

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

U.S. DEPARTMENT OF LABOR

October 26, 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:

CHAIR RYAN GALLUCCI

Deputy Director, National Veterans Service,  
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Department Chair, College of Nursing,  
Medical College of Georgia

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Jobs for Veterans Grants Lead, Department of Labor

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Hancock County Veterans Service Office

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Veteran and Military Family Services Program Manager,  
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Program Office, Office of the Under Secretary of Defense

YOWEI PERALTA,

Senior Marketing Specialist, U.S. Department of Agriculture

PARTICIPANTS: (Continued)

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Executive Director, Helmets to Hardhats  
RANDAL SMITH  
National Veterans Employment Manager,  
Office of Strategic Outreach, Department of Labor VETS  
TRACY SAINT BENOIT  
Senior Researcher, University of Central Florida  
.MARK TOAL  
Office of Strategic Outreach, Department of Labor VETS

IN THE PUBLIC:

WILLIAM OFFUTT,  
Vice President of Government Affairs, Victory Media  
LISA ROSSER,  
CEO, 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 introduced **Mr. Michael Miller**, Office of the Secretary of Defense.

**Ms. Cross** then reviewed administrative business, primarily the schedule for the day, which would be spent reviewing and finalizing the Committee's recommendations to Congress for Fiscal Year 2016. The Committee approved the minutes from the previous meeting. **Chairman Ryan Gallucci** and **Vice Chair Shirley Quarles** congratulated the subcommittees for their hard work, then handed the meeting to the subcommittees for presentation of their recommendations.

## TRANSITION AND TRAINING SUBCOMMITTEE BRIEFING AND DISCUSSION ON FISCAL YEAR 2016 RECOMMENDATIONS

**Mark Toal**, Office of Strategic Outreach, Department of Labor VETS, presented four recommendations from the Transition and Training subcommittee.

First, the subcommittee recommended continuing to ensure veteran service organization (VSO), employer and stakeholder participation in the Department of Labor's Transition Assistance Program (TAP) Employment Workshop. **Mr. Toal** mentioned the interagency TAP curriculum working group as a coordinating point to this end.

Second, the subcommittee recommended that non-governmental organizations (NGOs) and VSOs should review the career technical training track curriculum. **Mr. Toal** showed slides reviewing lessons learned for transition GPS and other optional tracks.

Third, the subcommittee recommended working collaboratively with partner agencies to develop and implement a Department of Labor TAP Employment Workshop mobile application.

Finally, the subcommittee recommended that the Department of Labor collaborate with the Small Business Administration to investigate better messaging methods to inform small businesses about federal and state funding and incentives for veteran hiring.

Discussion followed of the improvements of accessibility via the TAP mobile application should it be made. **Chairman Gallucci** suggested that subcommittees should include a longer rationale with recommendations.

BARRIERS TO EMPLOYMENT SUBCOMMITTEE BRIEFING AND DISCUSSION ON  
FISCAL YEAR 2016 RECOMMENDATIONS

**Ms. Joylin Kirk**, Veteran and Military Family Services Program Manager, Goodwill Industries, presented the Barriers to Employment subcommittee's five recommendations.

First the subcommittee recommended that the Department of Labor act to pursue legislative action amending Title 38 to include paragraph (b) of Section 103 of the McKinney-Vinto Homeless Assistance Act as it pertains to the definition of a

homeless veteran, which would include those fleeing domestic violence in the definition of homelessness.

Second, the subcommittee recommended that the Department of Labor act to expand its education and outreach to increase the awareness that active duty and reserve military spouses qualify as dislocated workers, to address their increased unemployment rates.

Third, the subcommittee recommended that LVERs' outreach facilitation be expanded to include outreach to community-based organizations that provide supportive services identified for veterans, women, military spouses, and caregivers; such as mental and physical healthcare, shelter, childcare, and transportation. To do this, LVERs might partner with community service providers in the same way they currently partner with businesses.

Fourth, the subcommittee recommended further researching opportunities to implement methodology to identify and share effective practices between American Job Centers (AJCs), especially with relation to veterans experiencing barriers to employment.

Fifth, the subcommittee recommended reevaluating the definition of special populations annually to ensure that the designation encompasses all appropriate populations.

