

**New York State
Jobs for Veterans State Grant (JVSG)
Program Years (PY) 2020 – 2023
State Plan**

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A. How the State Intends to Provide Employment, Training, and Job Placement Services to Veterans and Eligible Persons Under the JVSG

Employment, Training, and Job Placement Services for Veterans and Eligible Spouses

Priority of service for veterans and eligible spouses is provided in accordance with 38 USC 4215 in all workforce preparation, development or delivery of programs or services funded directly, in whole or in part, by the United States Department of Labor (USDOL).

The New York State Department of Labor (NYSDOL) has been a strong advocate of veterans' priority of service since the USDOL Employment and Training Administration (ETA) released Training and Employment Guidance Letter (TEGL) [10-09](#), "Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor (DOL)" on November 10, 2009. NYSDOL increased its focus on veterans' priority of service as a direct result of federal regulations. This increased focus includes the implementation of strategies and policies designed to ensure veterans and eligible spouses receive the highest level of quality service within the framework of priority of service.

The requirements of veterans' priority of service as promulgated in Federal regulations are communicated via statewide Workforce Development System Technical Advisory (WDS TA) [#12-12.5](#) - Implementation of Veterans' Priority of Service for Covered Persons in Qualified USDOL Job Training Programs (07/25/2019). The WDS TA provides guidance to Local Workforce Development Boards (LWDBs) and Career Centers for successfully implementing priority of service at the local level.

NYSDOL established a veterans' priority of service policy for the use of self-service resources and staff assisted services. Priority of service means that veterans and eligible spouses are given priority over non-veterans for the receipt of employment, training, and placement services provided under a qualified job training program. A veteran or an eligible spouse either receives access to a service earlier in time than a non-veteran or, if the resource is limited, the veteran or eligible spouse receives access to the jobs or training for which they are eligible and qualified instead of, or before, the non-veteran. This applies to all services, including those which are offered virtually.

For priority of service to be implemented successfully, NYSDOL recognizes that identification plays a pivotal role. Career Center staff are trained to ask about veteran and eligible spouse status at intake. If an individual self-identifies as a veteran or an eligible spouse, that individual is scheduled with the next available staff person.

In addition, New York State (NYS) designed, published, and distributed appropriate signage to all local Career Centers and affiliate service sites throughout the state. Signage is placed prominently at or near the entrance to the Career Center as well as in other strategic locations and high traffic areas throughout the Center, such as resource rooms and common waiting areas.

The NYSDOL website contains a [veterans' services](#) page with information on priority of service, specific veteran program services offered through the state's One-Stop Career Center System, a directory for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans'

Employment Representatives (LVER) staff, plus links for other veteran resources. Language alerting users to veterans' priority of service is also included in any self-registration process.

In addition to NYSDOL's website, all LWDBs are directed to ensure their websites include language advising visitors of the veterans' priority of service policy. All LWDBs must include the priority of service provision in their contract template, Requests for Proposals (RFPs), and sub-agreement language.

When a veteran or eligible spouse undergoes eligibility determination for enrollment (i.e., in Workforce Innovation and Opportunity Act (WIOA) Adult programs), staff initiate verification of veteran or eligible spouse status. At the point of eligibility determination and enrollment, if a veteran or eligible spouse does not have documentation verifying their eligibility for priority of service, they are afforded access on a priority basis to all services provided by program staff, including individualized career services, while awaiting verification.

The U.S. Secretary of Labor, through the Assistant Secretary for Veterans' Employment and Training, identified certain categories of veterans and eligible spouses most in need of individualized career services to mitigate their barriers to employment. NYSDOL provides immediate services to these individuals and any other priority groups as defined by the U.S. Secretary of Labor.

Career Center staff complete the Military Service Questionnaire (MSQ) with every customer who identifies as a veteran or eligible spouse, regardless of the service delivery program under which they are served. The MSQ is used to determine if the veteran customer is eligible to meet with a DVOP specialist. Customers are notified that the information is being requested on a voluntary basis; that it will be kept confidential; that refusal to provide it will not subject them to any adverse treatment; and that it will be used only in accordance with law.

Veteran customers collecting Unemployment Insurance (UI) benefits, who are not work search exempt, are scheduled to attend individual appointments for reemployment services. In Career Centers that have DVOP specialist coverage, and when characteristic information is available in the NYSDOL management information system indicating the veteran customer is DVOP eligible, the veteran customer is scheduled first from the UI weekly download to meet with the DVOP specialist for services.

