

FLORIDA'S JOBS FOR VETERANS' STATE GRANTS FY 2020-2023

JOBs FOR VETERANS' STATE GRANT

The Jobs for Veterans' State Grant (JVSG) is a mandatory, formula-based grant that supports the hiring of dedicated staff to provide individualized career and training-related services to veterans and eligible persons with Significant Barriers to Employment (SBE) and to assist employers fill their workforce needs with job-seeking veterans and eligible spouses. The JVSG is funded annually in accordance with 38 U.S.C. 4102A (c) (2) (B) and operates on a fiscal year basis. JVSG performance metrics are collected and reported (ETA-9173 Report) quarterly (using four rolling quarters) on a Program Year (PY) basis. Currently, VETS JVSG operates on a three-year (PY 2020-2023), multi-year grant award cycle modified and funded annually.

In accordance with 38 U.S.C. § 4102A(b)(5) and § 4102A(c), the Assistant Secretary for Veterans' Employment and Training (ASVET) makes grant funds available for use in each state to support Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representatives (LVERs), and Consolidated Positions (CPs). As a condition to receive funding, 38 U.S.C. § 4102A(c)(2) requires states to submit a grant application that contains a State Plan narrative describing how the state intends to provide employment, training and job placement services to veterans and other eligible persons under the JVSG.

EMPLOYMENT OUTLOOK FOR VETERANS

Florida has the third largest population of veterans in the nation with more than 1.5 million veterans (9 percent of the State's adult population) according to the 2014 population survey conducted by the United States Census Bureau. Nationally, veteran unemployment rates (non-seasonally adjusted) have trended lower than that of civilians. In 2019, the national veteran unemployment rate for veterans was 3.1 percent (the lowest annual rate in 19 years). The employment outlook for Florida's veterans is expected to be above that of their civilian counterparts.

The post 9/11 GI Bill, Vocational Rehabilitation & Education Chapter 31 educational programs and the Transition Assistance Program, coupled with proposed state legislative action which permits the use of military training/schooling to be used in lieu of in-state of instruction, provide veterans additional opportunities, which improves and enhances the accreditation process for recently separated veterans in a variety of career fields. The inherent skills veterans develop during their military service, including leadership, a strong work ethic, teamwork, integrity, problem solving, technical skills, loyalty as well as a desire to succeed, make them desirable to employers of any industry.

(A) HOW THE STATE INTENDS TO PROVIDE EMPLOYMENT, TRAINING AND JOB PLACEMENT SERVICES TO VETERANS AND ELIGIBLE PERSONS UNDER THE JVSG PROGRAM

The Florida Department of Economic Opportunity (DEO) shares in the delivery of services with Florida's 24 Local Workforce Development Boards (LWDBs) through the CareerSource Florida network. Florida has established a fully integrated workforce services delivery system with DEO as the designated entity responsible for the administration of all workforce services

programs, including JVSG. The Department provides services through the state's 24 chartered LWDBs and their network of local career centers.

The CareerSource Florida State Workforce Development Board is the principal workforce policy organization for the state. The purpose of the CareerSource Florida State Workforce Development Board is to design and implement strategies that help Floridians enter, remain in, and advance in the workplace, becoming more highly skilled and successful, benefiting these Floridians, Florida businesses, and the entire state, and to assist in developing the state's business climate.

Florida's JVSG program creates opportunities for all eligible veterans and eligible spouses to obtain meaningful and successful careers through provision of resources and expertise that maximize employment opportunities and protect veterans' employment rights. Services provided by DVOP staff include, but are not limited to, comprehensive assessments, development of an Individual Employment Plan (IEP), career counseling, and referrals to veteran and community organizations as needed. The LVER is a fully integrated member of the LWDB Business Services Team (BST). LVER staff promote the hiring veterans to employers, employer associations, and business groups; facilitate employer training; plan and participate in career fairs and conduct job development contacts on behalf of veterans with employers

Veterans determined to need occupational skills training or access to apprenticeship opportunities to enhance their marketability for employment will be referred to partners in the the Workforce Innovation and Opportunity Act (WIOA) program and/or the Florida Department of Education, respectively. Veterans determined to be job ready will be referred to the BST to ensure the veteran is promoted within the business community as available for immediate job placement.

