



# Talking Points

- Overview of the Jobs for Veterans State Grant (JVSG) Program
- Veterans Priority of Service (VPOS)
- Roles and Responsibilities:
  - Local Veterans Employment Representative (LVER)
  - Disabled Veterans Outreach Program (DVOP) Specialist
- Veterans with Significant Barriers to Employment (SBE) who qualify for DVOP Employment Supportive Services
- Veteran Resources available to Veterans:
  - Arizona Department of Veteran Services (ADVS) Toolkit Program
  - Hilton Honors Program - NASWA

# OVERVIEW

Under the Jobs for Veterans State Grant (JVSG) the State provides employment, training, and job placement services to Veterans and eligible persons

- JVSG Program helps Division of Employment and Rehabilitation Services (DERS) support veterans in finding long-term and sustainable jobs.
- Providing employment services at ARIZONA@WORK offices and other locations provided by:
  - Disabled Veterans Outreach Program (DVOP) Specialists
  - Local Veterans Employment Representatives (LVERs)
- DERS teams work with the business community to ensure veterans are provided with the resources needed to successfully enhance their employability skills and become employed or reemployed as needed.



# Priority of Service

Enacted into Law on November 7, 2002

- ❑ Priority of service means that Veterans and Eligible Spouses are given priority over non-covered persons for the receipt of employment, training, and placement services provided under a qualified job training program.
- ❑ This means that a Veteran or an Eligible Spouse either receives access to a service earlier in time than a noncovered person, or, if the resource is limited, the Veteran or Eligible spouse receives access to the services instead of or before the non-covered person.

# Priority of Service Eligibility

- ❑ The priority of service regulations codified at 38 USC 4215 established a priority of service requirement for covered persons (i.e., Veterans and Eligible Spouses).
- ❑ Veterans, as defined at 38 USC 101(2), and Eligible Spouses, as defined in section 2(a) of 38 USC 4215(a), are eligible for priority of service.

# Priority of Service

## Definition of a Veteran

“

Under this definition, the term “veteran” means a person who served at least one day in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable. Active service includes full-time Federal service in the National Guard or a Reserve component. This definition of “active service” does not include full-time duty performed strictly for training purposes.”

\* Training and Employment Guidance Letter (TEGL) 10-09

# JVSG / Employment VPOS Form

## Purpose / Background

- To implement Priority of Service for Veterans and Eligible Spouses in all qualified job training programs.
- To Determine if Veteran is eligible for DVOP services
- It established a priority of service requirement for Covered persons, Veterans and Eligible Spouses.
- Veterans and Eligible Spouses must receive Veterans' Priority of Service (VPOS).

# JVSG / Employment VPOS Form

## Purpose / Background

- ❑ VPOS means that when a customer indicates they are a Veterans or an Eligible Spouse of a Veteran, they are to be placed “next” in line for services ahead of “non-covered” persons.
- ❑ It’s our responsibility to ensure that a “covered person” are made aware of and given the priority of service.



## VETERANS' PRIORITY OF SERVICE ASSESSMENT FORM

The information on this form is being requested on a voluntary basis, to determine the eligibility for veterans and eligible persons for Priority of Service. Your information will be kept confidential and used only for assisting you with employment services.

Name (Last, First, M.I.)	AJC Part ID	Date (MM/DD/YYYY)

