

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

U.S. DEPARTMENT OF LABOR  
November 17, 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 C-5515 Room C  
Washington, D.C. 20210

PARTICIPANTS:

RALPH CHARLIP, Deputy Assistant Secretary for Operations,  
Department of Labor VETS

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

ERIC EVERSOLE, President, Hiring Our Heroes

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

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

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

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

DARRELL L. ROBERTS, Executive Director, Helmets to Hardhats

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

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

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

TIM WINTER, Transitional Assistance Program lead, Office of  
National Programs, Department of Labor VETS

IN THE PUBLIC:

HEATHER ANSLEY, Esq., Associate General Counsel for  
Corporate and Government Relations, Paralyzed Veterans  
of America

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

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

NANCY HAMMER, Esq., Senior Government Affairs Policy  
Counsel, Society for Human Resource Managers

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

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

LISA ROSSER, CEO & Founder, The Value of a Veteran

## WELCOME AND REMARKS

**Mr. Tim 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. Tim Green** informed the Committee that **Mr. Ralph Charlip** would appear to make opening remarks, as **Ms. Terry Gerton** was currently in Charlottesville, Virginia. He announced that **Mr. Bob Simoneau** would retire the following week. He explained that the day's meeting would consist primarily of a back-briefing on the progress made on FY-14 recommendations. Afterward, the committee would review the FY-15 recommendations so that a final report can be developed.

**Dr. Mike Haynie** suggested that because the membership of ACVETEO will transition on January 31<sup>st</sup>, 2016, the final meeting in January should involve the establishment of themes and organizing principles to guide incoming members and ensure a continuity of thought and strategy as the committee changes. **Mr. Darrell Roberts** inquired as to whether the new members had yet been selected. **Mr. Green** clarified that the decision was not yet made, that the committee had a pool of 30 applicants, and that membership decisions would aim to maintain or continue to represent as much of the current membership as possible while bringing the Committee from 12 to 16 voting members. He

welcomed **Mr. Ralph Charlip**, Deputy Assistant Secretary for Operations at VETS.

#### OPENING REMARKS

**Mr. Ralph Charlip** began by thanking committee members for their role in bringing representation of DOL VETS' customers to the table. He announced that he and **Mr. Bob Simoneau** would both be retiring and thanked **Mr. Simoneau** in particular for his years of service supporting VETS and veterans. **Mr. Green** took the opportunity to present **Mr. Simoneau** with an engraved pen set as a gesture of appreciation and farewell from VETS and ACVETEO.

**Mr. Charlip** concluded by expressing optimism that even as he retires after 37½ years of service he will continue to participate in the work VETS does. He thanked the committee once more for their work and left to address other meetings.

Introductions followed, following which **Mr. Simoneau** introduced **Ms. Pam Gerassimides**, the Assistant Executive Director of NASWA, who may take up his duties in ACVETEO following his retirement. He also informed those present that **Ms. Laurie Adams** would be serving as NASWA's liaison to the Veterans' Committee.

#### BRIEFING ON STATUS OF FISCAL YEAR 2014 RECOMMENDATIONS 7-12

**Dr. Nancy Glowacki** presented a back-brief on recommendations 7-12 from FY-14's final report<sup>1</sup>, which relate to employment and training activities impacting focused

---

<sup>1</sup> [https://www.dol.gov/vets/media/DOL\\_ACVETEO\\_Report\\_final\\_Dec31.2014.pdf](https://www.dol.gov/vets/media/DOL_ACVETEO_Report_final_Dec31.2014.pdf)

populations. She clarified that her brief would be specific to the women veterans' space and recommended that in the future ACVETEO recommendations better separate out goals for distinct focused populations. **Mr. Green** made attempts to phone in **Mr. Gordon Burke** to better incorporate the Native American focused population lens, but the calls did not go through.

**Dr. Glowacki** opened with the Women Veteran Program, explaining that the first year was very heavy on analysis, whereas its second year turned to engagement and changing messaging to face the myths and stigmas in the women veterans' space. She reviewed the recommendations in numerical order, following up with her own recommendations on each point.

**Dr. Glowacki** stated that she did not yet have much to report on actions regarding Recommendation 7, the initiation of an audit of all outreach and messaging programs to ensure the inclusion of focused population, taking corrective action if necessary. She stated that **Mr. Tim Green** plans to work with the Office of Public Affairs to this end and that she expects an update in the winter months.

She reported that she had made more traction with Recommendation 8, which focuses on the initiation of a comprehensive research program focused on identifying the particular employment-related challenges in transition for focus populations. She explained how the Women Veteran Program constantly monitors available data in research efforts and the

benefits of incorporating data from studies that do not carry the assumptions of a women vet-focused lens. She discussed in-depth analysis of data from the Bureau of Labor Statistics (BLS) to investigate annual trends in women veteran averages over the past 19 years. She plans to brief on her progress in January, when 2015 data is available.

**Dr. Glowacki** discussed her participation in the Association for Public Policy Analysis and Management Annual Conference and other venues to dispel myths and stigmas surrounding women vets. She discussed the challenge of the varying definitions of who qualifies as a veteran and her YouTube video and self-paced PowerPoint presentations dedicated to making this information more accessible<sup>2</sup>.