CAREER CENTERS

Florida's career centers, operated by the LWDBs, are designed to deliver and provide access to services for employers seeking qualified workers as well as training for new and existing employees and all job seekers. Services are available to Florida's veterans and businesses through local career centers in areas strategically located throughout the state. All of Florida's career centers are easily identified using the CareerSource Florida network brand and the identifier "A proud partner of the American Job Center network."

Florida's comprehensive career centers provide expanded services and access to core and required partner programs either through colocation of partners or linkages to partner services. Programs available to veterans in comprehensive career centers include, but are not limited to:

- Workforce Investment Opportunity Act (WIOA) Adult, Youth and Dislocated Worker Programs;
- Wagner-Peyser (WP) Act Employment Service Programs;
- Trade Adjustment Assistance (TAA) Programs;

- National Dislocated Worker Grant (DWG) Programs;
- Senior Community Service Employment Programs;
- Indian and Native American Programs;
- Migrant and Seasonal Farm Worker Programs;
- Reintegration of Ex-Offenders Program;
- National Registered Apprenticeship Programs.
- Reemployment Services and Eligibility Assessment (RESEA)

While these programs and services are universally accessible to all eligible job seekers, veterans and eligible spouses who meet the program eligibility requirements receive priority of service.

IDENTIFYING VETERAN STATUS

Career center operators must enable veterans and eligible spouses to identify as veterans at the point of entry to the system or program, so that covered persons take full advantage of priority of service. Career center operators ensure that covered veterans and eligible spouses are made aware of:

- Priority of service entitlement;
- The full array of employment training and placement services available; and,
- Applicable eligibility requirements for programs and services.

VERIFYING VETERAN STATUS

To receive priority of service or individualized career services, covered persons may self-attest their veteran or eligible spouse status. It is neither necessary, nor appropriate for any staff to require verification of the status of a veteran or eligible spouse at the point of entry for priority of service or individualized career services from JVSG staff.

The only services that require eligibility verification are those cases where a decision is made to commit funding to a covered person over another non-covered individual. For all other purposes, covered persons should be enrolled and provided immediate priority before providing verification as a covered person. To receive priority for training services under WIOA, for example, veteran status must be verified. This can be done by reviewing the original or a photocopy of the veteran's Certificate of Release or Discharge from Active Duty, which is commonly known as the DD-214 Form. A LWDB director or a designee may also approve verification from another official source.

PROMOTING THE HIRING OF VETERANS

The advantage of hiring veterans is a topic that needs to be presented to employers on a consistent basis. The BST will provide an effective conduit to businesses to promote why the of hiring veterans is a sound and wise investment. LVER staff will educate employers on programs that incentivize the hiring of veterans such as the Hire Veterans Medallion Program (HVMP), Work Opportunity Tax Credit (WOTC), and Federal Bonding Program. Federal

contractors and subcontractors are also targeted as companies that can benefit from the hiring of veterans and are informed of their responsibilities under the Office of Federal Contract and Compliance Programs (OFCCP) and Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) guidelines.

LWDBs in coordination with DEO's Office of Communications and External Affairs provide valuable information about promoting veterans within a variety of venues including job fair participation, Chamber of Commerce meetings, Society of Human Resource Managers (SHRM) meetings, employer visits, public radio/television media promotional activities, and departmental brochures. Employers are also informed about the assistance available to them at career centers, such as the ability to conduct individualized hiring fairs and notification of job opportunities to potential candidates.

TARGETING SERVICES TO VETERANS WITH SIGNIFICANT BARRIERS TO EMPLOYMENT (SBE)

The Secretary of Labor, through the ASVET, has identified certain categories of veterans most in need of individualized career services to mitigate their barriers to employment. Within these categories, certain populations of veterans must be targeted for services:

- A special disabled or disabled veteran, as those terms are defined in 38 U.S.C § 4211(1) and (3); Special disabled and disabled veterans are those:
 - who are entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans' Affairs; or
 - were discharged or released from active duty because of a service-connected disability.
- A homeless person, as defined in Sections 103(a) and (b) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. I 1302(a) and (b), as amended;
- Individual or family who is fleeing, or is attempting to flee, domestic violence, dating violence, sexual assault, stalking, or other dangerous or life-threatening conditions;
- A recently separated service member, as defined in 38 U.S.C § 4211(6), who has been unemployed for 27 or more weeks in the previous 12 months;
- An offender, as defined by WIOA Section 3 (38), who is currently incarcerated or who has been released from incarceration;
- A veteran lacking a high school diploma or equivalent certificate; or
- A low-income individual (as defined by WIOA Section 3 (36)).