When a veteran served under another service delivery model is assessed as DVOP eligible, staff members refer the veteran to the DVOP specialist, if that office has DVOP coverage. If the veteran is determined ineligible for DVOP services, or a Career Center does not have an available DVOP specialist, the veteran continues receiving one-on-one services from the initial Career Center staff member.

For walk-in veteran customers not collecting UI, Career Center staff use the MSQ to determine DVOP specialist eligibility. Veterans eligible for DVOP services are referred to the DVOP specialist, if that office has DVOP coverage. If the veteran is determined ineligible for DVOP services, or a Career Center DVOP specialist is not available, the veteran receives one-on-one services from Career Center staff.

[WDS-TA #08-4.2](#) - Effective Use of Initial Assessment in the Career Center System (01/29/2015), requires that all Career Center customers, including veterans, be provided an Initial Assessment.

The Initial Assessment process first identifies any individual barriers to employment. If barriers exist, the customer is determined to need Career Development Services (CDS). If no barriers exist, the customer's employment goal is evaluated. If the knowledge, skills, and abilities are deficient to meet the customer's employment goal or if the employment goal does not suit the local labor market, the customer is identified as needing CDS. If a veteran or eligible spouse is determined to be Job Search Ready (JSR), their information is provided to the LVER for advocacy and placement services.

NYS DOL regularly monitors employment, training, and job placement services to veterans and eligible spouses through monthly reports, video and phone conferences, calls with managers and supervisors, and when making on-site visits at the Career Centers. NYS DOL policy was established to ensure Career Center professional staff are proficient in accurately recording veteran and eligible spouse status in NYS's case management system, the One Stop Operating System (OSOS). If a veteran customer enters through a partner organization serving veterans, that organization can utilize OSOS to support priority of service to their veteran customer base.

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

DVOP Specialists

DVOP specialists focus on providing and facilitating individualized career services to only the populations as defined by Veterans' Program Letters (VPL) [03-14, Change 1](#), [03-14, Change 2](#) and [03-19](#). Serving a limited population allows DVOP specialists to dedicate their time to providing individualized career services to those determined to be most in need of those services.

NYS DOL provides immediate services to individuals who self-attest to belonging to one of these populations. Career Center staff have the MSQ for assistance with identifying DVOP eligible customers. Veterans recognized as DVOP eligible are referred to the DVOP specialists (when available) or another Career Center staff member for case management services.

DVOP specialists utilize the case management approach taught through the National Veterans Training Institute (NVTI) which includes an Initial Assessment, a Comprehensive Assessment, and an Individual Employment Plan (IEP). The Comprehensive Assessment includes an in-depth structured interview ascertaining any specific barriers to employment. Tools such as JobZone's Interest Inventory, Ability Profiler or Skills Profiler may also be used to help the veteran determine employment goals. Once the local labor market is reviewed and an employment goal is determined, an IEP is developed. The plan includes a long-term goal, short-term goals (if appropriate) and steps to meet the goal(s). Referral to supportive services (including needs related payments) may be necessary to assist the veteran in overcoming barriers or to utilize veteran benefits to further their education and careers.

Subsequent services are provided based upon the individual needs of the veteran customer through a customer service delivery model designed to move 100% of veterans served through the NYS One-Stop Career Center System into employment. This program increases the quality of employment related services, standardizes the delivery method, and ensures the ongoing engagement of

veterans served. Veteran customers are required to attend appointments. If they remain unemployed after the second appointment, a case conference with other NYSDOL staff members is held to determine next steps. Additionally, DVOP specialists are required to maintain open communication with veteran customers between appointments. DVOP specialists continuously provide on-going services to their customers, assisting them in meeting their career goals. All case management information is thoroughly documented in OSOS. Once a customer exits our system, follow-up services are provided for an additional 60 days to assist with the transition and to alleviate any additional barriers encountered.

LVER Staff

LVER staff members actively coordinate business outreach efforts with the NYSDOL Business Services Team. The duties assigned to LVER staff members promote to businesses, business associations, and business groups the advantages of hiring veterans. LVER staff members advocate for all veterans and eligible spouses served by the One-Stop Career Center System. They also facilitate easier access to appropriate employment and training services for their customers in their local labor market areas.