**Ms. Pam Gerassimides**, Assistant Executive Director,  
National Association of State Workforce Agencies (NASWA),

commented that NASWA currently has a committee in place to share effective practices. She also suggested that the subcommittee's fifth recommendation be expanded to include input from stakeholder groups and field research.

**Mr. Darrell Roberts**, Executive Director, Helmets to Hardhats, raised concerns as to the feasibility of Recommendation Three's expansion of LVER duties. Discussion followed of the legal limitations of LVER duties and the role of DVOPs. The recommendation was altered to apply to JVSG staff broadly, with the original rationale included. The Committee decided to seek input from a JVSG staff member later in the day to clarify a LVER's legislative duties.

DIRECT SERVICES SUBCOMMITTEE BRIEFING AND DISCUSSION  
ON FISCAL YEAR 2016 RECOMMENDATIONS

**Ms. Gerassimides** presented the Direct Services subcommittee's first three recommendations.

First, the subcommittee recommended that the Department of Labor work with the Employment Training Administration (ETA) to explore and pursue staff skills training for non-JVSG staff, focusing on the unique recruitment, hiring, and retention issues facing veterans with priority of service.

**Ms. Gerassimides** informed the Committee that a recent NASWA member survey found that when this training is offered, it is often attended by division administrators and office managers,

rather than training staff. The survey also found misunderstanding as to how such training would be funded. She and **Assistant Secretary Michaud** discussed seeking numbers from NVTI training.

**Ms. Lisa Rosser**, CEO, Value of a Veteran, commented that her free sessions on translating military resumes into civilian terms are often attended by employment counselors from American Job Centers. **Mr. William Offutt**, Victory Media G.I. Jobs, suggested the committee ask the State of Ohio for feedback on the training their non-JVSG staff attended in Denver.

**Ms. Gerassimides** presented the subcommittee's second recommendation: providing states with access to a database of federal contractors and emphasizing positive outreach to the federal contract employer community.

**Ms. Gerassimides** presented the subcommittee's third recommendation: that the Department of Labor encourage employers to list their jobs at the state workforce level or veterans.gov.

**Chairman Gallucci** presented the subcommittee's fourth recommendation: Improving visibility and coordination of Labor-funded direct services for veterans by consistently engaging with four stakeholder groups to drive veterans and employers to utilize services. **Mr. Coy** and **Assistant Secretary Michaud** discussed the possibility of bringing AJC staff to training,



rather than telling veterans to go to an AJC without giving details.

**Chairman Gallucci** and **Mr. Toal** discussed the potential for greater consistency by integrating Department of Labor's TAP program with local resources. Discussion followed of properly balancing local and Labor resources when reaching out to veterans. **Ms. Rosser** suggested Labor use the DD214 to send outreach postcards and letters explaining local resources to veterans' listed forwarding addresses, but **Mr. Coy** and **Assistant Secretary Michaud** clarified that the Department of Labor does not receive that form.

FURTHER DISCUSSION ON BARRIERS TO EMPLOYMENT SUBCOMMITTEE FISCAL  
YEAR 2016 RECOMMENDATIONS

**Ms. Francheska Atchinson**, JVSG Program Lead, Department of Labor VETS, came to the committee to answer questions about the JVSG program related to the Barriers to Employment subcommittee's third recommendation. She clarified that there is flexibility in the DVOP role to outreach to locations likely to have SBE participants, because all staff should be referring new participants to market the JVSG program.

**Ms. Kirk** explained that the recommendation was about finding childcare and other support services for SBE job-seekers, rather than outreaching to veterans. Ms. Atchison responded by explaining that because LVERs' roles are

legislatively determined, expanding their roles in this way may not be feasible. The Committee determined that their recommendation would not specify LVERs, but would refer to JVSG staff more broadly.

#### DISCUSSION OF FISCAL YEAR 2017 OBJECTIVES

**Chairman Gallucci** stated that the Committee's next step should be to identify past recommendations and schedule briefings from those who have been administering them.

**Ms. Nichole Coleman**, Executive Director, Hancock County Veterans Service Office, asked that the Committee seek input from TAP. **Mr. Michael Miller**, Director, Private and Public Engagement, Transition to Veterans Program Office, Office of the Under Secretary of Defense, commented that the TAP program is decentralized, and offered to brief the Committee with an overarching view on TAP. **Ms. Conyers** suggested performing a site visit following an overview briefing, and **Chairman Gallucci** agreed. Discussion followed of the outstanding questions for the TAP program, and the ways in which the program varied across branches and installations.