Veterans with SBE(s), Vietnam-era Veterans and veterans between 18-24 years of age remain the highest priority.

Note: Veterans with an SBE, or labeled in a specified category, will have access to all appropriate career center services and are not limited to receiving services exclusively from DVOP specialists.

DVOP specialists are required to take an active role in seeking out and assisting these targeted groups by networking with other local, state, and federal government agencies. DVOPs

develop partnerships with veteran service organizations, community service organizations, LWDB partners, faith-based organizations, and any other entities that are dedicated to serving veterans in need.

DEO acknowledges that homeless veterans are not likely to seek our services on their own and that initiative is to be taken by DVOPs to go where these veterans can be located. In locations where there is access to organizations such as US DOL/VETS Homeless Veterans Reintegration Program (HVRP) grantees, VA facilities, Warrior Transition Units (WTU), Military Treatment Facilities (MTF), etc., direct partnerships have been established where the DVOP will regularly visit the facility to provide services as needed.

(B) THE DUTIES ASSIGNED TO DVOP SPECIALISTS AND LVER STAFF BY THE STATE; SPECIFICALLY IMPLEMENTING DVOP AND LVER DUTIES OR ROLES AND RESPONSIBILITIES AS OUTLINED IN 38 U.S.C. § 4103A AND 4104. THESE DUTIES MUST BE CONSISTENT WITH CURRENT GUIDANCE

DEO has determined that the deliberate assignment of JVSG staffing levels to LWDBs is paramount to the success of the program. For DVOPs, careful study of state demographics and associated evidence indicates that targeted veteran subgroups are predominately located in Florida's metropolitan areas. However, all areas have sufficient veteran population that would warrant the presence of a DVOP.

DVOP specialists will be assigned to all comprehensive career centers where other supportive services are readily available. In the areas where there are additional organizations such as VA VR&E offices, homeless shelters, and other community partners, a DVOP from the local career centers in partnership with these organizations provides individualized career services to those who require additional assistance to become job ready. Services are provided to veterans who have identified themselves as having an SBE, as well as eligible spouses and other additional populations designated by the Secretary as eligible for services by a DVOP.

LVER staff will be placed throughout the state to reach out to employers and promote the benefits of hiring veterans. LVERs advocate for all veterans served by the career center with business, industry, and other community-based organizations by participating in activities such as:

- Planning and participating in job and career fairs;
- Conducting employer outreach;
- Coordinating with unions, apprenticeship programs and business to promote and secure employment and training program for veterans;
- Informing Federal contractors of the process to recruit qualified veterans;
- Promoting credentialing and licensing opportunities for veterans; and
- Coordinating and participating with other business outreach efforts.

LVERs are also responsible for facilitating employment, training, and placement service to ensure easier access to the appropriate employment and training services for job seeking veterans.

The State Veterans' Program Coordinator (SVPC) will ensure that DEO's Bureau of Human Resource Management is aware of the JVSG program's unique funding stream and will keep all vacancies filled by veterans as well as non-veterans, when appropriate, within the 60-day period in accordance with [Title 38, United States Code \(38 U.S.C.\)](#) and outlined in [VPL 07-19: Jobs for Veterans State Grant Recurring Report Requirements](#).

Florida has developed a statewide standardized tracking mechanism to ensure accurate reporting and monitoring of JVSG funded positions. The SVPC monitors new hires, vacancies, and changes in JVSG-funded positions across all 24 LWDBs.

All JVSG-funded staff must attend a mandated training offered by the National Veterans Training Institute (NVTI) located in Dallas, Texas and administered by Management Concepts, Inc. This training must be completed within 18 months of their position start date as a LVER, DVOP or CP.

DVOP SPECIALISTS

DVOP specialists are assigned to the career center for the purpose of providing individualized career services to veterans and other eligible individuals through the case management process. DVOP staff will be made available to veterans who have been identified as having an SBE and require additional enhanced services through case management consistent with VPLs: 03-14, 03-14 Ch1, 03-14 Ch. 2, and 03-19. Through integration within the career center, DVOP staff will provide individualized career services under a coordinated case management strategy to SBE veterans who have been identified by career center partner staff.

