

**Department of Labor (DOL)  
Veterans' Employment and Training Service  
(VETS)**

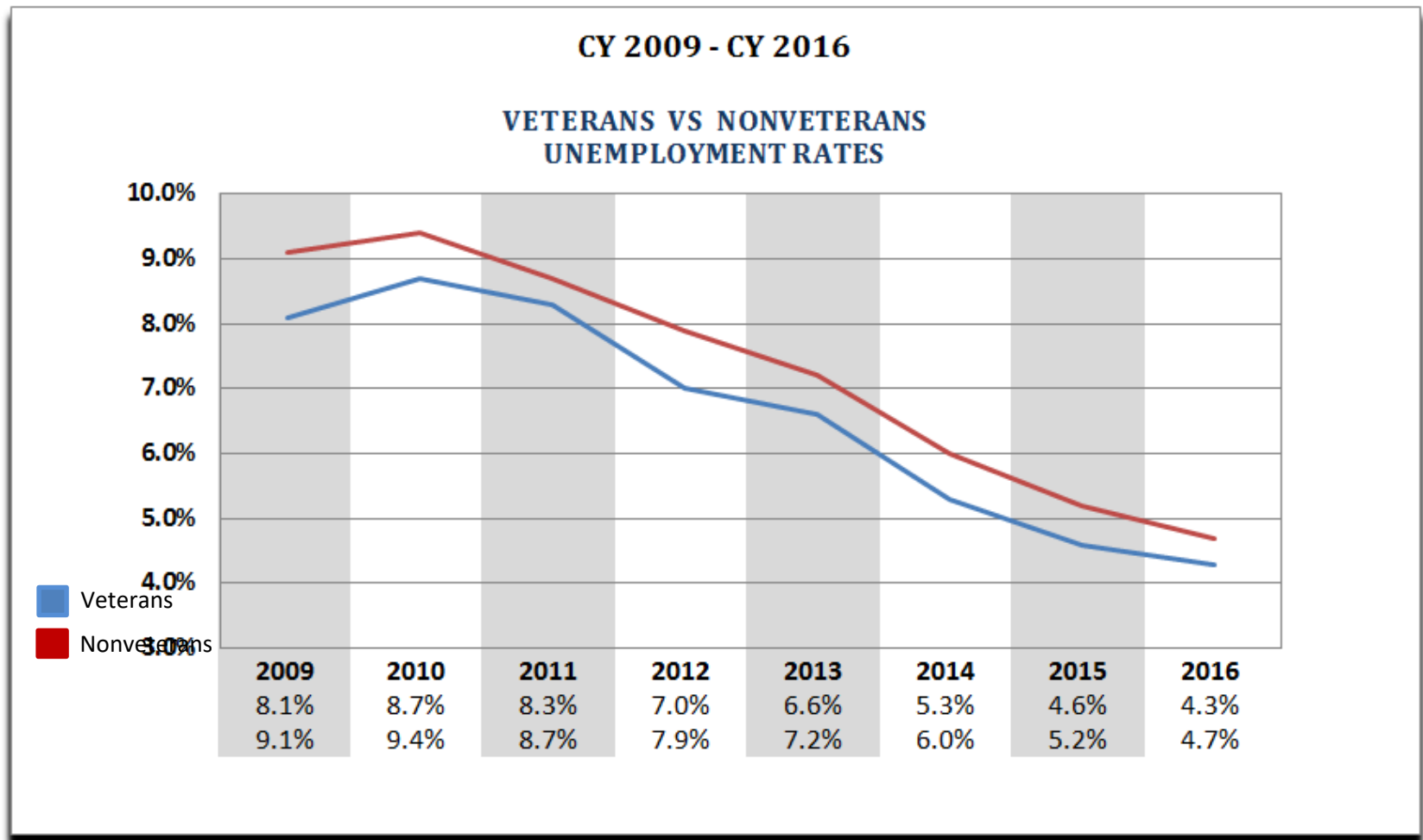
**ILG NATIONAL CONFERENCE  
August 2, 2017**

***Mark Toal***  
National Veterans' Employment Manager  
[toal.mark.j@dol.gov](mailto:toal.mark.j@dol.gov)

# Veteran Demographics

- 20.5 M total veterans in the U.S.
  - ✓ 92.7% male
  - ✓ 7.3% female
  - ✓ Median age = 64
- Nearly 51% of all veterans are in the workforce (10.4M):
  - ✓ 409K unemployed veterans
  - ✓ 79% of veterans are 45 years or older
  - ✓ 56% of unemployed veterans are 45 years or older
  - ✓ 13K unemployed veterans are 18-24
- Declining unemployment rates- the lowest in last 10 years
  - ✓ Veteran unemployment rates continue to be lower than non-veterans

