



Employment Security Department

WASHINGTON STATE

Wagner-Peyser Employment Service Policy Employment System Administration and Policy

Washington envisions a nationally recognized fully integrated One-Stop system with enhanced customer access to program services, improved long-term employment outcomes for job seekers and consistent, high quality services to business customers. In order to achieve this vision, Employment System Administration and Policy sets a common direction and standards for Washington's WorkSource system through the development of WorkSource system policies, information memoranda, and technical assistance.

Policy Number: 4030
To: Washington WorkSource System
Effective Date: June 2, 2017
Subject: Services for Veterans

1. Purpose:

To communicate guidelines for the effective operation of the Washington Jobs for Veterans State Grant (JVSG).

This communication applies only to ESD staff; however, Local Workforce Development Boards (LWDBs) and partner agencies are welcome to use the information when developing their policies and procedures.

2. Background:

The Secretary of Labor, acting through the Assistant Secretary of Veterans' Employment and Training (ASVET), has made WIOA Title III (Wagner Peyser) funds available for use in each state to support the specific needs of veterans. The Employment Security Department (ESD) currently operates the JVSG program, which is supported by those funds.

3. Policy:

All local service delivery sites with JVSG staff must utilize JVSG-funded staff, as described in Section 3(b) of this policy, to maximize provision of employment and training opportunities to veterans and eligible persons.

All offices, regardless of whether JVSG staff are assigned, must provide priority of service to veterans and eligible persons in all programs that are partially or fully funded by DOL.

Priority of service means that veterans and eligible persons either receive access to a service earlier in time than a noncovered person, or, if the resource is limited, the veteran or eligible person receives access instead of or before the non-covered person.

a. Responsibilities of the WorkSource/Affiliate Delivery Sites

Local management is responsible for all services for veterans within their respective offices, including the development, maintenance, and publication of written local policies and procedures on the conduct of services for veterans by all point-of-service staff. The local policies and procedures include, but are not limited to, the specific methodology used to ensure veterans receive priority of service in employment services. Local management is encouraged to work with the LVER to develop the local policies and procedures.

In developing local policy and procedure, offices must consider the roles of all partners (WIOA and other) and encourage their participation in providing priority of service. Co-enrollment with agency and partner programs should be utilized to the greatest extent, where applicable.

Veterans are served by both JVSG and non-JVSG staff.

b. Provision of Services by JVSG-funded Staff

i. Disabled Veterans' Outreach Program (DVOP) Specialists

DVOP specialists focus on providing services to eligible veterans and spouses who have been identified as having Significant Barriers to Employment (SBEs) as defined in Veterans Program Letter (VPL) 03-14, JVSG Program Reforms and Roles and Responsibilities of American Job Center (AJC) Staff Serving Veterans, to assist them in becoming job ready and securing living-wage employment.

ii. Local Veterans' Employment Representative Specialists (LVER)

The LVER's principal duties are to collaborate directly with employers to promote employment and apprenticeship opportunities for veterans. These services may include outreach, job development activities, and hiring events, as defined in VPL 03-14. LVERs are assigned to broad geographic-areas, making them responsible for providing services at multiple offices.

iii. Consolidated Veterans' Service Representatives (CVSR)

CVSRs provide both categories of service in sparsely populated rural areas.

iv. Employment Connections Veterans' Program Coordinator

The JVSG staff are supported in their roles by the Employment Connections Veterans' Program Coordinator, who interprets federal, state and other laws and regulations pertaining to services for veterans, and develops ESD policies and procedures in coordination with the Employment System Policy Unit.

The Coordinator also negotiates and monitors compliance with veterans' performance standards, described in Section 3(d) of this policy. Additionally, she/he prepares the funding agreement for the provision of services for veterans and oversees budget forecasts and expenditures. The coordinator also negotiates with other veterans' agencies and organizations for the out-stationing of JVSG personnel as required by [Title 38, United States Code, Chapter 41](#) and serves as a liaison with federal, state, and local veterans' organizations to assist in resolution of employment and training issues related to veterans.

Finally, the Veterans' Coordinator provides technical assistance and training to JVSG and other staff as necessary.

c. Services to Veterans by Other AJC Staff

Wagner-Peyser (W-P), Workforce Innovation and Opportunity Act (WIOA), and other AJC partner staff provide career services to veterans and eligible persons as appropriate under the programs the staff administer. Such staff may provide career services to all veterans.

Veterans with a SBE or who are in specific category identified by the Secretary of Labor must have access to all appropriate AJC services and are not limited to receiving services only from DVOP specialists.

Veterans who do not have a SBE or are not within a category specified by the Secretary are to be referred to appropriate non-JVSG AJC staff member(s) to receive career and training services, on a priority of service basis.

d. Performance Targets and Reporting

The Veterans Performance report reflects the measures of services applied to each category of veteran on a quarterly basis. This includes the entered employment rate, employment retention rate, and veterans' salaries after employment. Performance monitoring will be based on statewide-negotiated performance measures, and includes services provided to veterans by all service delivery staff.

