

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

U.S. DEPARTMENT OF LABOR
June 2, 2016

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 C-5320, Conference Room 6
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

HAKEEM BASHEERUD-DEEN, Office of Program Management

LOIS BETHARDS, Executive Director, American Indian Center of Arkansas

ROSS COHEN, Executive Director, JPMorgan Chase

NICHOLE COLEMAN, Hancock County Veterans Service Office

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

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

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

TERESA GERTON, Deputy Assistant Secretary for Policy, Department of Labor, VETS

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

GREGORY GREEN, Assistant Designated Government Official

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

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

JON JUKURI, National Conference of State Legislatures

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

CHRIS LU, Deputy Secretary, Department of Labor

PARTICIPANTS (Cont'd):

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

MICHAEL MICHAUD, Assistant Secretary, Department of Labor VETS

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

DARRELL L. ROBERTS, Executive Director, Helmets to Hardhats

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

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

GEORGE TRIEBSCH, Deputy Director, Office of Field Operations,
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

WELCOME AND REMARKS

Ms. Mika Cross welcomed the attendees present, allowing **Mr. Michael Michaud**, the Assistant Deputy Secretary of DOL VETS, to make opening remarks and welcome new members to the committee; then turned to review administrative business, primarily the schedule for the day.

ADMINISTRATIVE BUSINESS

Mr. Gregory Green, Assistant Designated Federal Officer, asked that members bring him their travel receipts for reimbursement and invited committee members to seek his assistance whenever necessary. **Ms. Cross** invited introductions from the new **Chairperson, Mr. Ryan Gallucci**; and Vice **Chairperson, Dr. Shirley Quarles**. Introductions from renewed and recently inducted members followed.

Mr. Tim Green explained the role of Designated Federal Officers and ex officio members in the Committee to new members. **Ms. Cross** reminded members to submit updates to their bios, and took a vote to confirm the minutes from the previous meeting.

CERTIFICATE PRESENTATION

Deputy Secretary of Labor Chris Lu appeared for a presentation of certificates and group photograph.

BRIEFING ON ETHICS WHILE SERVING AS A SPECIAL GOVERNMENT
EMPLOYEE ON A FEDERAL ADVISORY COMMITTEE

Mr. Robert Sadler, Counsel for Ethics, explained that members of the Committee who are not otherwise employed by the federal government are considered Special Government Employees.

Special Government Employees are called upon to advise the government, serving 130 days or less in a 365-day period, and are subject to a subset of the ethics rules. **Mr. Sadler** gave brief explanations of a financial conflict of interest statute, as well as managing the appearance of bias under the reasonable person test, the Hatch Act, and prohibitions the receipt of gifts and on the disclosure of nonpublic information.

Mr. Sadler concluded by inviting members to approach him with any clarifying questions under the ethics rules.

BRIEFING ON DOL/VETS PRIORITIES

Mr. Michaud outlined his three main goals for DOL VETS: building relationships with states and faith-based organizations as well as VSOs, improving programs by examining the programs in place to find opportunities for streamlining and collaboration, and demonstrative the value of VETS as a program. He noted that the National Association of State Workforce Agencies had recently written a guidance allowing states to combine the duties of DVOPs with those of local veteran employment reps; and expressed concern regarding underutilization of USERRA.

Mr. Tim Green and **Mr. Michaud** discussed the licensing and credentialing report by the National Governors Association and the application of its findings within the Department of Defense during military service.

BRIEFING OF FISCAL YEAR 2015 ANNUAL REPORT

Mr. Michaud proposed that recommendations from the Report be presented by members of the subcommittees that put them forth, turning to **Mr. Randal Smith**, National Veterans Employment Manager, Office of Strategic Outreach, Department of Labor VETS, to discuss recommendations by the Focused Populations Subcommittee.