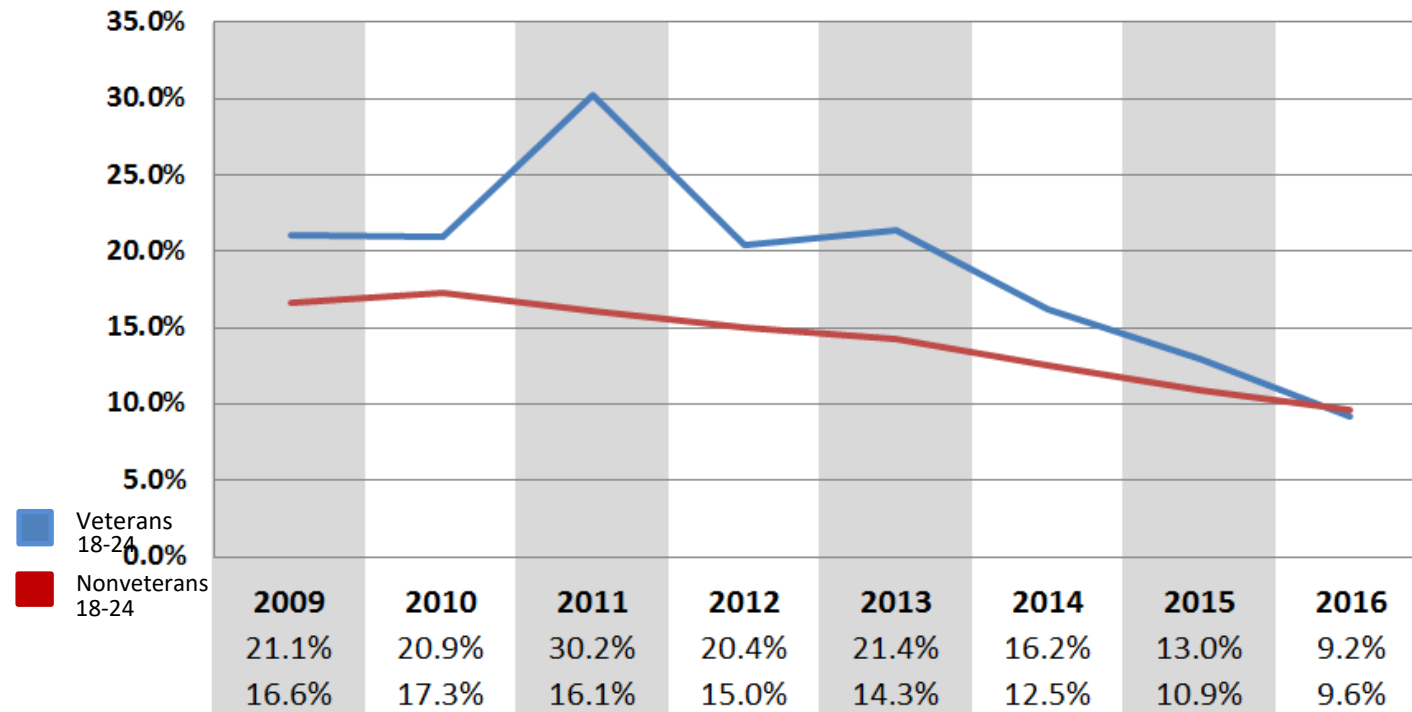
# Veteran Unemployment Rates



# Veteran Unemployment Rates

CY 2009 - CY 2016

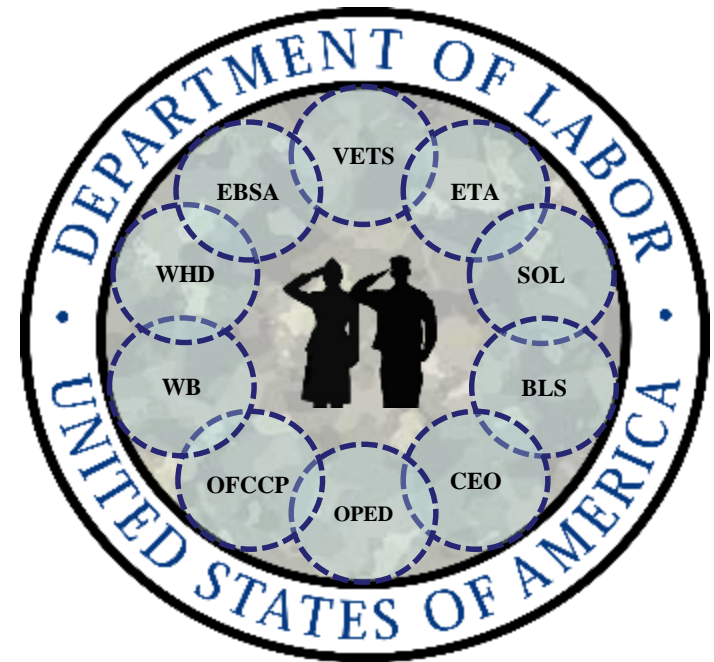
## VETERANS VS NONVETERANS 18-24 YEARS OF AGE UNEMPLOYMENT RATES



# Integrated Approach

- **Veterans' Employment and Training Service (VETS)**
  - Coordinates Agency efforts
- **Employment & Training Administration (ETA)**
  - National Workforce System (AJCs)
  - UCX, Office of Apprenticeship, WIOA, Grants
- **Office of the Solicitor (SOL)**
  - Employment law expertise; enforcement in U.S. veteran discrimination cases.
- **Bureau of Labor Statistics (BLS)**
  - Continuously monitors and analyzes U.S. veteran employment statistics
- **Chief Evaluation Officer (CEO)**
  - Evaluates effectiveness /efficiency of Veteran employment programs
- **Office of Disability Employment Policy (ODEP)**
  - Focuses on disability-related policies that benefit veterans
- **Office of Federal Contract Compliance Programs (OFCCP)**
  - Affirmative action provisions of VEVRAA
- **Woman's Bureau (WB)**
  - Develops policies, advocates for equality and economic security and promotes quality work environments for working women/veterans
- **Wage and Hour Division (WHD)**
  - Military Family Leave (FMLA)
- **Employee Benefits Security Administration (EBSA)**
  - Financial literacy/military retirement structure

DOL's intense and extensive interoperability across all DOL agencies



Regional Locations:  
Atlanta, Boston, Chicago, Dallas,  
Philadelphia, San Francisco

# VETERANS.GOV: Your Virtual “One Stop”

## For Job Seekers

- Connect with one-on-one assistance in the 2,414 American Job Centers located conveniently in communities around the country.
- Explore Veterans’ Job Bank /National Labor Exchange online job listings.
- Search career paths by industry, by similarity to military careers, or by keyword.
- Locate approved local training programs, colleges and universities.
- Access resources from States and Federal partners to connect with industry career programs in sectors including agriculture, transportation, energy/utilities, homeland security, and employment in the Federal government.
- Learn how to start a business.

## For Employers

- Connect with regional employer outreach specialists in DOL VETS to access local resources for meeting your unique hiring needs.
- Post position descriptions and openings in the Veterans’ Job Bank /National Labor Exchange database.
- Access the free veteran hiring toolkit, “America’s Heroes at Work,” and other resources for employers.

The screenshot shows the VETERANS.GOV website interface. At the top, there is a dark red header with the United States Department of Labor logo, social media icons for Facebook, Twitter, Instagram, and YouTube, and a search bar. Below the header, the text "VETERANS.GOV" is prominently displayed in blue, followed by the tagline "The employment resources you need." The main content area features a camouflage background with silhouettes of people. It includes four large colored buttons: "FIND A JOB" (red), "START YOUR OWN BUSINESS" (blue), "HIRE VETERANS" (dark blue), and "VA Benefits & Information" (purple). Below these is a "Veterans' Program Information" button. The "Explore Opportunities In:" section lists various sectors: Agriculture (USDA), Energy, Transportation, Homeland Security, Federal Government Hiring (DOL VETS), and AmeriCorps. At the bottom, there is a "Explore Resources In Your State:" section with a map of the United States color-coded by region. The footer contains the United States Department of Labor logo, the text "Career & Internships | Contact Us", and social media icons for Facebook, Twitter, Instagram, LinkedIn, and YouTube.

# DOL-VETS Mission

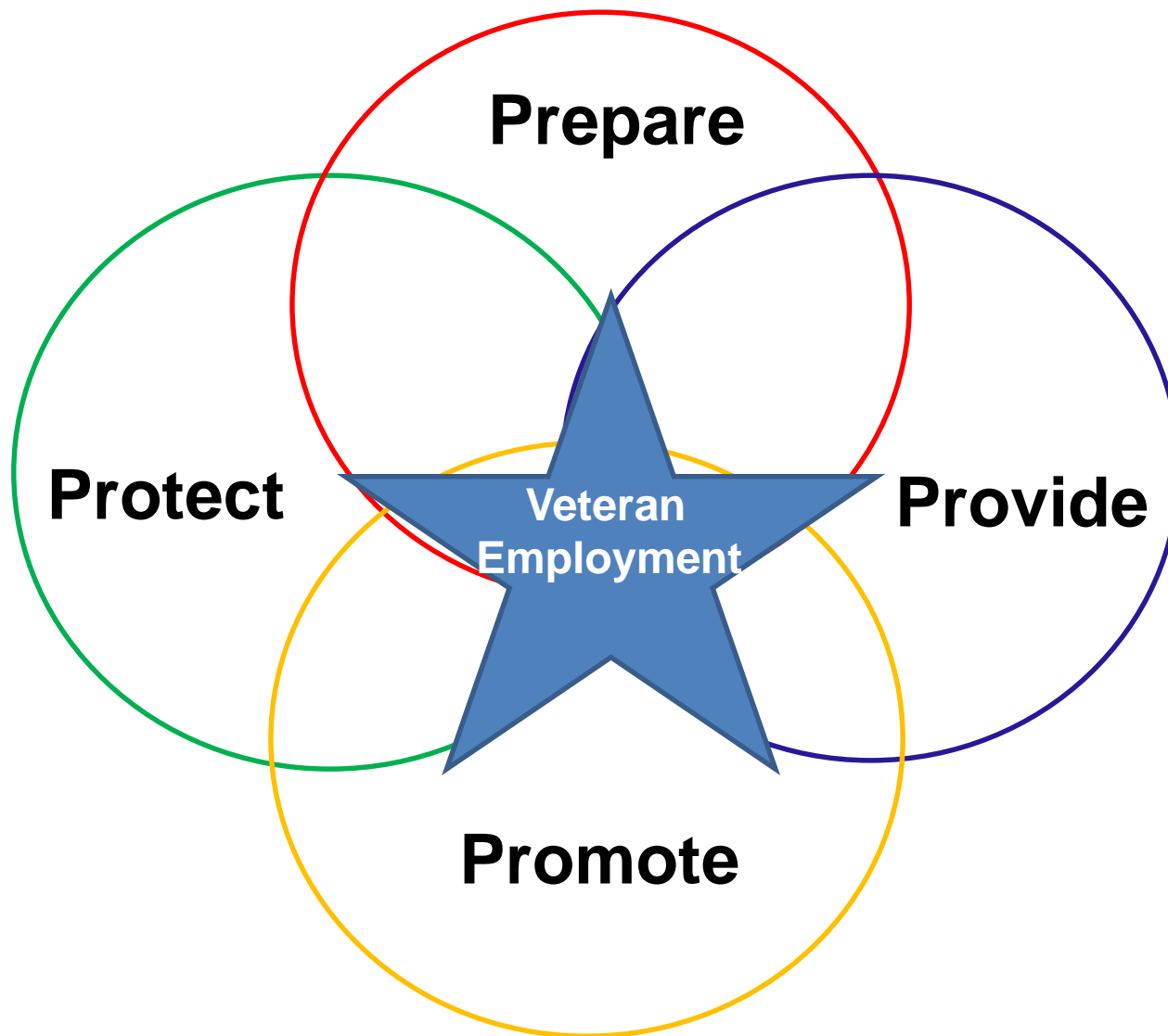
We prepare America's veterans, transitioning service members, and their spouses for meaningful careers;