4. Definitions:

Campaign Badge Veteran - A veteran who served on active duty during a war (e.g., WWII), action (e.g., Korea, Vietnam) or in a campaign or expedition for which a campaign badge or an expeditionary medal has been authorized (e.g. Haiti, Somalia and Grenada).

Disabled Veteran - A veteran entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the U.S. Department of Veterans' Affairs for a disability rated at less than 30 percent and who is not classified as a Special Disabled Veteran, or a person who was discharged or released from active duty because of a service connected disability.

Eligible Person - An applicant who is the spouse of:

- a. Any person who died of a service connected disability;
- b. Any member of the Armed Forces serving on active duty who, at the time of application, is listed by the appropriate Secretary in one or more of the following categories for a total of more than 90 days: missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power; or
- c. Any person who has a total disability permanent in nature resulting from a service connected disability, or who died while a disability so evaluated was in existence.

Persian Gulf - Reservists who were called to active duty status during the Persian Gulf campaign and who were discharged or released from duty with other than a dishonorable discharge. Reservists must have been in active status for 90 days.

Priority of Service - A veteran shall be given priority over a non-veteran for receipt of employment, training, and placement of services in job training programs if the veteran meets the program's eligibility requirements.

Recently Separated Veteran - Any veteran who applies for participation within 48 months of after the discharge or release from active U.S. military, naval, or air service.

Special Disabled Veteran - A veteran entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the U.S. Department of Veterans' Affairs for a disability:

- a. Rated at 30 percent or more; or
- b. Rated at 10 or 20 percent in the case of a veteran who has been determined by the U.S. Department of Veterans' Affairs to have a serious employment handicap under Chapter 31, Training and Rehabilitation for Veterans with Service Connected Disabilities; or a person who was discharged or released from active duty because of a service connected disability.

Veteran - A person who:

- a. Served on active duty in the Armed Forces for a period of more than 180 days and who was discharged or released there from with other than a dishonorable discharge;
- b. Was discharged or released from active duty because of a service-connected disability; or any period of duty for training in the reserves or National Guard, including authorized travel during which an individual was **disabled** from a disease or injury incurred or aggravated in the line of duty, is considered "active duty".

NOTE: The term "active duty" (or active duty military, naval, or air service) means full-time duty in the Armed Forces, other than duty for training in the reserves or National Guard.

- c. As a member of a reserve component or National Guard under an order to active duty, served on active duty during a period of war or in a campaign or expedition for which a

campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.

Vietnam-Era Veteran - A veteran, any part of whose active military, naval, or air service was on or after August 5, 1964 and on or before May 7, 1975.

5. **References:**

- [Public Law 113-128](#)
- Title 38, United States Code (USC), [Chapters 41](#) and [42](#) (Veterans)
- [20 CFR Parts 603, 651, 652, et al](#)
- [20 CFR Chapter IX, Parts 1001 and 1005 \(Veterans\).](#)
- [TEGL 19-13, Jobs for Veterans' State Grants \(JVSG\) Program Reforms and Roles and Responsibilities of American Job Center \(AJC\) Staff Serving Veterans](#)
- [TEGL 19-13 Change 1, To expand and clarify the definition of significant barriers to employment \(SBE\) provided in Section 5 of Training and Employment Guidance Letter \(TEGL\) 19-13](#)
- [TEGL 19-13 Change 2, To expand and clarify the definition of homeless as a SBE provided in Section 4 of TEGL 19-13, Change 1](#)
- [VPL 03-14, Jobs for Veterans' State Grants \(JVSG\) Program Reforms and Roles and Responsibilities of American Job Center \(AJC\) Staff Serving Veterans](#)
- [VPL 07-10, Refocused Roles and Responsibilities for Jobs for Veterans State Grant Funded Staff](#)
- [VPL 07-09, Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in Whole or in Part by the US Department of Labor](#)
- [WIOA Title I Policy 1009, Revision 3](#)- Priority of Service for Veterans and Eligible Spouses
- [WIOA Title I Policy 1022, Revision 1](#) - Referral of Veterans with Significant Barriers to Employment to the Disabled Veterans' Outreach Program

6. **Supersedes:**

- Employment and Career Development Division (ECDD) Policy - VP- Policy - Services for Veterans - 4030-0904
- ECDD Policy - VP-Policy – Veterans Programs: LVER Policy - 4031-0904
- ECDD Policy - VP-Policy – Veterans Programs: DVOP Policy - 4032-0904

7. **Website:**

[Workforce Professionals Center](#)

8. **Action:**

Employment Security Department Regional Directors and WorkSource Administrators must distribute this policy broadly throughout the system to ensure that WorkSource System staff are familiar with its content and requirements.

9. Attachments:

None

Direct Inquiries To:

*Employment System Administration and Policy
Employment System Policy and Integrity Division
Employment Security Department
P.O. Box 9046
Olympia WA 98506-9046
SystemPolicy@esd.wa.gov*