Integration of the DVOP in the career center will be accomplished by utilizing established procedures for serving veterans with SBEs and combining them with the new state administrative policies and processes that will support functional alignment within the career center. All partners will work together to support a seamless, customer-driven system.

Florida fills vacant DVOP positions at the recommendation of the LWDBs and the SVPC. All veterans that meet the published requirements are offered an opportunity to interview for open positions. Provisions under the JVSG require that the state must fill these positions with eligible veterans and give preference to those with disabilities as defined in Title 38, USC with priority given to special disabled, disabled and others who are eligible. All Florida DVOP staff are designated as full-time DVOP specialists.

PROVIDING SERVICES

Service delivery starts at the initial point of entry into the career center where the first person the veteran encounters will be a non-JVSG staff member trained in all aspects of the career center and services available to the veteran. This staff member will conduct an initial assessment using a questionnaire that has been developed in accordance with federal guidance to determine the level and type of service needed. If the veteran, or other eligible person, is deemed to have an SBE and has a need for enhanced services, he/she will be referred to a

DVOP for assistance. If the screener decides during the initial assessment that the level of service precludes the need to see a DVOP, the veteran will be referred to the next available non-JVSG staff member for assistance. Upon referral, the DVOP must, at a minimum:

- Conduct an in-depth assessment of individualized needs
- Develop a documented Individual Employment Plan (IEP)

These two activities form the core of an effective case management plan under which most individualized career services will be delivered. DVOP staff will provide individualized career services to, at a minimum, ninety percent of referred veterans.

Upon completion of the assessment, the DVOP can determine the need for additional individualized career services through the case management process to a minimum of 51%. These services may include:

- Providing vocational guidance and counseling as required, such as; skills assessment, career planning, communications skills, interviewing skills, punctuality, personal maintenance skills and professional conduct;
- Coordination of supportive services by:
 - Providing technical assistance to community-based organizations regarding employment and training services to veterans;
 - Developing relationships with Veteran Service Officers (VSO) and consulting with other representatives of federal, state, and local programs to provide additional services;
- Job referral for specific employment opportunities; or
- Referral to training with federal partners and other state agencies.

DVOPs will conduct outreach activities with the intent of locating veterans with SBEs and providing them with appropriate individualized career services. DVOPs will seek out potential veteran clients at locations such as:

- Veterans Administration (VA) facilities
- Vocational Rehabilitation and Employment (VR&E) offices
- Regional medical centers
- VA sponsored Vet Centers
- HVRP partner offices
- Homeless shelters
- Incarcerated Veterans Transition Program (IVTP)
- Civic and service organizations
- Local Workforce Development Board (LWDB) partners
- State Vocational Rehabilitation Agencies
- Other service providers as deemed to be a probable location for veterans with SBEs

Florida will continually collect, monitor and assess the performance data of services provided to ensure that the roles and responsibilities of the DVOP are adhered to and adjust the administration of the program, as needed. This is accomplished through the Quarterly

Manager's Reports (QMRs), along with onsite office validations and desk reviews completed by the SVPC.

VETERAN READINESS AND EMPLOYMENT PROGRAM

The Veteran Readiness and Employment Program (VR&E), formerly known as the Vocational Rehabilitation and Employment Program, administered by the U.S. Department of Veterans Affairs (VA), assists veterans with service-connected disabilities by helping them prepare for, find, and keep suitable employment. Florida's DVOP staff will establish contact with these veterans and assists in any way possible to ensure positive outcomes are achieved by VR&E participants. Although nationally there has been a pause in the process in which VR&E program graduates are referred to the JVSG staff for job search assistance and other workforce development services, Florida will continue its efforts to engage VR&E program graduates to ensure their continued access to JVSG services.

ISC COORDINATOR

DVOP specialists will be designated as DEO Intensive Service Coordinators (ISCs) to work with VR&E program participants who have completed training and are now deemed job ready. These veterans will be referred to a local DVOP by the ISC and will receive individualized career services through the case management process and be offered access to applicable career center services.