We provide them with employment resources and expertise;

We promote their employment opportunities; and

We protect their employment rights

# Mission Focus: Veterans' Employment





**"Prepare"**

**Transition Assistance Program  
(TAP)**

**DOL Employment Workshop**

# Transition GPS/TAP

*The services, training, tools and support a transitioning service member needs to meet Career Readiness Standards.*

## Pre-Separation Counseling (DoD)

- 12-18 months prior / - 24 months (retirement)

## Core Curriculum:

- Resilient Transitions (DoD)
- MOC Crosswalk (DoD)
- Financial Planning (DoD)
- **Employment Workshop (DOL)**
- Benefits Briefing (VA)

## Specialized Tracks

- **Career Technical Training (VA)**
- Assessing Higher Education (DoD)
- Entrepreneur (SBA)

## Capstone

### Key points:

- Teach mechanics of getting a job
- 3-days/class size: max 50
- Tangible products:
  - Individual Transition Plan
  - Skills assessment/Job search
  - Resume/Cover Letters
- FY 16
  - 6,450 workshops/ 206 locations
  - 180,793 participants/7,188 Guard and Reserve
- Curriculum on-line (**NEW: eBook on Amazon.com**)
- Annual curriculum review

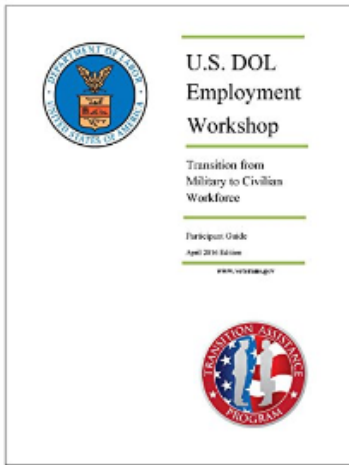
➤ *Spouses are eligible to participate in DOL's Employment Workshop on a space-available basis*

➤ *Available on-line/any-time at: <http://www.dol.gov/vets>*



# eBook on Amazon.com

Look inside ↴



## US Department of Labor Employment Workshop Participant Guide: Civilian Workforce Kindle Edition

by United States Department of Labor (Author), Veterans' Employment and Training Service (Author)

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Kindle  
\$0.00

Read with Our Free App

This is the official participant guide used during the Department of Labor (DOL) Employment Workshop for transitioning service members. As part of the Transition Assistance Program (TAP), DOL conducts these workshops on military installations worldwide. The DOL Employment Workshop is a 3-day instructor-led class that covers the foundational mechanics of career transition and finding a good job. The workshop focuses on four core competences: 1. Developing and executing a job search plan; 2. Planning for success in a civilian work environment; 3. Creating resumes, cover letters, and other self-marketing materials; and 4. Engaging in successful interviews and networking conversations. This participant guide may be used during the workshop and later as a ready reference during your career transition. It contains a wealth of career transition information, available resources, and useful examples.



- FREE
- Read On Any Device



A blue rectangular banner. On the right side, there is a white tablet icon showing a silhouette of two people looking out over a horizon. The text on the banner reads: 'The Employment Assistance You Need... for Any Time or Transition!' in large white font. Below that, in smaller white font: 'Download the free DOL Employment Workshop eBook today to get started.' At the bottom, in even smaller white font: 'For more information, visit VETERANS.GOV'.

