

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

U.S. DEPARTMENT OF LABOR
September 13, 2017

SUMMARY MINUTES

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

U.S. Department of Labor
Frances T. Perkins Building
200 Constitution Avenue, N.W.
Room N-5437
Washington, D.C. 20210

PARTICIPANTS:

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

LOIS A. BETHARDS, Executive Director, American
Indian Center of Arkansas

ROSYE CLOUD, ACVETEO

MOLLY CONWAY, Department of Labor

MIKA CROSS, Department of Labor VETS

IVAN DENTON, Director of National Programs

ERIC EVERSOLE, President, Hiring our Heroes

PAM FRUGOLI, Employment Training Administration

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

GREGORY GREEN, Office of Strategic Outreach,
Department of Labor VETS

JON JUKURI, National Conference of State
Legislatures

JOYLIN KIRK, Senior Director of Mission
Services, Goodwill Industries

MIKE MILLER, Department of Defense

STEPHEN PARKER, ACVETEO

PARTICIPANTS: (Cont'd.)

ROBERT SCHWARZ, Executive Director, Helmets to Hardhats

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

MIKE SLATER, Office of Strategic Outreach, Department of Labor VETS

MARIA TEMIQUEL, Director, Office of Agency Management and Budget, US Department of Labor

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

CHARLIE TERRELL, ACVETEO

GEORGE TRIEBSCH, Deputy Director, Office of Field Operations, Department of Labor VETS

IN THE PUBLIC:

RONALD DRACH, Senior Advisory, National Organization on Disability

WILLIAM OFFUTT, Vice President of Governmental Affairs, Victory Media

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

JOSE MUNOZ

MARSHA JOHNSON, ACP

WELCOME AND REMARKS

Ms. Mika Cross, welcomed the attendees present. **Mr. Sam Shellenberger**, the Deputy Assistant Secretary for Operations, Department of Labor VETS, made opening remarks. **Mr. Shellenberger** also thanks attendees for taking time out of their busy schedules to attend the meeting.

ADMINISTRATIVE BUSINESS

Ms. Cross held a vote to confirm the minutes from the last meeting, which was passed unanimously, as well as remind members of the public had an opportunity to provide comments and ask questions at the end of the meeting. **Ms. Cross** invited introductions from **Ms. Joylin Kirk**, the new **Vice Chair of ACVETEO**. She reviewed administrative business, primarily making minor adjustments to the order of the schedule for the day as well as pressing deadlines for each subcommittee.

TRANSITION AND TRAINING SUBCOMITTEE BRIEFING AND DISCUSSION ON FISCAL YEAR 2017 RECOMMENDATIONS

Mr. Mark Toal, Office of Strategic Outreach, Department of Labor VETS, presented the

Transition and Training subcommittee's proposed recommendations for 2017.

First, the Committee asked that the Department of Labor continue to ensure VSOs, employers and other stakeholders participate in the DOL Employment Workshop (EW) curriculum review to ensure receiving feedback from employers.

Second, the Committee recommended increasing outreach efforts to engage businesses and stakeholders on managing apprenticeship opportunities for veterans. They also received stakeholder approval to change the name of the Career Technical Training Track (CTTT) curriculum to the Career Credentialing and Apprentice Track (CCAT) curriculum.

Third, the Committee prioritized increased outreach and military services for military spouses through projects such as Honoring Heroes and Blue Star Families.

Finally, the Committee recommended that the Department improve veteran employment outcomes by continuing to streamline and refine features on the veterans.gov website to avoid confusion between this website and the Veterans Employment Center (VEC).

BARRIERS TO EMPLOYMENT SUBCOMMITTEE BRIEFING AND
DISCUSSION ON FISCAL YEAR 2017 RECOMMENDATIONS

Ms. Kirk presented the Barriers to Employment Subcommittee's proposed recommendations for 2017.

First, the Committee recommended considering training field personnel to support enhanced understanding of in- and post-service experience of veterans with disabilities and Native American veterans.

Second, the Committee recommended the Department of Labor expands its outreach and education on its website for employers to include women veterans, veterans with disabilities, and Native American veterans. The Committee added this provision would not only educate employers on hiring these populations, but also to promote and dispel any myths on these populations.

Third, the Committee made a recommendation last year to research methodology to share best practices among American Job Centers; this year they're urging the that the conclusion of that research be implemented and best practices start to be shared between American Job Centers.

Fourth, the Committee recommended giving state agencies the ability to identify a special veteran population that might be specific to their region. This recommendation is give state agencies

more flexibility to designate special populations that are more appropriate for the conditions that they have.

Last, the Committee recommended including older veterans in the definition of special veterans populations.

Ms. Kirk advices attendees present final thoughts on recommendations by approaching subcommittee members during the break. The Committee took a short recess.

DIRECT SERVICES SUBCOMMITTEE BRIEFING AND
DISCUSSION ON FISCAL YEAR 2017 RECOMMENDATIONS

Ms. Cross called the meeting back to order and introduced **Chairman Ryan Gallucci**, who was not present during the earlier briefings due to scheduling conflicts. He thanked **Ms. Cross** and **Ms. Kirk** for leading the committee in his absence and proceeded to present the Direct Services Subcommittee's recommendations for 2017.

First, the Committee recommended that the Department of Labor, Office of Apprenticeship, Veterans Employment Training Services and Department of Defense should jointly explore and pursue avenues to which veterans may be made aware of and recognize the value of apprenticeships.