**Ms. Kirk** requested that the Committee receive briefings on interagency data sharing and the progress of trainings on job-seeking veterans with specific barriers to employment. She also requested a briefing on the research paper the Department of Labor has initiated in collaboration with the VA and Department

of Defense on the TAP program, which **Ms. Cross** tentatively scheduled for the first quarter of FY 2018.

**Mr. Jon Jukuri**, Senior Director, Labor and Economic Development Committee, National Conference of State Legislatures, requested a briefing from the ETA on WIOA performance metrics.

**Ms. Gerassimides** asked that the Committee be briefed on NVTI, and the differences in the program as administered by the newly awarded contractor. She and **Chairman Gallucci** discussed potential questions on the NVTI program, particularly those related to new content development. **Ms. Cross** tentatively scheduled this briefing for early 2017.

**Mr. Roberts** requested a briefing on the National Labor Exchange, as well as the work VETS will do on the Career Technical Training Track as they take it over.

**Ms. Gerassimides** inquired as to finding other FACA committees focusing on veteran employment and looking at what those committees had done. Discussion followed of other existing FACA committees and ways to interface to ensure efficiency by finding committees with synergy and comparing notes on employment and underemployment. **Ms. Amy Garcia**, Small Business Administration, offered up information from the recent Boots to Business outcome survey, as well as any data on the VBOC program.

**Mr. Curtis Coy**, Veterans Benefits Administration, pointed out that 80% of unemployed veterans are over 35 years old, and encouraged the Committee to expand their focus beyond young transitioning veterans to include retirees and those who have completed transition.

**Mr. Coy** suggested that each committee meeting in the coming year might involve one to three guest speakers on subjects relating to employment and veteran employment, as well as briefings from data-rich agencies on data collection, and input from veteran service organizations

**Ms. Conyers** informed the Committee of a recent study by the National Academy of Sciences on veterans, which will soon be presented by subject matter experts.

**Mr. Gallucci** requested a briefing on outreach to veterans explaining the application of GI Bill benefits to apprenticeship programs. **Mr. Coy** agreed, and reported that the VA had agreed to accept as eligible any apprenticeships approved by the Department of Labor. **Mr. Roberts** offered to put together a meeting on apprenticeships with briefings by representatives from building trade and non building trade apprenticeships.

**Dr. Nancy Glowacki**, Women Veteran Program Manager, Office of Strategic Outreach, U.S. Department of Labor VETS, offered to brief the Committee on her examination of the population survey with regard to women veterans.

**Ms. Gerassimides, Chairman Gallucci, and Ms. Cross**

discussed the benefits of bringing members' activities outside of the Committee to the table to share their experience as well as leveraging communications channels to benefit outreach.

PUBLIC FORUM

**Ms. Cross** opened the meeting to public comment, but none was offered.

FINALIZATION OF FISCAL YEAR 2016 RECOMMENDATIONS

**Chairman Gallucci** inquired as to the schedule of ACVETEO meetings in the coming year. **Ms. Cross** replied that meetings were tentatively scheduled for January, late April, late August, with a wrap-up in late October or early November. She clarified that dates would be recommended by December 1, then finalized via Doodle poll. Discussion followed of future meeting dates and scheduling.

The Committee took a lunch recess, following which **Chairman Gallucci** laid out the finalization timeline for the FY2016 recommendations. He asked that subcommittees return their finalized recommendations by the end of the week so that he and Dr. Quarles could create a draft report. The draft report will be sent to subcommittees on Veterans Day, commented on by November 18, then turned over to the Department of Labor on November 28.

**Chairman Gallucci** also distributed a list of FACA committees related to veteran employment provided by Mr. Randal Smith.

Discussion followed of creating an efficient comment method; **Ms. Cross** recommended that the final comments be submitted by each subcommittee's Ex Officio member following subcommittee discussion. She also informed the Committee that the Department of Labor would launch its VETS Twitter on November 7.

ADJOURNMENT

**Chairman Gallucci** adjourned the meeting at 1:24 p.m.