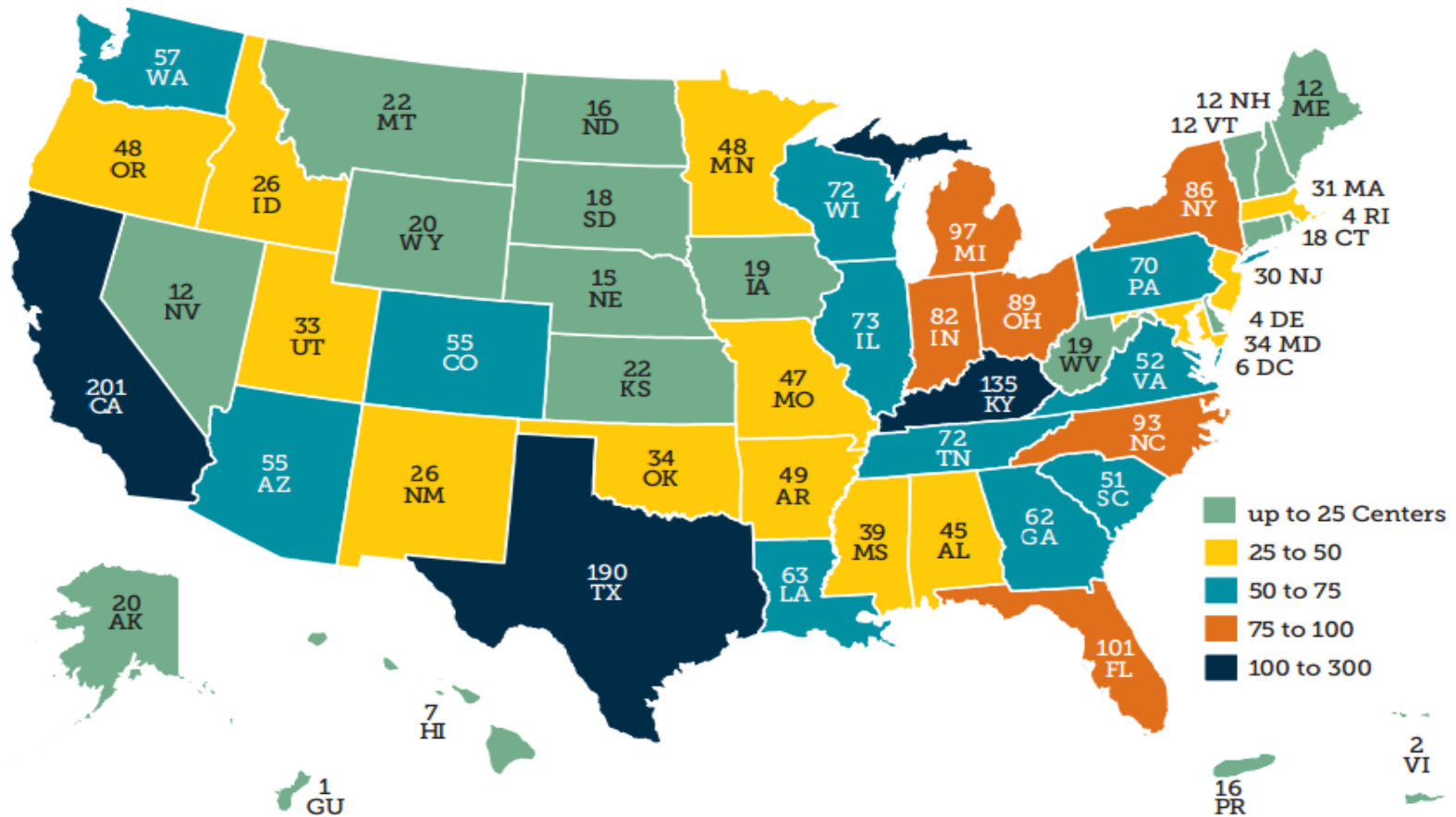
<https://www.amazon.com/dp/B01JNR2H6A>



# "Provide"

## American Job Centers AJCs

# 2,414 American Job Centers Nationwide



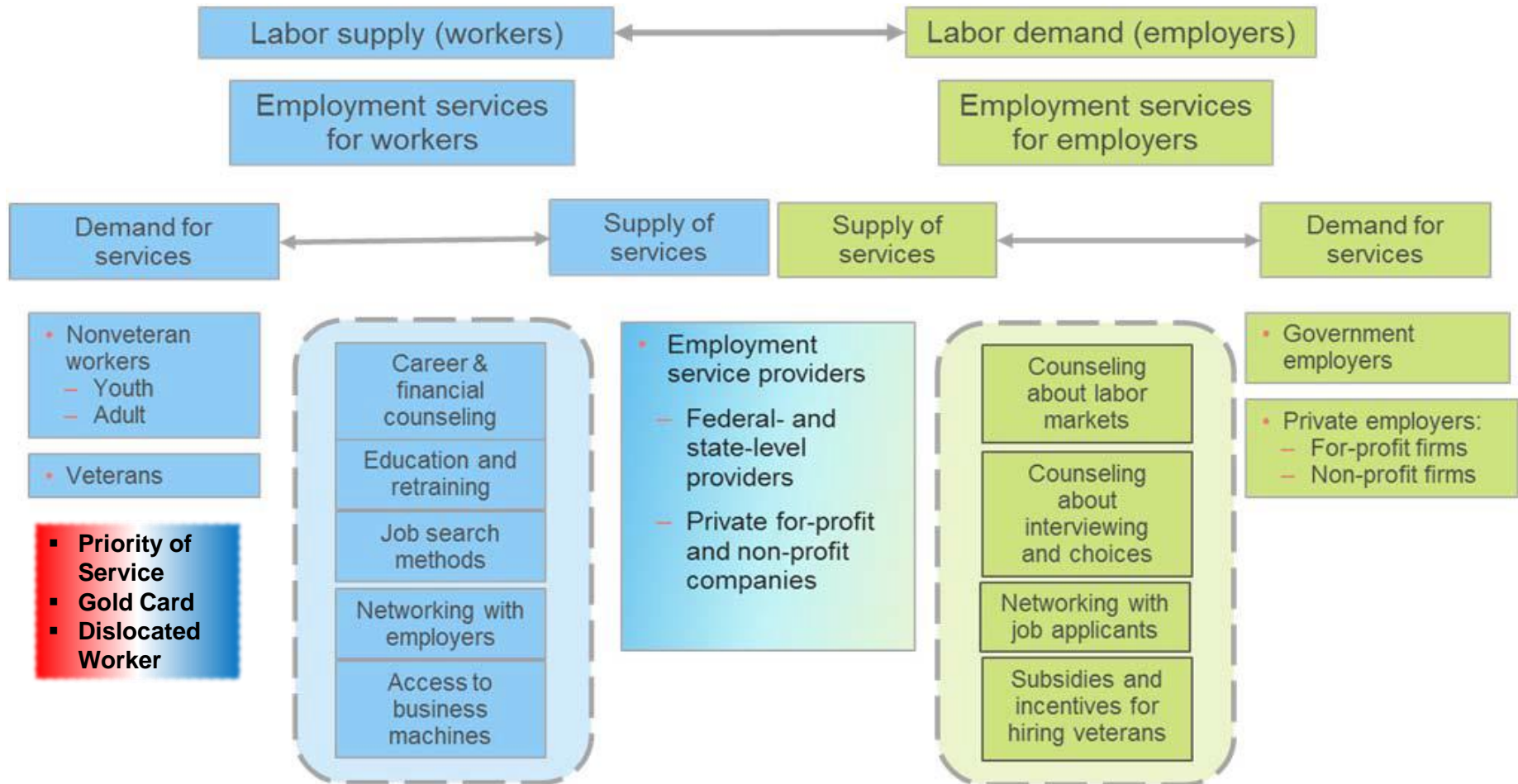
[VETERANS.GOV](http://VETERANS.GOV)

[www.careeronestop.org](http://www.careeronestop.org)

National Phone Helpline: 1-877-872-5627

# The AJC Concept

The AJC concept for connecting workers and employers in the job market



# AJC Employer Services

## Connect

- Locate the closest AJC to your facility
  - [www.veterans.gov](http://www.veterans.gov)
  - [www.careeronestop.org](http://www.careeronestop.org)
- Contact a Local Veterans Employment Representative (LVER) or Business Services staff
  - Business Services: Works with employer to enter open positions into the state workforce system
  - LVER: Works with the employers, ensuring that the position is in the state's job bank & assists the employer with sourcing viable veteran candidates to fill those positions
- Let them know you want to hire veterans

## Services

- Job description writing
- ***Posting of job openings***
- Reviewing applicants' resumes
- Pre-screening of job applicants
- Assessment of applicants' skills
- Referral of job-ready candidates
- Workforce information
- Skill upgrading and career ladders
  - OJT
  - Internships
  - Apprenticeships
  - Short-term training
- Places to conduct interviews
- Organizing job fairs



# National Labor Exchange (NLx)

The NLx is a partnership between the National Association of State Workforce Agencies (NASWA) and Direct Employers Association, which is hosted on the [www.us.jobs](http://www.us.jobs) internet domain. The NLx is used by 300,000+ employers with an average of 2.1 million daily job listings.