LVER STAFF

The LVER will actively advocate for employment and training opportunities with business, industry, and community-based organizations on behalf of veterans consistent with VPL 03-14, 07-10 and 03-19. LVERs will be assigned duties that promote to employers, employer associations, and business groups the advantages of hiring Veterans and will be fully integrated with the BST within the career center to conduct outreach activities to these entities. As part of these assigned duties, the LVER will:

- In conjunction with employers, conduct job searches and workshops and establish job search groups to facilitate the use of the State's labor exchange system ([Employ Florida](#)) to enhance their employee search activities.
 - Form effective relationships with the business community and trade unions to enhance the availability of employment and training opportunities for veterans.
 - Encourage businesses to hire veterans and to provide (On-the-Job Training) OJT and apprenticeship programs geared to the veteran community.
 - Maintain current labor market information on trends and adjust strategies accordingly.
 - Work with training providers and credentialing bodies to promote opportunities for veterans.
 - Encourage employers in professions requiring licensure or

- certification to develop OJT and/or apprenticeship programs for veterans.
- Promote the participation of veterans in programs leading to certification or licensure.
- Advocate with training providers and credentialing agencies for recognition of equivalent military training.
- Plan and participate in job fairs to provide employment opportunities for veterans. The LVER will facilitate this by:
 - Initiating contact and developing relationships with employers, community leaders, labor unions, veterans' organizations, and training program representatives to develop their commitment to providing employment and training opportunities for veterans.
 - Maintaining current information regarding a full range of employment and training options available to veterans.
- Work with federal contractors to inform them of the process they can use to recruit and hire veterans within Employ Florida and discuss their responsibilities under the OFCCP and VEVRAA final rule to attain the appropriate percentage of veteran hires.

The result of LVER outreach to employers and the community will be an increased awareness of the benefits of hiring veterans and the capabilities of veterans. LVER staff will also promote the Hire Veterans Medallion Veterans Program (HVMP). The HIRE Vets Medallion Award is the only federal-level veterans' employment award program that recognizes a company or organization's commitment to veteran hiring, retention, and professional development.

EMPLOYER RELATIONS

The LVER will establish and maintain regular contact with employers to maximize the development of employment and training opportunities for the veteran community. This will be accomplished through the following:

- Development of an employer contact plan designed to encourage the employment of veterans using business and community organizations such as the Chamber of Commerce, human resource groups, and others as determined to be beneficial in the facilitation of hiring veterans. This can be accomplished by:
 - Personal Visits
 - Phone Calls
 - Email Contact
 - Internet connections or other means deemed effective
 - Monitoring federal contractor job listings and encouraging the hiring of veterans by federal contractors.
 - Coordinating activities with DVOP specialists, along with other career center staff and partners to promote veteran job seekers who have been deemed job ready to employers looking to match the specific skill sets of individuals to their needs

- Advocating veterans as a category of job seekers who have highly transferable skills and experience. This can be accomplished by encouraging employers to develop apprenticeship programs to increase the employment opportunities for veterans.

CAPACITY BUILDING OF OTHER SERVICE PROVIDERS

It is essential that LVERs assist other workforce development providers in increasing their ability to recognize and respond to the employment and training needs of veterans. This will be accomplished through the following activities:

- Training career center staff and service delivery system partners to enhance their knowledge of veterans' employment and training issues by:
 - Providing technical assistance to LWDB staff and managers.
 - Encouraging participation by raising the awareness of veterans in employment and training programs.

Florida fills vacant LVER positions at the recommendation of the LWDBs and the SVPC. All veterans that meet the published requirements are offered an opportunity to interview for open positions. LVER positions are filled in accordance with 38 U.S. Code § 4104.

CONSOLIDATED POSITIONS

The SVPC designates CP staff to select areas of the state in accordance with Administrative Policy 112 Jobs for Veterans' State Grant Staffing Requirements. The assignment of CPs is determined through consultation the respective LWDB and the DOL VETS State Director of Veterans Employment and Training (DVET). LWDBs will be assigned CPs when it is established that the assignment of a CP will:

- Promote a more efficient administration of services to veterans with an emphasis on services to disabled veterans.
- Have no hindrance on the provision of services to veterans and employers.
- Maximize the effectiveness of the JVSG program within the career center and local area.