Second, the Committee recommended that VETS should investigate the current payment process of veterans receiving GI Bill benefits to make it less cumbersome. Discussion followed on finding the best way to improve the methodology for using GI Bill benefits for a registered apprenticeship.

Next, the Committee recommended VETS should work to ensure that apprenticeship opportunities are tiered in their ability to offer training and a livable wage.

Fourth, the Committee stated that DOL has the leverage to make change in the Medallion Act in order to make jobs more accessible to veterans, such as by adding a partially federally funded job bank.

Fifth, the Committee recommended leveraging internal and external federal resources to properly equip transitioning service members and eligible dependents to succeed in the marketplace.

Last, the Committee recommended VETS should promote telework and remote located professional opportunities for military spouses.

Ms. Cross recessed the meeting to instruct the subcommittees to break off into their groups to discuss further issues, then to break for lunch.

COMMITTEE FINALIZE RECOMMENDATIONS
FOR THE FISCAL YEAR 2017

Ms. Cross called the meeting back to order. Introductions from participants and members of the public followed.

Before each Subcommittee presented their finalized recommendations, **Ms. Molly Conway**, Deputy Chief of Staff, Department of Labor, gave some opening remarks, emphasizing how the Department of Labor prioritizes apprenticeship opportunities for Veterans as well as eliminating barriers to employment, aiding military spouses, and implementation of the Hire Vets Act.

Chairman Gallucci also briefly commented on the progress from the recommendations from the 2016 report and asked attendees to submit any additional edits or comments regarding these recommendations so these changes can be reflected in the final report.

The Transition and Training Subcommittee brought forth its recommendations: continue stakeholder and partner outreach; continue outreach efforts for advocating apprenticeship training; increase outreach and services for military spouses; and refine and improve veterans.gov.

Next, the Barriers to Employment Subcommittee brought forth its recommendations: train field

personnel more effectively to support employment opportunities for veteran; more resources on the DOL employers DOL should provide resources on its website for employers to support the understanding of the post-service experience of women veterans, veterans with disabilities, and Native American veterans; implementation of DOL's strategy to share lessons learned and effective practices among American Job Centers; and give states flexibility to select their special populations.

Last, the Direct Services Subcommittee brought forth its recommendations, as outlined below.

The Committee suggested striking the recommendation on veterans pursuing avenues to make veterans aware and recognizing the value of apprenticeship due to the success under the CCAT curriculum program.

Second, the Committee suggested working in conjunction with the Veteran's Association, the National Association of State Approving Agencies and the Office of Apprenticeship on the best way to improve the methodology for using GI Bill benefits for a registered apprenticeship.

The Committee suggested moving the third recommendation regarding tiered apprenticeship opportunities under the Transition and Training

Subcommittee since this subject matter matches more closely to their objectives.

Fourth, the Committee continued to push for better utilization of the workforce system for employer engagement and award under the Medallion Act.

Next, the Committee also recommended allotting internal federal resources to aid veterans in their job search and training.

Last, the Committee changed minor wording regarding the recommendation for promoting military spouses for virtual job opportunities. There had also been discussion as whether to move this recommendation to another subcommittee, but **Chairman Gallucci** ultimately decided to leave it under the purview of the Direct Services Subcommittee since it falls under the responsibility of the Local Veterans' Employment Representative Program (LVER).

SUBCOMMITTEE DISCUSSION/ASSIGNMENTS

Ms. Kirk opened discussion of upcoming subcommittee deadlines. **Chairman Gallucci** emphasized to the subcommittees had until had until September 29, 2017 to submit final edits, recommendations, and updates for 2016 recommendations for the 2017 report. The final report would be submitted to Ms. Cross by October 16, 2017.

Next, **Ms. Kirk** opened a discussion about scheduling another meeting later in the year. After deliberation, **Ms. Cross** suggested five dates in October and November that would work with present members' schedules and would email a poll to absent members to vote on a date.

PUBLIC FORUM

Ms. Cross opened the meeting to public comment.

Mr. Jose Munoz expressed his concerns on how the Committee should investigate DOL's continued use of the outdated *Dictionary of Occupational Titles* (DOT) codes in accordance with a veteran's individualized rating rehabilitation plan. He also discussed incorporating internships in the National Labor Exchange as an additional means for training for veterans and how internship training and vocational rehabilitation services both have geographic limitations. Discussion followed of DOL's slow phasing out *DOT* codes in rehabilitation agencies in favor of the newer *Occupational Information Network* (O*NET).

Ms. Lisa Rosser, CEO and Founder of Value of a Veteran, also vocalized her concerns about how to streamline the process for vocational rehabilitation counselors to discover where internship opportunities

for veterans are located in the federal government. Discussion followed of programs, such as Hiring Heroes, that are actively engaging in career fairs and other employment outreach throughout the year catering to veteran populations.

CLOSING REMARKS AND ADJOURNMENT

Ms. Amy Garcia, Small Business

Administration, Office of Veterans Business Development, handed out fliers and provided social media links to the attendees promoting the National Veterans Small Business Week. She clarified that this year, instead of hosting a national event based in Washington, D.C., events have opened up across the nation.

Chairman Gallucci thanked the attendees for coming to the meeting and providing their feedback and recommendations. He reminded the attendees that once the 2017 Final Report is finalized, it will also be sent to Congress so the information can be actionable on their part as well.

The meeting adjourned at 2:45 p.m.