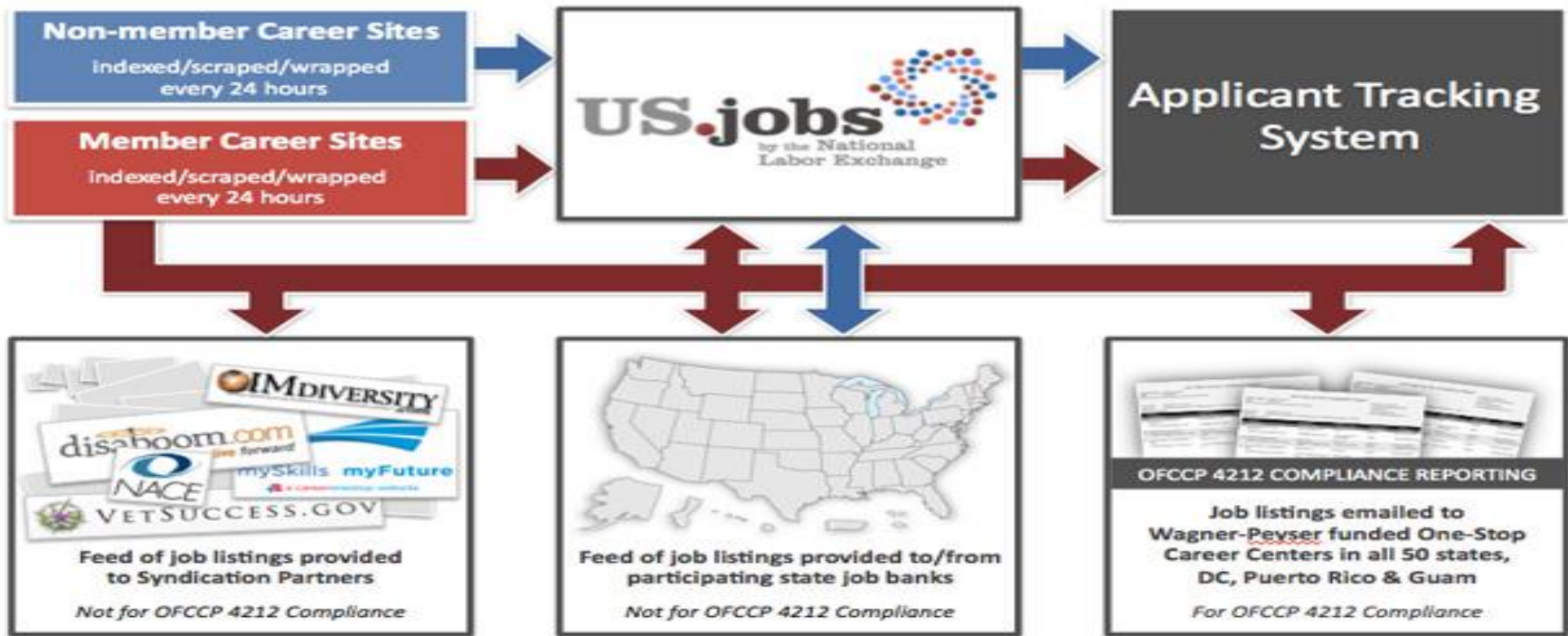
The NLx is a popular tool for employers – it provides the easiest way to list jobs and simultaneously comply with DOL's regulations for veteran affirmative-action hiring.

Since March 2007, the NLx has listed 75 million unduplicated, available, and vetted jobs; NLx job listings are free for any employer; DirectEmployers members get additional benefits. The NLx powers multiple DOL-funded career advice and job search tools.

The NLx works by collecting and distributing jobs from corporate websites, state job banks, and USAJOBS.



# National Labor Exchange



In addition:

- The NLx reviews all employer and state requests to list jobs to eliminate listing duplication
- The NLx ([www.us.jobs](http://www.us.jobs)) is optimized for mobile devices (Smartphones, tablets, etc)
- The NLx provides multiple free services to all 50 states and US territories, including
  - Downloads and uploads of all jobs
  - Job Bank hosting
  - Job seeker traffic analytics
  - State specific microsites (e.g. [www.workintexas.com](http://www.workintexas.com), [www.newyourk.jobs](http://www.newyourk.jobs))
- All jobs listed in NLx are coded with Occupational Information Network (O\*Net) data.

# Workforce Development Boards (WDBs)

- Supports and promotes the continued vitality of workforce and economic development efforts through the delivery of quality employment, education, and training services.
- Workforce Innovation and Opportunity Act (WIOA) provides Boards with opportunity to develop employment and training systems *tailored specifically to local area needs*.
  - Local WIOA Plan is a *collaborative process* among Chief Elected Official (CEO), Workforce Board, One-Stop Career Centers (American Job Centers/AJCs) and local Partners. *Creates a shared understanding of local area workforce development needs*, a shared vision for how local workforce development system can be designed to meet those needs, and agreement on the key strategies to achieve this vision.
- Local Board Functions
  - Conduct workforce research and regional labor market analysis; Career pathways development; Meet the needs of employers and workers with disabilities; Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce system for employers, workers and jobseekers; Coordination with education providers.
- Local Board Membership (details in backup slides)
  - Business representation - must be majority of board composition
  - Workforce representation - 20% of board composition
  - Other representatives – additional required representation and optional members

# *Employers should use the workforce system to develop an integrated strategy*

- ✓ Be strategic with Workforce Development Boards (WDB)
  - The Workforce Innovation and Opportunity Act (WIOA) establishes requirements for WDBs
  - Set the priorities for use of DOL grant funds to develop career ladders
  - Partner with local Institutions of Higher Learning (IHL) & Eligible Training Providers (ETP) to generate the skills you need

# Connect with your local Workforce Development Board

<https://www.servicelocator.org/workforcecontacts.asp>

## America's Service Locator

[American Job Centers](#)

[Unemployment Benefits](#)

[Employment Training](#)

[Workforce System Contacts and Strategic Partners](#)

[Workforce Development Boards](#)  
[Youth Councils](#)  
[Libraries](#)  
[Community Colleges](#)  
[Business Finder](#)

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[Keyword Search](#)

### Workforce System Contacts - Workforce Development Boards

Workforce Development Boards direct federal, state, and local funding to workforce development programs. They also oversee the American Job Centers, where job seekers can get employment information, find out about career development training opportunities and connect to various programs in their area.