**Dr. Glowacki** continued with her personal recommendations for Recommendation 8. She asked that ACVETEO make a point to refine its goals as they relate to women and other focused populations. **Dr. Haynie** and **Dr. Glowacki** discussed the difference in challenges facing women vets because of a lower awareness of women who serve.

Dr. Glowacki continued with Recommendation 9, a review of the broad programmatic flexibility of the Department as a whole. She discussed the Title 38/Title 42 disconnect in their definitions of homelessness and her efforts to expand the VETS definition of homelessness to match HUD's 2009 definition, which

---

<sup>2</sup> <http://dol.gov/vets/womenveterans>

includes those who are homeless as a result of fleeing from domestic abuse or other life-threatening situation its barriers to employment. She clarified that the change would take longer to enter effect in HVRP grant services, with full applicability by 2018. Members expressed their support for this change.

She framed the next step in terms of service provider training, both in VETS staff and for other community service providers; to create realistic implementation and identification tools to help vets, particularly women vets, fleeing domestic abuse; and prevent re-victimization. She closed Recommendation 9's presentation by asking that ACVETEO recommend a search for similar discrepancies in an effort to make veteran programs more effective. Discussion followed of the training plan's progress, potential community leveraging points, and resource availability.

**Dr. Glowacki** moved on to discuss the data she had gained in response to Recommendation 10, leveraging BLS for data. She noted that within this sample, the highest unemployment rate at any given point was either male non-vets or women vets, and elaborated on the similarities of the two groups, which have a higher percentage of minorities and are more likely to be in the labor force than women non-vets and male vets.

**Dr. Glowacki** recommended that Recommendation 10 be pushed forward into the coming year to expand upon its progress so far.

**Dr. Haynie** agreed, noting that the recommendation's original

intent was to work with BLS to expand the sample so that women vets could have better month-to-month data and would not be dependent upon annual trends.

Dr. Glowacki reported that she had seen the most progress with Recommendation 11, a communication campaign focused on educating employers related to women in the military, particularly to mitigate stigma and undermine stereotypes associated with the nature of military service for women. She presented efforts in the Women Veteran Program and signs of impact outside of the program, contrasting them with the budget request for an interactive film on women veterans that had not been approved. She discussed the challenge of sharing stories without creating employer bias or stereotype threats, as well as the Women Veteran Program's recognition as subject matter experts because of their dedicated messaging.

**Dr. Glowacki** recommended Recommendation 11 continue by maintaining outstanding efforts and decide whether to pursue new avenues or continue only on what work is in progress.

**Dr. Glowacki** explained that Recommendation 12, building strategy to build upon local community partnerships and outreach established for other programs, was challenging because much of it lies outside of the VETS program's direct authority and thus is pursued through 'influential actions.' She described these actions with feedback from the National Association of County Veteran Officers; then moved into non-profit partnerships, as



well as VETS' work with the White House Council on Women and Girls' women veterans working group and others.

**Dr. Glowacki** asked that the Committee consider their original intent with relation to VETS authority and decide whether to close out Recommendation 12 or make it more actionable.

BRIEFING ON THE STATUS OF FISCAL YEAR 2014 RECOMMENDATIONS

1-6

**Mr. Randall Smith** clarified that he would be working with **Mr. Mark Toal** to present progress on FY-14's recommendations.

**Mr. Smith** presented the Department of Labor's response to Recommendation 1 and the four actions taken to carry the recommendation out: an initial strategic plan incorporating all the recommendations, created June 2015; collaboration with ATVET to better standardize and elaborate vet resources, as well as create a twice-monthly newsletter; engaging with existing working groups with vets and transitioning service members in the government, specifically with Energy, Transportation, and Agriculture, as well as branches of Defense and non-profits; and a fourth incomplete action aimed at creating an inter-agency working group whose clarification within the bounds of DoL authority is underway.

Discussion of the challenges of inter-agency work followed. **Mr. Smith** addressed the need for a formal inter-agency working

group to help the various veteran assistance programs create efficiencies rather than redundancies.

**Mr. Smith** moved on to Recommendation 2, which aims at a performance evaluation and assessment program supporting continuous improvement of the employer outreach program. He stated that Items A and C would continue to be developed, then described DoL VETS progress with Item B, centered on better connecting veterans to employers. **Mr. Smith** reported that the employer workshop has been completely revised in partnership with Hiring Our Heroes and the Army in the American Job Center Path to Local. Specific locations, such as Fort Drum, were discussed by the committee. **Mr. Smith** hopes to have something to report back in January.

Recommendation 3 focused on engagement strategies for small and medium-sized employers. **Mr. Smith** presented DOL's response to the recommendation through slides on the Office of Public Engagement and Public Affairs and Office of Strategic Outreach Initiative; with details on outreach specialists hired, newsletters distributed, and a PSA released by Secretary Gerton. He emphasized the importance of consistent messaging, the simplification of RVECs' work, purposeful re-engagement, and highlighting employers who actively hire veterans. **Mr. Smith** also noted that the payroll tax credit for veterans would not be supported from within DOL.