Consolidated position staff perform both the role of LVER and DVOP. Consolidated Staff attend all mandated NVTI training for both LVER and DVOP within 18 months of appointment. The SVPC monitors the activities of CPs throughout the State on a quarterly basis to ensure the position is being utilized to promote a more efficient administration of services to veterans and employers.

(C) THE MANNER IN WHICH DVOP SPECIALISTS AND LVER STAFF ARE INTEGRATED INTO THE STATE'S EMPLOYMENT SERVICE DELIVERY SYSTEM OR ONE-STOP DELIVERY SYSTEM or AMERICAN JOB CENTER

DVOP AND LVER INTEGRATION

DVOPs and LVERs are fully integrated into the career center to form a comprehensive team that provides services to veterans that address their employment and training needs. All career centers (except for those located in extremely rural locations) have assigned JVSG staff allocated according to veteran population and the needs of the community. DVOPs are assigned to areas with the highest concentration of veterans, including disabled, homeless, and veterans with SBEs. LVER assignments are based on the employer population and the probabilities of economic growth in their areas. Placement of veteran staff is under constant review by the SVPC to determine if changes in staffing are warranted.

DVOP staff are integrated into the career center veteran referral process. In addition, DVOPs collaborate with career center partners to assist veterans by providing appropriate referrals and supportive services. DVOPs also participate in career center workshops and community-sponsored events organized by community-based organizations and veteran resource groups to promote the JVSG program. In addition, DVOPs work closely with VA/VR&E Program and USDOL Veterans Employment and Training Service (VETS) partners to provide services to veterans who are receiving funding from the VA/VR&E Program to gain the skills and training needed to enter the workforce. The DVOP assigned to the role of Intensive Service Coordinators facilitate this process.

The DVOPs also collaborate with the HVRP grant programs, along with local shelters, food banks, and community and faith-based organizations, to connect veterans with employers and support systems. Formerly incarcerated veterans also receive DVOP provided intensive services and support to help them integrate back into society as valued members of the community.

LVER staff market veterans to local labor markets and businesses through presentations that highlight the advantages of hiring veterans and by creating job development contacts. LVERs coordinate with career center partners to promote employer participation in veteran focused job fairs, hiring events and stand downs. This collaboration serves to connect employers and job-ready veterans made available through the efforts of the career center, to include the DVOP staff. In addition, LVERs work with all career center staff and partners to identify and build capacity to increase resources for all veterans.

SERVICE PROVIDERS

DVOPs are assigned to career centers where a full range of workforce programs are accessible to veteran job seekers. In addition to the partners located within the career center (National Council on Aging, FL Department of Veterans Affairs, Vocational Rehab, etc.), the DVOP is also tasked with developing relationships with other agencies that provide services to veterans. These may include, but are not limited to:

- Homeless Veterans' Reintegration Programs
- Employer Support of the Guard and Reserve
- Other organizations dedicated to providing employment and training services to veterans.

DVOPs will actively seek to establish partnerships in providing services to veterans with other state and federal agencies, County Veteran Service Officers (CVSOs), and community service organizations. LVERs will perform outreach to businesses, training providers, and any other entities with the ability to positively impact the employability of Veterans.

IN-DEMAND CAREERS

The LVER will work with local industry leaders to identify employment opportunities and the requisite skill sets needed for in-demand careers for their area and develop opportunities for training through programs such as OJT grants, WIOA, and other locally available programs. Additionally, the LVER will coordinate with state educational facilities to promote training programs for in-demand jobs.

PUBLIC OUTREACH TO VETERANS CONCERNING EMPLOYMENT AND TRAINING OPPORTUNITIES

In addition to the efforts of the DVOP and LVER staff, Business Service team (BST) members will promote the available services, including employment and job training opportunities, to veterans through the variety of forums in which they are involved. These can include job fairs, Chamber of Commerce meetings, Society of Human Resources Managers (SHRM) meetings, employer visits, public radio, television spots, and departmental brochures.