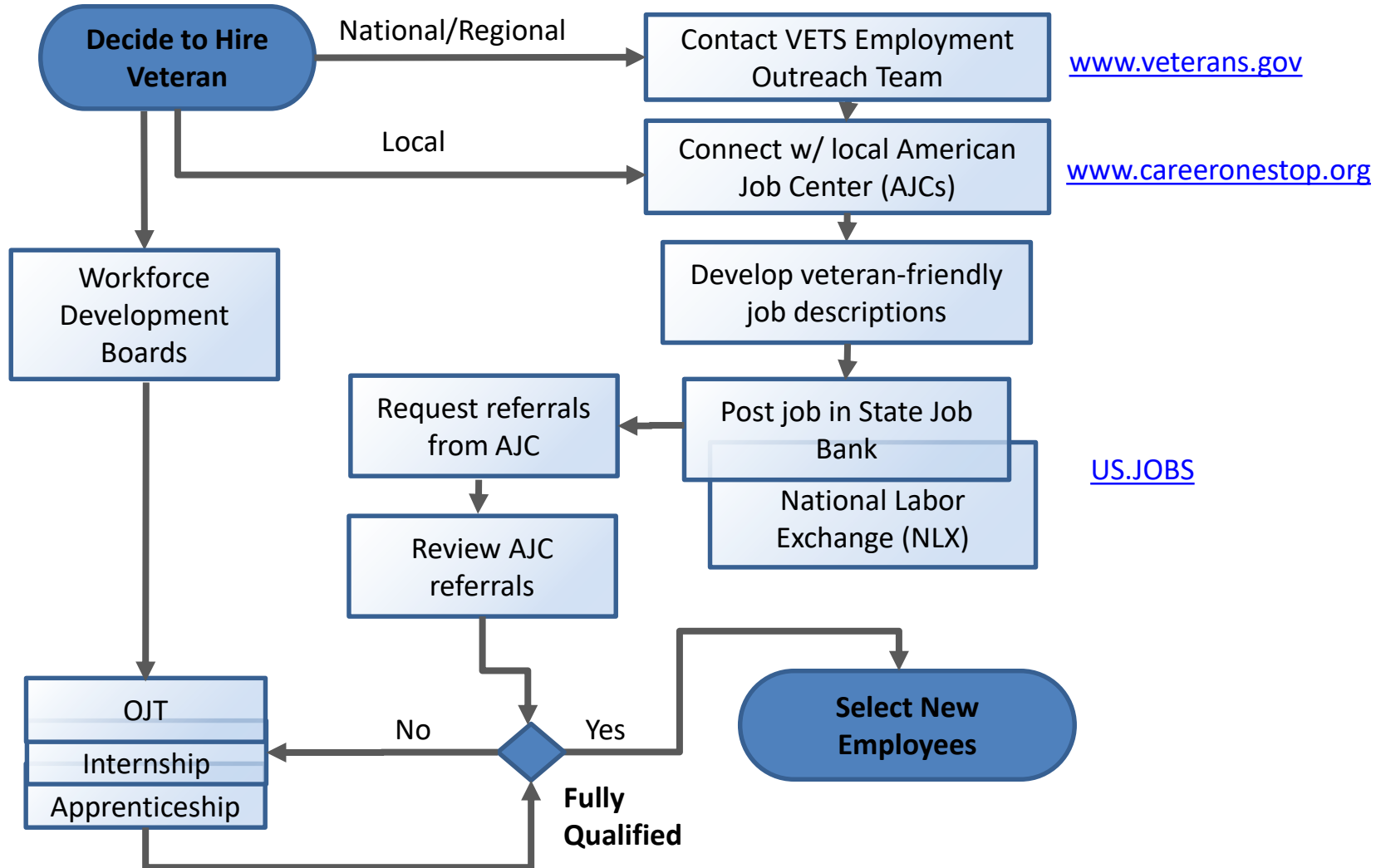
#### Find a Workforce Development Board

**Location:**

**Select a Contact Group:**

[Continue >](#)

# Using the public workforce system to hire veterans



**"Promote"**

**DOL VETS**

**Employer Outreach Team**

# DOL VETS Employer Outreach Program

1. Connect companies with federal, state and local resources to facilitate veterans' employment.
2. Leverage federal, state and local employment resources and programs to reduce employer costs.
3. *Consult with companies on their needs, educate them on resources and assist them with developing apprenticeships to address skill gaps and to attract more veterans.*
4. Coordinate employment resources and expertise across businesses, employer groups, veterans' organizations, state workforce partners and government agencies to promote veterans' employment opportunities.

***Bottom Line: "Make it easier for employers to find and hire veterans"***

The screenshot shows the homepage of VETERANS.GOV, a website for the United States Department of Labor. The header includes the department's name and social media icons. The main navigation bar features four primary buttons: 'FIND A JOB' (red), 'START YOUR OWN BUSINESS' (blue), 'HIRE VETERANS' (dark blue), and 'VA Benefits & Information' (purple). Below this is a 'Veterans' Program Information' link. The central section, 'Explore Opportunities In:', lists various sectors: Agriculture (USDA), Energy, Transportation, Homeland Security, Federal Government Hiring (DOL VETS), and AmeriCorps. The bottom section, 'Explore Resources In Your State:', displays a map of the United States with states color-coded by region: West (green), Mountain West (orange), Midwest (light blue), South (dark blue), and Northeast (red). The map also includes Alaska, Hawaii, Guam, Puerto Rico, and the District of Columbia. The footer contains the department's name, a 'Career & Internships | Contact Us' link, and additional social media icons.

# “Connect companies with *federal, state, local and other resources* to facilitate veterans’ employment.”

- Federal Resources:
  - DoD (Service partners, Soldier for Life, Marine For Life , Skillbridge, ESGR/NGB), VA (GI Bill), Office of Apprenticeship, [www.veterans.gov](http://www.veterans.gov)
- State/Local Resources:
  - State Workforce System, American Job Centers, WDBs
- Other Resources:
  - NASWA/ NLx, Hiring our Heroes, VSOs, MOAA

Note: One estimate indicated there are ~60K organizations in the veteran employment space which confuses employers and job seekers. ***We focus on prepaid services funded by the American taxpayer.***



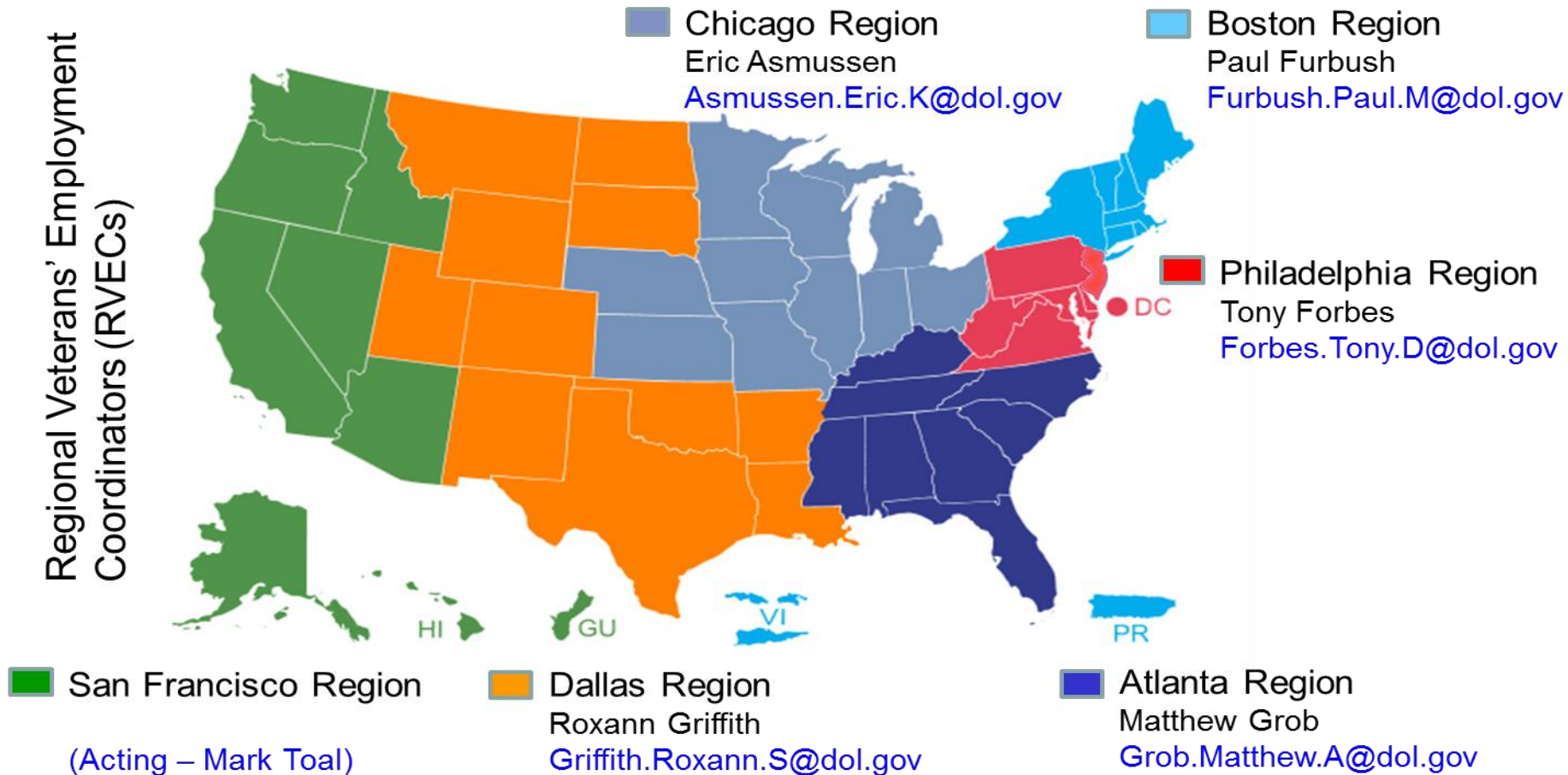
# DOL VETS Employer Outreach Team

## National Veterans' Employment Managers

Mark Toal  
Toal.Mark.J@dol.gov

Randall "Smitty" Smith  
Smith.Randall.E@dol.gov

Regional Veterans' Employment  
Coordinators (RVECs)