<b>VETERANS' PRIORITY OF SERVICE; QUESTIONS 1-2</b> <b>SIGNIFICANT BARRIER TO EMPLOYMENT; QUESTIONS 3-13</b>	
1. Did you serve at least one day in the active United States Military and was discharged or released under conditions other than dishonorable?	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Are you the spouse of any of the following individuals: a. Any veteran who died of a service-connected disability? b. Any member of the armed forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been listed for a total of more than 90 days: Missing in Action; Captured in the line of duty by a hostile force; or Forcibly detained or interned in the line of duty by a foreign government or power? c. Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veteran Affairs? d. Any veteran who died while a total disability (service-connected), as evaluated by the Department of Veteran Affairs, was in existence?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Please note: If "No" was the response for question 1 and 2, completion of this form is not necessary.</b>	
3. Do you have a service connected disability, or a pending disability claim with the Department of Veterans Affairs?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Are you homeless or expect to become homeless?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Are you a recently separated service member who, at any point in the past 12 months, has been unemployed for 27 weeks or more?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Are you or have you been incarcerated in a State or Federal prison?	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Are you between the ages of 18 - 24?	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. Are you lacking a H.S. Diploma/GED?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Did you serve in the military during the Vietnam Era beginning February 28, 1961 and ending May 7, 1975?	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Are you a transitioning member of the Armed Forces who has been identified by your commander as in need of employment services?	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Are you a member of the Armed Forces who is wounded, ill or injured and receiving treatment at a Military treatment facility or warrior transition unit?	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Are you the spouse or other family caregiver of such wounded, ill, or injured members ? a. Parent, spouse, child, step-family member, or extended family member. b. Lives with but is not a member of the family of the veteran.	<input type="checkbox"/> Yes <input type="checkbox"/> No
13. Review the chart to determine your family size and income level. During the past 12 months was your income level less than the amount indicated for your family size?	<input type="checkbox"/> Yes <input type="checkbox"/> No

# Veterans Priority of Service (VPOS)



# ARIZONA@WORK

## Screening for VPOS

- ❑ The Staff will welcome the client(s) and identify Veterans or Eligible Spouses by asking, “Have you or your spouse ever served in the Armed Forces?”
- ❑ All staff are responsible for asking or assisting a potential Veteran client in completing the VPOS Significant Barriers to Employment (SBE) Screening Assessment Form ESA-1193A (04-22).

# Administering the VPOS Assessment Form

- Once a client has identified himself / herself as a Veteran or an Eligible Spouse.
- Initiate the VPOS Significant Barriers to Employment (SBE) Screening Assessment Form. ESA-1193A (04-22).
- Veterans often ask, “**Why completing the VPOS is requested before receiving services?**”, staff should inform the Veteran that to better serve our Veteran clients this form is needed to determine if Veterans will qualify for any additional programs.
- The VPOS is not mandatory, however highly recommended to better assist our Veteran clients.

# VPOS Assessment Form

- Once the VPOS Assessment Form is completed: If the client answers **No** to questions 1 or 2 they will be referred to a Wagner-Peyser employment services staff for assistance.
- If the Veteran answers **Yes** to question 3 thru 13, they are considered a “covered person” under VPOS. Staff will inform the Veteran and/or Eligible Spouse that they will receive VPOS by DVOPs at all ARIZONA@WORK locations.
- Also inform the Veteran and/or Eligible Spouse that they are to be placed next in line for employment services ahead of any non-covered persons.



# OVERVIEW

Under the Jobs for Veterans State Grant (JVSG) the State provides employment, training, and job placement services to Veterans and eligible persons

- The DERS Business Services team, which includes LVERs, works in collaboration with local business support teams to provide seamless engagement with employers by providing a single point of contact.
- The LVER and Business Services teams promote the Arizona Veteran Supportive Employers (AVSE) Program.
- The Honoring Investments in Recruiting and Employing (HIRE) Veterans Medallion Program through the U.S. Department of Labor Veterans Employment & Training Services (VETS) to employers.



# OVERVIEW

Under the Jobs for Veterans State Grant (JVSG) the State provides employment, training, and job placement services to Veterans and eligible persons

- DVOP Specialists, per Veterans' Program Letter (VPL) 03-14, provide **Individualized Career Services** to meet the employment needs of veterans and eligible persons with Significant Barriers to Employment (SBE),
  - Including homeless and disabled veterans, with maximum emphasis on serving those who are economically or educationally disadvantaged.
- DVOP Specialists provide case management, facilitate employment placement through workforce preparation activities, and refer Veterans and eligible persons to relevant training opportunities.



# LVER and DVOP Roles and Responsibilities

## *Role of LVERs*

LVERs serve an important role in Arizona's Business Services delivery model. In coordination with other members of the Business Services team, LVERs advocate for Veterans' employment and training opportunities by:

- Conducting outreach to employers, training facilities, unions, apprenticeship programs, private and government businesses.
- Conducting job search workshops and establishing job search groups, in conjunction with employers.
- Creating and carrying out presentations to employers to inform them of services, resources, and means to connect with veteran job-seekers.
- Consulting with employers to develop tailored plans and comprehensive job announcements, managing the logistics of customized recruitment events, and matching applicants with jobs.