(D) THE INCENTIVE AWARD PROGRAM IMPLEMENTED USING A 1% GRANT ALLOCATION SET ASIDE FOR THIS PURPOSE, AS APPLICABLE

VETERANS PERFORMANCE INCENTIVE AWARD

Per [Title 38, U.S.C. Section 4102A\(c\)\(7\)](#), one percent of the JVSG allocation states receive is designated for the purposes of performance incentive awards for eligible employees and employment service offices. The incentive awards program was established to encourage the improvement and modernization of employment, training, and placement services for veterans, and recognize eligible employees and employment service offices for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

1. Indicate the total percentage of funds designated for performance incentive awards

In accordance with VPL 04-19, the State of Florida JVSG program designates one percent of the initial grant allocation for use as performance incentive awards.

2. Address the objectives to be achieved through the state's incentive awards program

The incentive awards are intended to encourage the improvement of employment, training, and placement services for veterans and recognize workforce development partners for excellence or demonstrated improvements in the provision of services to veterans.

3. Describe the planned selection and award process

LWDBs will be asked to submit written nominations and include information that demonstrates exemplary services to veterans. The nomination and selection will be completed during the 4th quarter of the fiscal year (FY). Award recipients will be selected by a review committee that is inclusive of the full spectrum of Department of Labor employment and training-related programs and non-Federal partners. This committee will review nominations and select winners based upon the general criteria of productivity and veterans' advocacy efforts. This criterion will take into consideration both objective and subjective data including outstanding outreach on behalf of veterans who have barriers to employment, promotion of employment opportunities, program improvement, and positive feedback.

4. Describe the planned disbursement of incentive award funds

Award nominations will be organized into three size categories (small, medium, and large) based upon the LWDB staff size. The Florida Department of Economic Opportunity will administer and distribute incentive award cash funds representing the total amount of designated funding to the winners in each category as identified by the review committee. Awards will be provided to winning LWDBs in each of the size categories as an office award. Per state legislation, cash awards will not be distributed to individuals. Incentive award funds are equal to one percent of the initial JVSG grant allocation each FY and will be split equally amongst each category's winner. Fiscal years' funds will be obligated and awarded prior to September 30 each year.

(E) THE POPULATIONS OF VETERANS TO BE SERVED, INCLUDING ANY ADDITIONAL POPULATIONS DESIGNATED BY THE SECRETARY AS ELIGIBLE FOR SERVICES, AND ANY ADDITIONAL POPULATIONS SPECIFICALLY TARGETED BY THE STATE WORKFORCE AGENCY FOR SERVICES FROM ONE-STOP DELIVERY SYSTEM PARTNERS (E.G., NATIVE AMERICAN VETERANS; VETERANS IN REMOTE RURAL COUNTIES OR PARISHES)

An eligible veteran or eligible spouse is determined to have a Significant Barrier to Employment (SBE) if he or she attests to belonging to at least one of the criteria's below:

- A special disabled or disabled veteran, as those terms are defined in 38 U.S.C § 4211(1) and (3); Special disabled and disabled veterans are those:
 - who are entitled to compensation (or who but for the receipt of military retired

- pay would be entitled to compensation) under laws administered by the Secretary of Veterans' Affairs; or,
- were discharged or released from active duty because of a service-connected disability
- A homeless person, as defined in Sections 103(a) and (b) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. I 1302(a), which considers homeless to be any individual or family who is fleeing, or is attempting to flee, domestic violence, dating violence, sexual assault, stalking, or other dangerous or life-threatening conditions in the individual's or family's current housing situation, including where the health and safety of children are jeopardized, and who have no other residence and lack the resources or support networks to obtain other permanent housing.
- A recently separated service member, as defined in 38 U.S.C § 4211(6), who has been unemployed for 27 or more weeks in the previous 12 months
- An offender, as defined by WIOA Section 3 (38), who is currently incarcerated or who has been released from incarceration
- A veteran lacking a high school diploma or equivalent certificate; or
- A low-income individual (as defined by WIOA Section 3 (36)).
- Veterans Ages 18 to 24
- Vietnam-era veterans

In annual appropriation bills since the Consolidated Appropriations Act of 2014, Congress authorized JVSG grants to support services as described in VPL 03-19 to:

- Eligible Transitioning members of the Armed Forces who have been identified as in need of individualized career services, per guidance issued through the most current VPL;
- Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities (MTF) or warrior transition units (WTU); and
- The spouses or other family caregivers of such wounded, ill, or injured members.

Please see question (a) that addresses the populations of Veterans to be served.