# ***Presidential Executive Order: Expanding Apprenticeships in America***

# Presidential Executive Order: Expanding Apprenticeships in America

- Higher Education is becoming unaffordable
- Fail to graduate students with skills to secure high-paying jobs in today's workforce
- Matching America's workers with open jobs (350K manufacturing)
- Expanding apprenticeships and reforming ineffective education
- Government will provide more affordable pathways to secure high-paying jobs
- Establish industry-recognized apprenticeships ... (third party)
- DOL establish guidelines, expedite registration
- Focus on expanding access to and participation in apprenticeships among students at accredited secondary and post secondary educational institutions, including community colleges
- Funding???
- Promoting apprenticeships to ... service members and veterans
- Secretary of Education support the efforts of community colleges to incorporate apprenticeships into their courses of study
- Task Force on Apprenticeships



# Department of Labor's Registered Apprenticeship Program

## *Benefits to Companies:*

- Receive **consulting services** from DOL in the design, development, and structure of their Registered Apprenticeship program
- By partnering with DOL, it will bring a **level of credibility** to their training program by meeting approved standards
- Upon completion of the program, the apprentice will earn a **nationally recognized credential**. This credential be used as a **recruiting tool** to attract prospective applicants
- The company will **attract veterans and those transitioning out of the service** since they will be able to utilize GI Bill benefits (not take on educational debt)
- Career Skills Program/Skill Bridge (military pays transitioning service member's salary while in pre-apprenticeship training program)
- **Increased employee retention / reduce turnover costs**
- Creates a system where employers **can track return on investment** of training dollars invested

# Apprenticeship Partnership



**Oct 2016: RVEC speaks with Amazon representative at Hiring our Heroes Transition Summit at Joint Base Lewis McCord regarding possible apprenticeship program for veterans**



**Nov 2016: DOL VETS, Office of Apprenticeship meeting with Amazon leadership in November 2016.**



Apprenticeship**USA**

**Jan 2017: Registered DOL Apprenticeship for Amazon icloud support signed**

**Several national articles published leading to increased industry interest**



# ***HIRE Vets Act***

[VETERANS.GOV](https://www.veterans.gov)



# HIRE Vets Act

The Act requires the Department to establish a HIRE Vets Medallion Program to recognize employer efforts to: (1) recruit, employ, and retain veterans; and (2) provide community and charitable services supporting the veteran community.

Under this Act, DOL will:

- Establish the program, by rule, no later than 2 years after enactment,
- Solicit, verify, and review voluntary award applications from employers,
- Notify award recipients, and
- Issue Medallion awards at a time coinciding with Veterans Day.

# HIRE Vets Act

DOL will establish two levels of awards for employers of 500 or more employees, to be designated the Gold HIRE Vets Medallion Award and the Platinum HIRE Vets Medallion Award. Criteria include:

- the percentage of hired employees who are veterans,
- the percentage of veteran employees who are retained,
- the establishment of related veterans' assistance and training programs,
- the employment of dedicated human resources professionals for veterans, and
- income and tuition support for veterans.
- the Secretary may provide, by rule, additional criteria to determine qualification.



# HIRE Vets Act

- DOL will establish similar awards for small employers (50 or fewer employees) and medium employers (50 to 499 employees).
- DOL will establish the design of each award certificate. The Act prohibits an employer from publicly displaying an award as a part of any advertisement or business activity in order to convey the false impression that the employer received such award for any year for which such employer did not receive it.
- The Act establishes the HIRE Vets Medallion Award Fund. DOL may assess a reasonable application fee to carry out the award program and shall deposit such fees into the fund.

# Questions?

<https://www.dol.gov/vets/hirevets/>



**UNITED STATES  
DEPARTMENT OF LABOR**

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[DOL Home](#) > [VETS](#) > [Hire VETS Medallion Program](#)

**About VETS**

**Veterans**

**Hire a Veteran**

- Find qualified Veterans
- Policy & Compliance
- Employer Toolkit
- Strengthening Military Families
- Apprenticeships


**Service Providers**

**Programs**

**Resources**

## Hire VETS Medallion Program

The HIRE Vets Medallion Program will recognize employers who recruit, retain, and employ veterans, and who offer charitable services in support of the veteran community. The Department of Labor is establishing the program under [the Honoring Investments in Recruiting and Employing American Military Veterans Act](#), or HIRE Vets Act. President Donald J. Trump signed the act into law May 5, 2017.



"Veterans give an incredible gift to this country, and that giving doesn't stop when they leave the military. From technical know-how to leadership skills honed on the battlefield, veterans have a wide range of abilities that make them tremendous assets for the American economy and for any employer," said U.S. Secretary of Labor Alexander Acosta. "The Department of Labor looks forward to shining the spotlight on employers who make hiring veterans a priority and encouraging other employers to hire our nation's heroes."

The department will establish two levels of awards for large employers: the Gold HIRE Vets Medallion Award and the Platinum HIRE Vets Medallion Award. The department will establish similar awards for small and medium-sized employers. Criteria for these awards include:

- Percentage of employees who are veterans;
- Percentage of veteran employees who are retained;
- Establishment of veterans' assistance and training programs;
- Employment of dedicated human resources professionals for veterans; and
- Income and tuition support for veterans.

The department will solicit, verify, and review award applications from employers on an annual basis, and awards will be presented in celebration of Veterans Day.

**For more information on the establishment of the HIRE Vets Act Medallion Program, please contact:**

Randall "Smitty" Smith  
Office of Strategic Outreach  
Veterans' Employment and Training Service (VETS)  
U. S. Department of Labor | [Veterans.Gov](#)  
Tel: (202) 693-4745 [@](#)  
[VETS-Outreach@dol.gov](mailto:VETS-Outreach@dol.gov)

[Freedom of Information Act](#) | [Privacy & Security Statement](#) | [Disclaimers](#) | [Important Web Site Notices](#) | [Plug-ins Used by DOL](#)



# "Protect"

# Service Members' Rights



**VETERANS' EMPLOYMENT AND TRAINING SERVICE**  
UNITED STATES DEPARTMENT OF LABOR

**[VETERANS.GOV](https://www.veterans.gov)**



# USERRA

- **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
  - VETS enforces U.S. veterans' re-employment rights to return to civilian employment once tour of duty concludes
  - Functional integration between VETS, SOL, DOJ, and OSC that requires extensive employment law expertise
  - VOW Act expands USERRA enforcement to include hostile work environment to U.S. Veterans
- **Veteran's Preference in Federal Employment**
  - VETS protects veterans' rights by investigating and attempting to resolve Veterans' Preference complaints
- **VETS 4212 Collaboration Between VETS & OFCCP**
  - Requires contractors to submit annual data on U.S. Veteran hiring

For Veterans Claim or VETS-4212 Filing:

[www.dol.gov/vets/programs/userra/fileaclaim.htm](http://www.dol.gov/vets/programs/userra/fileaclaim.htm)