**Mr. Green** highlighted the added benefit of VEI engagement through these programs, recommending continued coordination to remain value-added rather than redundant. He and **Mr. Eric Eversole** discussed a January update on the progress of specific RVECs; **Dr. Haynie** and **Mr. Smith** discussed the program's propensity to performance evaluation through assessment metrics, an overarching theme in the recommendations. Further discussion of inter-agency partnership and accountability followed.

**Mr. Mark Toal** presented Recommendation 4, which centered on improving online and assessing accessibility for public-facing TAP; Recommendation 5, where an off-base transition training pilot was initiated; and Recommendation 6, which focused on better incorporating Focused Populations into TAP.

**Mr. Toal** and **Mr. Tim Winter** discussed DOL's efforts to make TAP resources more publicly available both online and through brick-and-mortar locations. **Mr. Winter** and **Mr. Ryan Gallucci** discussed the challenges of collecting accurate traffic data on TAP access from outside of JKO's firewall. **Mr. Green** suggested Public Affairs may have a solution through Google Analytics work.

Further discussion of participation rates and the pilot program followed, during which **Mr. Winter** specified a plan to report back in January. **Mr. Coy** discussed the challenges of engaging older vets and spouses through TAP, suggesting an off-

base mini-TAP that would make the program more accessible to those working full-time; as well as prospective strategies for refresher courses on VA benefits and DOL resources. Discussion followed of better utilizing and incorporating existing job centers and improving accessibility outside of DOD walls, with **Mr. Gallucci** placing a focus on older and student veterans.

**Mr. Winter** continued by briefing on the TAP audit in response to Recommendation 6, suggesting those seeking further detail on quasi-experimental design contact **Mr. Dennis Johnson** in the CEO Office. He reported on progress with contractors to develop pilot enhancements for the employment workshop and the progress of the review of revision of the employee workshop curriculum through a task order awarded to NVTI. NVTI's recommendations for revision center on focusing information aimed at participants into four key areas: executing a job search plan, planning for success in a civilian work environment, creating self-marketing materials, and engaging in successful interviews and networking conversations.

**Mr. Winter** stated that the curriculum should roll out in January and that the changes are not dramatic but do a better job of incorporating the needs and expectations of employers. He and **Mr. Simoneau** discussed the redundancies that will be eliminated through the revision. **Dr. Haynie, Mr. Gallucci** and **Mr. Winter** discussed the timeline and scope of the pilot program

and its participant survey, focusing on establishing a representative cross-section of transitioning veterans. **Ms. Nancy Hammer** discussed using the feedback from this process to better engage SHRM membership.

DISCUSSION OF FISCAL YEAR 2015 RECOMMENDATION FINALIZATION  
TIMELINE

**Dr. Haynie** suggested that because the last meeting had so heavily focused on subcommittee outbriefings the focus today should be on the reports of progress given earlier, with an eye to incorporating DOL's responses and recommendations into the FY-15 report. He asked that subcommittees submit their input by December 4 using a template he emailed out to expedite the process of consolidating subcommittee work into one collective final report. He also suggested the establishment of a curriculum review schedule for TAP.

**Mr. Green** plans to attach FY-14 recommendation progress into the FY-15 Final Report as an appendix. **Mr. Eversole** expressed his appreciation of the establishment of a consistent format for ACVETEO's annual reports. Discussion of the template's role in streamlining the review process and better communicating progress from year to year followed.

PUBLIC FORUM

**Mr. Green** opened the floor to public comment, but none was given.

FURTHER ADMINISTRATIVE BUSINESS

**Mr. Green** brought forth summary notes from the September 29 ACVETEO meeting. **Mr. Simoneau** raised a motion to approve them, which passed. **Mr. Green** reminded the committee that a full transcript can be made available.

FOCUS POPULATION SUBCOMMITTEE BRIEFING AND DISCUSSION ON  
NEW FISCAL YEAR 2015 RECOMMENDATION

**Mr. Bob Simoneau** addressed the previously expressed concern for older veterans who do not qualify for help from DVOPs unless they also have another significant barrier to employment. He cited discussions with DVOPs that verified the support structure necessary is in place, bringing forth perspective from the NASWA Veterans Affairs Committee. He noted that the Secretary of Labor must be the one to change definitions of significant barriers to employment and asked for ACVETEO's support in recommending that being over a certain age, perhaps 55 or 60, be added.

Some discussion followed on the development of an appropriate age, the synergy between this and the Title 38/42 homelessness clarification, the present data support for such a recommendation, and potential points of precedent. **Ms. Lisa Rosser** cited the Age and Discrimination Act's designation of 40, which is much lower than the target ACVETEO would choose.

CLOSING REMARKS AND ADJOURNMENT

**Mr. Simoneau** remarked upon the progress of ACVETEO, in which he has participated since its inception, particularly with regard to a standardized final report format. He thanked ACVETEO and stated that even in retirement he would create connections to contribute to the advancement of veteran employment.

**Dr. Haynie** thanked **Mr. Simoneau** for his time on the committee. **Mr. Green** adjourned the meeting at 11:35 a.m.