Mr. Smith discussed the recommendations, and actions taken on those recommendations, of the Veteran and Employer Outreach Subcommittee: the coordination and integration of federal outreach, particularly with the community veteran engagement boards; consistent messaging and outreach within and across DOL activities; advancement and facilitation of intra-agency collaboration related to outreach activities. To this end, he discussed work on these fronts with the National Guard Bureau, ESGR, and Hiring Our Heroes, through such avenues as MyVA and veterans.gov; VETS' close work with with ETA in preparation for WIOA; and collaboration with the U.S. Chamber of Commerce and a strategic partnership with Hiring Our Heroes, as well as with small- and medium-sized businesses through Regional Veteran Employment Coordinators. He emphasized the importance

and utility of job banks to employers seeking qualified applicants.

Mr. Ross Cohen, JP Morgan Chase, and Ms. Nichole Coleman, Hancock County Veteran Service Office, discussed the utility of Regional Veteran Employment Coordinators (RVECs) in the expansion of public and private veteran employment efforts. **Ms. Pam Gerassimides**, Assistant Executive Director, National Association of State Workforce Agencies, inquired as to the ability of Customer Relationship Management (CRM) tools to track discussions and meetings with state representatives. **Mr. Smith** replied that the CRM was initially designed to track those discussions with employers, and discussed the identification of state workforce agencies as customers. **Chairperson Gallucci** and **Mr. Smith** discussed the timeline for CRM integration into federal systems, as well as the methods of engagement and steps taken to better tie in work with that of partnered employers.

Mr. Hakeem Basheerud-Deen, Office of Personnel Management, discussed the use of social media campaigns to advance veteran employment, as well as EPA's work sending veteran resumes directly to hiring managers, the use of the Veterans Recruitment Act. He discussed the utility of special hiring authorities to help agencies experiencing challenges employing veterans, to employ vets directly without competing positions on USAJobs.

Mr. Curtis Coy, Deputy Under Secretary, Office of Economic Opportunity, U.S. Department of Veterans Affairs, asked

clarifying questions regarding the hiring under 30% and Schedule A.

Ms. Ann Conyers, Office of the Secretary, Department of Defense, described the Transition Assistance Program (TAP) governance structure; which includes the Department of Labor, Veterans Affairs, Office of Personnel Management, the Small Business Administration, The Department of Education, the White House, and other agencies.

Mr. Mark Toal, Office of Strategic Outreach, Department of Labor VETS, discussed the Transition Assistance and Support subcommittee's recommendations: integration and marketing of transition and employment resources throughout the Military life Cycle (MLC), ensuring participation of VSOs and other stakeholders in DOL's Employment Workshop (EW) annual curriculum review; and the development of clear and consistent messaging for credible online transition tools.

Ms. Conyers discussed importance of integrating transition resources into the full military life cycle to gain experience that can be applied to civilian life throughout the military career. She emphasized the progress made in identifying education and licensing goals early so that gaps not filled by in military experience or education are solved before transition. **Mr. Toal** cited work done in the Sergeant Major Academy's staff study group examining military life cycle to formalize transition resources into the Army curriculum, as well

as that of Marine for Life's online personal and professional development course.

Discussion followed of the importance of integrating resources throughout the military life cycle, particularly through the Soldiers for Life Career Skills Program, the National Governor's Association's study on certificates and licensures, and collaboration with state legislatures and NASWA. **Dr. Haynie** and **Ms. Conyers** discussed the progress of concurrent credentialing in such programs as nursing and commercial drivers' licenses, as well as C++ and cybersecurity certifications. **Mr. Coy** recommended collaboration with the VA's Employment Coordinators.

Mr. Toal clarified that Employer Workshop review would move to a biannual schedule beginning in Fiscal Year 2017. **Mr. T. Green** discussed the two-part study on the Employment Workshop by the Chief Evaluation Office, which will analyze employment-related outcomes as well as piloting an evaluation of differential impacts of new methods, such as social media outreach, within the EWS.

Mr. George Triebsch, Deputy Director, Office of Field Operations, Department of Labor VETS, discussed milestones of the Veterans Data Exchange Initiative. He and **Chairperson Gallucci** discussed the importance of taking in and validating data before establishing baselines and milestones for the use of that data.

Mr. Toal moved on to discuss the user interface of veterans.gov, for employers as well as veterans. He emphasized the accessibility provided to small-and medium-sized businesses by the opportunity to email VETS and access their employment resources. **Mr. Triebsch** emphasized the importance of creating a network of veteran employment resources and the utility of veterans.gov to that end.

