Department of Labor
Veterans Employment and Training Service (VETS)

- Who are we?
- What do we do?
- How can we help?
To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

Serve veterans and service members by providing resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.

- Prepare
- Provide
- Protect

VETS’ services are closely integrated with other Department of Labor employment and enforcement programs in order to serve veterans with a broad array of coordinated services
Within DOL, VETS is singularly focused on service member and veteran employment needs – but services to veterans is a Department-wide integrated effort

- **SOL – Solicitor’s Office**
  - Employment law expertise including enforcement in U.S. Veteran discrimination cases.
- **BLS – Bureau of Labor Statistics**
  - Produces annual U.S. Veteran employment supplement
- **CHECO - Chief Economist**
  - Continuously monitors and analyzes U.S. Veteran employment statistics and labor market conditions
- **Chief Evaluation Office**
  - Evaluates effectiveness and efficiency of U.S. Veteran employment programs
  - Coordinates with ETA to assure that all grant programs are evaluated and effectively impact U.S. Veterans
- **ETA – Education and Training Administration**
  - Research and evaluation agenda for grants programs
  - Looks at subset of U.S. Veterans outcomes and program effectiveness
- **ODEP- Office of Disability Employment Policy**
  - Focuses on disability-related policies that benefit veterans with disabilities
What We Do
Our P3 Campaign

★ We **Prepare** our service members for transition to the civilian workplace through our employment workshop

★ We **Provide** our veterans employment placement assistance through our network of American Job Centers and various programs targeted at assisting homeless and other disadvantaged veterans obtain meaningful employment

★ We **Protect** the employment rights of those service members who responded to the call to serve and ensure preference is given to veterans with respect to Federal hiring
<table>
<thead>
<tr>
<th>Branch of Service</th>
<th>AIAN</th>
<th>Percent</th>
<th>All Other Races</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Army</td>
<td>4,683</td>
<td>15%</td>
<td>557296</td>
<td>24.90%</td>
</tr>
<tr>
<td>Army National Guard</td>
<td>2710</td>
<td>8.70%</td>
<td>359305</td>
<td>16.10%</td>
</tr>
<tr>
<td>Army Reserve</td>
<td>1385</td>
<td>4.40%</td>
<td>203896</td>
<td>9.10%</td>
</tr>
<tr>
<td>Air Force</td>
<td>2165</td>
<td>6.90%</td>
<td>327475</td>
<td>14.60%</td>
</tr>
<tr>
<td>Air Force Reserve</td>
<td>364</td>
<td>1.20%</td>
<td>69755</td>
<td>3.10%</td>
</tr>
<tr>
<td>Air National Guard</td>
<td>787</td>
<td>2.50%</td>
<td>106889</td>
<td>4.80%</td>
</tr>
<tr>
<td>Marine Corps</td>
<td>2216</td>
<td>7.10%</td>
<td>200396</td>
<td>9%</td>
</tr>
<tr>
<td>Marine Corps Reserve</td>
<td>284</td>
<td>0.90%</td>
<td>38938</td>
<td>1.70%</td>
</tr>
<tr>
<td>Navy</td>
<td>14802</td>
<td>47.50%</td>
<td>308337</td>
<td>13.80%</td>
</tr>
<tr>
<td>Navy Reserve</td>
<td>1759</td>
<td>5.60%</td>
<td>63247</td>
<td>2.80%</td>
</tr>
<tr>
<td>Total</td>
<td>31155</td>
<td>100%</td>
<td>2235534</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Source:** Department of Defense, Active Duty Master Personnel File; Reserve Components Common Personnel Data System (RCCPDS), 2010. Prepared by the National Center for Veterans Analysis and Statistics.
• TGPS (Transition, Goals, Planning, Success) workshops are now **MANDATORY** per the VOW Act of 2011

• TGPS is a 5 Day coordinated workshop that includes briefings from VA, DOL and DOD.
DOL Employment Workshop (DOLEW)

- DOLEW- 3 day portion of the workshop that is facilitated by contractors and provides focus on:
  - Transition Planning
  - Resumes
  - Interviewing
  - Networking
  - Negotiating Salaries
American Job Centers (AJCs)

- DOL has approximately 3000 American Job Centers in the US and its territories
  - AJCs provide job services to **ALL** Veterans
  - Veterans receive *priority of service* at all AJCs
  - Veterans with significant barriers to employment will receive intensive services from a Disabled Veterans Outreach Program Specialist (DVOP)
  - Local Veterans Employment Representatives (LVER) will conduct outreach and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans
American Job Centers Outreach

• Veterans can use their Priority of Service “Gold Cards” to receive intensive employment search and assistance for up to 6 months

• DVOPs and LVERs are conducting outreach in the rural communities around the United States and its territories.
HVRP/ VWIP Grant Programs

• Homeless Veterans Reintegration Program
  ➢ Eligible Applicants: Applications for funds will be accepted from State and Local Workforce Investment Boards, local public agencies, for-profit/commercial entities, and non-profit organizations, including faith-based and community-based organizations. Applicants must have a familiarity with the area and population to be served and the ability to administer an effective and timely program.
• **Veterans Workforce Investment Program**

  - Applications for funds will be accepted from State and Local Workforce Investment Boards, Public agencies, non-profit organizations, including faith-based and community-based and neighborhood partnerships. Applicants must have a familiarity with the area and population to be served and the ability to administer an effective and timely program.
USERRA Rights

- **USERRA Law and Regulations:**
  - 38 U.S.C. 4301-4335 (Statute)
  - 20 C.F.R. 1002.1-1002.314
  - (non-Federal sector regulations)
  - 5 C.F.R. 353.101-353.304 (Federal sector regulations)

- Prohibits employment discrimination on basis of past, current, or future military obligations

- Protects reemployment rights with pre-service employers for Veterans, and Guard and Reserve Service members

- Prohibits retaliation
USERRA Rights

• An employer may not take *any* adverse action against an employee *due in any part* to employee’s military service or obligations.

• An employer may not take *any* adverse action against an employee for exercise of his/her USERRA rights, or for rendering assistance in exercising those rights.
Any Questions?

Maarla K. Sullivan
Assistant Director, Veterans Employment Training Service
(619) 266-4299
Sullivan.maarla.k@dol.gov