# LVER and DVOP Roles and Responsibilities

## *Role of LVERs*

- Promoting programs that offer licensing and credentialing opportunities.
- Informing Federal Contractors of the process to recruit qualified veterans.
- Providing current and tailored Labor Market Information (LMI) based on industry trends.
- Educating employers on workforce solutions such as the Work Opportunity Tax Credit, Federal Bonding, and Rapid Response activities.



# LVER and DVOP Roles and Responsibilities

## *Role of DVOPs*

DVOP Specialists are also an integral part of Arizona's labor exchange system. DVOP Specialists provide individualized career services to, and facilitate employment placements of, Veterans and eligible persons with SBE by:

- Conducting comprehensive and specialized assessment of skill levels and service needs.
- Helping develop an **Individual Employment Plan (IEP)**.
- Providing individual counseling.
- Facilitating career planning and workforce preparation activities.
- Promoting internships and work experiences.



# LVER and DVOP Roles and Responsibilities

## *Role of DVOPs*

DVOP Specialists provide targeted services to special disabled and disabled veterans who are economically or educationally disadvantaged. To promote these services, DVOP Specialists conduct outreach activities at:

- Disabled Veterans Medical Centers and Vet Centers.
- Homeless Veterans Reintegration Project (HVRP) grantee locations.
- Homeless shelters.
- Civic and service organizations.
- Community centers on tribal lands that serve Indian and Native American Veterans.
- Partner agency locations under WIOA, to include vocational rehabilitation and employment services.

# Significant Barriers to Employment (SBE)

The population of eligible Veterans to be served.

Including any additional populations designated by the Secretary as eligible for services.

Any additional populations specifically targeted by the State Workforce Agency for services from one-stop delivery system partners:

- Native American Veterans
- Veterans in remote rural counties or parishes

# Population of Eligible Veterans to be Served and Specifically Targeted by the State Workforce Agency

In accordance with VPL 03 -14, DVOP Specialists provide Individualized Career Services to veterans and eligible persons with SBE. Veterans or eligible persons are determined to have SBE if they attest to belonging to at least one of the six criteria below:

- Special Disabled or Disabled Veteran.
- Homeless Veteran or eligible person.
- Recently separated service member who has been unemployed for 27 or more consecutive weeks in the previous 12 months.
- Currently incarcerated or previously incarcerated.
- Veteran or eligible person lacking a high school diploma or equivalent certificate.
- Low-income Veteran or eligible person.



# Population of Eligible Veterans to be Served and Specifically Targeted by the State Workforce Agency

In accordance with VPL 03 -19, DVOP Specialists also provide individualized career services to the following:

- Veterans aged 18 - 24 years.
- All Veterans of the Vietnam era.
- Eligible transitioning service members, spouses, and caregivers.

# Population of Eligible Veterans to be Served and Specifically Targeted by the State Workforce Agency

Arizona prioritizes services to Veterans who are also members of Indian and Native American tribes.

All Veterans and eligible spouses seeking services through the ARIZONA@WORK job centers are also given priority.

Priority of service for veterans in Department of Labor job training programs, also known as Veterans Priority of Service (VPOS).





# Veteran Resources Available to Veterans

## VETERAN TOOLKIT



Transitioning into a new job can be a financial challenge. The Arizona Department of Veterans' Services has partnered with ARIZONA@WORK and the Arizona Housing Coalition to provide veterans with the Veteran Toolkit, which funds expenses associated with beginning employment.



### WHO QUALIFIES?

Veterans who:

- Live in Arizona
- Served in the U.S. Military
- Enroll in an Arizona Job Connection with ARIZONA@WORK
- Identify the job they need supplies for

### VISIT ANY ARIZONA@WORK OFFICE TO APPLY.

- Eligible items include work clothing, tools, protective equipment, transportation, and essential electronic devices. ADVS will review all other requests on a case-by-case basis.
- We will not accept applications submitted after five days of the veteran starting a job.



**Arizona Department of Veterans' Services**  
For Arizona veterans and those who care for them.



The Hilton Honors  
Military Program



In partnership with



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# Questions?

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