Chairperson Gallucci asked clarifying questions about traffic numbers on veterans.gov itself, as well as access to the online TAP program through public-facing resources. Ms. Gerassimides suggested tracking outgoing traffic from veterans.gov to other sites as well as incoming traffic. Discussion followed of the progress in making veteran resources available to those who can no longer access JKO, by establishing public-facing sites and a Kindle app.

Mr. Tim Green and **Ms. Conyers** reviewed a slide discussing strategic outreach goals, echoing previous discussions of consistent messaging and inter-agency collaboration.

Dr. Nancy Glowacki, Women Veteran Program Manager, Office of Strategic Outreach, Department of Labor VETS, reviewed the recommendations for Fiscal Year 2015 brought forward by the Focused Populations subcommittee: expanding the definition of homeless as a significant barrier to employment to include those fleeing domestic violence and other life-threatening conditions; an interagency effort to collect, aggregate, share, and leverage

robust data to inform and advance veteran employment; specific training to field personnel to support the understanding of in- and post-service women veterans, veterans with disabilities, and native American veterans; and the initiation of a research program to better understand the ability of TAP to accommodate what may be differentiated needs and post-service aspirations of veterans in focused populations.

Dr. Glowacki informed the Committee that the definition of homelessness in Title 42, which governs the general population, includes persons fleeing domestic violence or other life-threatening conditions; whereas Title 38, which governs veterans, does not. She informed the Committee that the definition of homelessness had been updated for VETS and has been applied to the Jobs for Veterans State Grants (JVSG), and is being phased into use for the Homeless Veterans Reintegration Program (HVRP). She clarified that the next step would be for the Committee to leverage its connections to amend Title 38 itself through legislative action. Discussion followed of the co.

Dr. Glowacki also reviewed her personal recommendations to ACVETEO: that adequate time be allocated to check for research gap in focused population data, to continue to pursue legislative action to update Title 38, and to watch the women's space as well as the veteran's space for commonalities.

Discussion followed of the congressional process and its impact on the challenges to amending Title 38 thus far.

BRIEFING ON DOL/VETS PRIORITIES

Ms. Terry Gerton, Deputy Assistant Secretary for Policy, Department of Labor, VETS, discussed the three main avenues through which VETS hopes to expand cooperation: partnership with Veterans Affairs on MyVA communities, which will roll out this fiscal year, integrating the public workforce system into 100 communities through the MyVA network; engaging with Guard and Reserve to resolve concerns from DoD regarding unemployment and underemployment for Guard and Reserve members as deployments of those units are reduced; and working with DoD to better engage workforce centers in and around active military base to simplify the handover of transitioning service members.

Mr. Sam Shellenberger, Deputy Assistant Secretary for Operations, Department of Labor VETS, discussed an HRVP program integrated with VA and Office of Housing and Urban Development (HUD) support.

SUBCOMMITTEE DISCUSSION/ASSIGNMENT

Chairperson Gallucci introduced his proposal for subcommittee focuses: transition points in a veteran life cycle, barriers to employment, and JVSG program analysis. He asked those present to consider his subcommittee concepts over lunch.

Upon returning from lunch, the Committee agreed to take on the subcommittees Chairperson Gallucci had suggested. **Mr. Shellenberger** invited members to contact him should they need technical expertise or explanation, particularly regarding the JVSG and HVRP programs. Following an explanation of the purpose and use of subcommittees by **Mr. Tim Green**, as well as an explanation of ex officio member roles by **Dr. Haynie**, members selected their subcommittees.

Ms. Joylin Kirk will chair the Barriers to Employment Subcommittee, of which **Ms. Lois Bethards** and **Mr. Jon Jukuri** will also be members.

Ms. Pam Gerassimides will chair the Direct Services JVSG Subcommittee, of which **Dr. Michael Haynie**, **Mr. Darrell Roberts**, and **Chairperson Gallucci** will also be members.

Ms. Nichole Coleman will chair the Transition Assistance and Support Subcommittee, of which **Mr. Ross Cohen** and **Vice Chairperson Quarles** will also be members.