<http://webapps.dol.gov/elaws/userra.htm>



# VETS 4212

- **The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, 38 U.S.C. 4212(d)**
  - VETS provides technical assistance to Federal contractors and subcontractors and is responsible for the collection and electronic storage of 4212 annual submissions by those who are obligated to file under VEVRAA
  - Regulations set forth under 41 C.F.R. Section 61-300
  - Contractors and subcontractors who contract or subcontract with the Federal government in excess of \$150,000 or more
  - Must file the VETS-4212 report annually between August 1st and September 30th on the number of Protected Veterans within their workforce



# VETS 4212 Reporting

Covered contractors and subcontractors must report:

- The total number of their employees who belong to the following categories of veterans protected under VEVRAA; and
- The total number of those protected veterans who were hired during the period covered by the report:
  - ✓ Disabled Veteran
  - ✓ Active Duty Wartime or Campaign Badge Veteran
  - ✓ Armed Forces Service Medal Veteran
    - Executive Order 12985
  - ✓ Recently Separated Veteran
    - Within the Previous 36 Months



# VETS 4212 Electronic Filing System

- In FY2013, VETS developed a new electronic filing system for Federal contractors to file VETS-100/100A Reports
- In FY2015, VETS transitioned the electronic filing system from the VETS-100/100A to accept the new VETS-4212 Report.
- In FY2016, VETS enhanced the electronic filing system to meet 508 compliance, security, and stability requirements.



# VETS 4212 Outcomes

As of June 22, 2017:

- 19,100 Contractors and subcontractors filed reports during the 2016 filing season.
- 345,920 VETS-4212 reports were filed during the 2016 filing season.
- 1,122,041 Total Protected Veterans were employed during the 2016 filing season
- 322,735 Protected Veterans were newly hired during the 2016 filing season





# Veterans' Preference / VEOA

## Veterans' Employment Opportunities Act of 1998 (VEOA):

- The Secretary, through the Veterans' Employment and Training Service (VETS), provides technical assistance to potential complainants, investigates alleged violations, and attempts to resolve meritorious complaints
- The Office of Personnel Management (OPM) is responsible for writing and interpreting the regulations regarding veterans' preference
- VETS conducts veterans' preference investigations of complaints received from individuals who believe their rights were violated in either initial hiring or in reductions-in-force (RIFs).



# Veterans' Preference / VEOA Outcomes

In FY 2016:

- VETS closed 474 unique Veterans Preference claims

- Investigations were completed in 79.5 % (377) of those cases

- \*4.8% (18) of the 377 completed investigations were meritorious

- Claim Granted (8)

- Claim Settled (0)

- Merit-Not Resolved (10)

- \*95.2% (359) were found non-meritorious

- untimely filing (46)

- claimant ineligibility (26)

- claim lacked merit (287)

- The remaining 20.5% (97) were closed administratively, withdrawn by the claimant, or merit was not determined



# Veterans' Preference

- Delegated Examining Announcements

- Category Rating

- Following being deemed eligible, preference eligibles are placed at the top of each quality category for which qualified, except that qualified, compensable disabled veterans float to the top of the highest quality category (except for professional or scientific positions, GS-9 and above).

- Merit Promotion Announcements

- VEOA Appointing Authority

- Eligible veterans compete as a status employee for positions advertised by agencies that are accepting applications outside of their agency workforce under Merit Promotion procedures. Veterans' preference does not apply under Merit Promotion selection procedures.

- Reduction in Force

- Competing employees shall be classified on a retention register in tenure groups on the basis of their tenure of employment, veteran preference, length of service, and performance in descending order as set forth under 5 C.F.R. § 351.501(a) for competing employees in the competitive service



# Contacts:

**Wm. Kenan Torrans**, Deputy Director

202.693.4731; [torrans.william@dol.gov](mailto:torrans.william@dol.gov)

**Bernard “Bo” Wroble**, Data Manager

404.665.4334; [wroble.bernard@dol.gov](mailto:wroble.bernard@dol.gov)

**Robert Shepard**, Chief Senior Investigator

202.693.8140; [shepard.robert.a@dol.gov](mailto:shepard.robert.a@dol.gov)

**Bill Coughlin**, Investigative Analyst

202.693.4715; [coughlin.william.e@dol.gov](mailto:coughlin.william.e@dol.gov)

**Tom Carl**, IT Specialist

865.382.7264; [carl.tom@dol.gov](mailto:carl.tom@dol.gov)



# Key Points

- Important to understand the veteran population and their employment situation
- DOL offers incredible, free resources to help Transitioning Service Members, veterans and their families secure meaningful employment
- Leaders in the community need to know about these resources and recommend them to the veterans, their families and employers
- DOL offers these free services regardless of characterization of discharge
- DOL is focused on increasing employer engagement, resulting in better overall employment outcomes
- DOL will be establishing the HIRE Vets Act program to recognize employers that recruit, employ and retain veterans

Visit your local American Job Center for a tour or connection to free resources for your organization/clients



# Questions?

## GET THE RESOURCES

### ONLINE

[www.veterans.gov](http://www.veterans.gov)

[dol.gov/vets/militaryspouses](http://dol.gov/vets/militaryspouses)

[www.servicelocator.org](http://www.servicelocator.org)

[www.mynextmove.org](http://www.mynextmove.org)

[www.myskillsmyfuture.org](http://www.myskillsmyfuture.org)

**VETERANS.GOV**

### DOWNLOAD



TAP E-Book  
Shareables

CareerOneStop App



### VISIT

Get one-on-one assistance  
at your local AJC. Locate  
one nearest you at  
[www.servicelocator.org](http://www.servicelocator.org)

**americanjobcenter**



# Backup Slides



**VETERANS' EMPLOYMENT AND TRAINING SERVICE**  
UNITED STATES DEPARTMENT OF LABOR

**[VETERANS.GOV](https://www.veterans.gov)**





# *VETS Investigation Process*

- Individual complaint driven
- Investigated by qualified VETS' field staff
- No particular form is necessary, but claimants are encouraged to complete the VETS 1010 Form
- Claims must be submitted within 60 days of alleged violation (MSPB has determined that start date as date claimant became aware of non-selection)







# *VETS Investigation Process*

## *(cont'd)*

- Case opened immediately on receipt of claim form in Atlanta URLC
- If merit is determined, investigator will work with the agency to obtain remedy
- If no violation is determined, the claimant may appeal to the MSPB within 15 days of receipt of VETS' claim closing letter
- VETS **does not** have enforcement authority and cannot force the agency to comply. If agency fails to comply, the case is closed as Merit, Not Resolved and the claimant must file an appeal with the MSPB to obtain redress.





# *VETS Investigation Process*

## *(cont'd)*

- Any case determined to be meritorious, whether or not resolved, will have a copy of the case file forwarded to OSC for review to determine if a Prohibited Personnel Practice (PPP) occurred.
  - If it is determined that a PPP occurred, OSC may seek disciplinary action against the party identified as in violation.

### **Partners and Stakeholders**

- OSC (U.S. Office of Special Counsel)
- OPM (Office of Personnel Management)





# *Program Support*

- National Office
  - 4 Staff Members (1 in Atlanta)
- On-line Veterans Preference Advisor (<http://webapps.dol.gov/elaws/vetspref.htm>)
  - allow veterans to examine the preferences for which they might be entitled with regard to Federal jobs
  - assists veterans in determining whether they appear to have valid complaints and provides the ability to electronically file veterans preference complaints
- OPM Staff
- VP Information Management System
- Electronic complaint form, e1010

