as context for Recommendation Seven, which focuses on adding "fleeing domestic violence" to the definition of homelessness, a change that has been made in DOL internally but not yet to Title 38.

Recommendation Eight targets the development of robust data on the many sub-cohorts of veterans, with the aim of better informing VETS decision-making. **Ms. Bilmes** spoke to the government's role as a provider of data, BLS's need to work toward matching the gold standard of the Census, and the constraints that emerge when data is limited.

Chairman Haynie continued with Recommendation Nine, which focuses on improving cultural competency of DOL representatives and state workforce agency employees in areas related to focus populations. He made note of this recommendation's role in dispelling myth and rumor surrounding women veterans, Native American veterans, and veterans with disabilities.

Recommendation Ten aligns with the Transition Subcommittee's recommendation on measuring success, focusing specifically on serving veterans in focus populations. **Chairman Haynie** clarified that the recommendation doesn't assume needs of these groups are different, nor that they are identical, and seeks a better understanding of the needs specific to each focus population of veterans. Discussion followed of the benefits of examining previously overlooked topics, such as work/family balance trainings benefit male veterans as well as women.

DISCUSSION ON ACVETEO'S HISTORY AND TRANSITION OF NEW MEMBERS

Mr. Michaud and **Mr. Timothy Green** discussed the dramatic changes the Committee had made in the past two years. He expressed commitment to digging deeper and finding new ways to improve veteran employment opportunities.

Mr. Timothy Green explained that membership plan is being reviewed by the Secretary, after which a new meeting date will be negotiated.

VETERANS EMPLOYMENT AND TRAINING SERVICE FY 2016

STRATEGIC PLAN

Mr. Timothy Green reported that VETS will have a strategic planning session in Colorado, with Federal and regional employees present, where the Committee's recommendations will be addressed. He then opened the floor for public comment.

PUBLIC COMMENT

Mr. Joe Wynn, representing the Vietnam Veterans' Association and the National Association for Black Veterans, commended the committee for their work on the new recommendations. He encouraged the Committee to consider apprenticeships for tech-oriented jobs, and to examine the enforcement of priority of service.

Mr. Ron Drach, National Organization on Disability, congratulated the Assistant Secretary on his work with VETS. He recommended that federal contractors look into an affirmative action tracker provided by the National Organization on disability.³

Mr. William Offutt, Victory Media, congratulated the Committee on its recent successes, reflecting on his history with the Committee. He recommended that the committee have four meetings this year rather than the usual three, to compensate for the challenges posed by its upcoming transition in

³ www.nod.org/tracker

membership. Further, he recommended that the Committee look to Department staff for insight on how to progress as a new Secretary is selected.

CLOSING REMARKS AND ADJOURNMENT

Chairman Haynie thanked the participants for their attendance in face of the coming snowstorm, wished them safe travels, and adjourned the meeting at 12:26 p.m.