Chairperson Gallucci encouraged the subcommittees to review the Committee's recommendations for Fiscal Years 2015 and 2014, and confer with designated federal officials to assess progress on each recommendation relevant to their subcommittee. Discussion followed of the role and interactions of subcommittees, during which it was established that subcommittees should have draft recommendations by the October meeting.

BRIEFING ON THE WOMEN VETERAN PROGRAM

Dr. Nancy Glowacki briefed the Committee on the progress of the Department of Labor VETS Women Veteran program. She opened by explaining that while women veterans are increasingly likely to self-identify, they are often misidentified as military spouses in veteran spaces.

Dr. Glowacki identified the change in the definition of homelessness within VETS and a webinar on employment assistance for Women Vets¹ as significant tangible work by the Women Veterans Program. She emphasized the utility of the webinar for VSOs as well as women veterans, to spread understanding of who qualifies for use of which resources.

Dr. Haynie mentioned a study that found women to be four times less likely than men to seek employment assistance than men, suggesting that a part of the challenge is to encourage women to seek out resources. **Dr. Glowacki** replied that she found that women veterans are incredibly resilient, but can struggle to find resources due to isolation.

Dr. Glowacki moved on to discuss the importance of integrating women veteran resources into the existing veteran employment support, rather than creating an individual targeted program for women veterans. She discussed the VETS communication campaign, which led to the most unique site visits to the Women Veteran page yet; as well as the enhancement on

¹<https://www.dol.gov/vets/womenveterans/>

veterans.gov, thanking Mika Cross and Kevin Leach for their work. She also discussed attending the Women's Bureau Equal Pay Day event with Mr. Michaud, and plans to discuss women veterans at the National Disabled American Veterans conference.

Dr. Glowacki and **Chairperson Gallucci** discussed the challenges of comparing women veteran and male veteran unemployment statistics because of dramatic differences in demographics that make women veterans much more likely to be in the workforce, and thus unemployed. Ms. Conyers raised the subject of inconsistent and sometimes inaccurate means of acquiring unemployment numbers from state to state.

Dr. Glowacki continued with her presentation of data, showing that over the past fifty years the highest unemployment rates have fluctuated between women veterans and male non-veterans. She showed that women veterans were more likely to be in demographics with higher unemployment. **Dr. Glowacki** showed that while their entry to nontraditional career fields is lower than she might expect, women veterans are more likely to enter STEM and protective service occupations. She stated that the next step is to identify research gaps for examination in the women veterans space, and make these gaps known to those interested in examining women veteran employment.

Discussion followed of the importance of integrating women veteran employment services into the existing veteran employment support, rather than creating a separate program. **Chairperson**

Gallucci encouraged all three subcommittees to look at the application of their points to women veterans. **Mr. Jukuri** recommended Dr. Glowacki look at the National Conference of State Legislatures' Labor and Economic Development Committee's recent webinar on women transitioning from women to civilian life.

ADMINISTRATIVE BUSINESS

Mr. Tim Green and Chairperson Gallucci asked how resources and contact information for the Committee might be made available to members and ex officio members between meetings. Ms. Cross stated that her team is looking into federal resources for online collaboration that may be of use to the Committee, and reminded members to sign up for the free DOL VETS newsletter.

PUBLIC COMMENT

Ms. Mika Cross opened the floor for public comment. **Ms. Lisa Rossler**, CEO and Founder, The Value of a Veteran, noted that she found the breakdown of subcommittees to be very fitting of the Committee's goals, and expressed optimism toward upcoming recommendations.

ADMINISTRATIVE BUSINESS

Mr. Tim Green invited members to an upcoming hearing before the House of Representatives Veterans Affairs Committee's Economic Opportunity Subcommittee on veteran unemployment on

June 15, and asked that they review the testimony to better familiarize themselves with VETS programs.

CLOSING REMARKS AND ADJOURNMENT

Following a brief subcommittee breakout period, **Chairperson Gallucci** reminded subcommittee chairs to work with designated federal officials. Discussion followed of the process for scheduling upcoming public meetings. **Mr. Gregory Green** alerted members to an upcoming email with tentative dates for meetings throughout the year. **Chairperson Gallucci** adjourned the meeting at 3:53 p.m.