Consistent with VPL [03-14](#), LVERs participate in the following appropriate activities:

- Planning and participating in job and career fairs;
- Conducting business outreach in conjunction with businesses, conducting job searches and workshops, and establishing job search groups;
- Coordinating with unions, apprenticeship programs, and businesses or business organizations to promote and secure employment and training programs 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 businesses outreach efforts.

LVER staff members establish and maintain regular contact with their local businesses, including federal contractors. They assist in maintaining a database of federal contractors to improve the synchronization between the Business Services Teams and veteran program staff, ensuring job postings for federal contractors and veteran friendly businesses receive priority referrals.

Additionally, they record specific job orders in the OSOS case management system while matching, referring, and placing from the veteran talent pool in their local areas. When a job is not available, the LVER works with a business to develop a job that aligns with the business need as well as their available veteran talent.

LVER staff members advocate on behalf of NYS veterans and eligible spouses through presenting informational programs about their highly marketable skills and experience. They also provide information on business incentives such as the Work Opportunity Tax Credit (WOTC) and the Hire-A-Veteran Credit, both of which provide tax credits to businesses who hire eligible veterans.

Through coordination with the local Business Services Teams, they help organize and/or participate in veteran focused career fairs, hiring events, customized recruitments, and other business orientated functions including those targeted to businesses owned by veterans.

In November 2011, Governor Cuomo announced a new “Experience Counts” initiative to help ensure the valuable and specialized military experience of veterans be recognized when they transition to the civilian workforce. The NYS Department of Criminal Justice Services (DCJS), NYS Department of State (DOS), NYS Division of Veterans’ Services (DVS,) and NYSDOL worked together to help establish a program for veterans to obtain security guard licenses using their military experience. In March 2014, the overall program was expanded to cover military spouses as well as veterans. This new addition to the program allows military spouses to use licenses and training from other states to transition into several professions in NYS. The LVER staff members promote the Experience Counts program locally and work on expanding the program to include additional licenses.

The LVER staff members also represent NYSDOL at Regional Economic Development Council (REDC) meetings as members of the Veterans’ Work Group, a Governor’s initiative to “Promote Veterans Participation in the Workforce.” Members include representatives from the Region’s Veterans Service Agencies and Organizations. The REDC Veterans’ Work Group was created to promote participation by veterans in the Consolidated Funding Application (CFA) and develop strategies to encourage other potential CFA applicants to include workforce goals related to veteran’s employment. This committee also works to promote veteran’s programs to local businesses such as Experience Counts, Veterans Tax Credits, and the establishment of a 6% goal in the awarding of state contracts to service-disabled veteran-owned small businesses.

C. The Manner in which DVOP Specialists and LVER Staff are Integrated into the State’s Employment Service Delivery System or American Job Center

Program Integration and Leveraging Resources

All DVOP specialists and LVER staff are fully integrated into the NYS functionally aligned One-Stop Career Center System. All veterans are co-enrolled into the VETS, Wagner-Peyser, and WIOA Programs, and transitioning service members who seek DVOP specialist services at a federal military installation are co-enrolled in the Wagner-Peyser and VETS programs. These transitioning service members are also co-enrolled in the WIOA program if they receive additional service at a Career Center or affiliate site. LWDBs are required to develop local functional alignment and customer flow plans that incorporate Career Center staff, including JVSG-funded staff. DVOP specialists and LVER staff members are assigned to service delivery teams in a manner consistent with their federally mandated roles and responsibilities while being tailored to meet the needs of the local areas.

Veterans and eligible spouses receive priority of service by all Career Center staff, ensuring they have access to the full range of resources available within the One-Stop Career Center System. Veterans and eligible spouses who meet the DVOP services criteria are referred to a DVOP specialist or another Career Center staff member, if a DVOP is not available. JVSG-funded staff are directed from the NYSDOL state office location while supervised with coordination by Wagner-Peyser funded management staff and may be functionally supervised by other Career Center staff based upon the Local WIOA plan.

On a state level, the Veterans Program Unit is functionally aligned within the Bureau of Employment & Workforce Opportunities (BEWO), Division of Employment and Workforce Solutions (DEWS). This organizational structure eliminates silos and promotes a coordinated operational structure to offer the best possible service for our veteran customers. The NYS Veterans Program Unit coordinates with USDOL/VETS, military transition site managers, NYSDOL Career Center managers, and JVSG-funded staff members to ensure all veteran services are provided in a quality manner.

JVSG-funded staff serving veterans in locations other than Career Centers work with the staff members of the hosting agency or program to integrate the services available to our mutual veteran customers. For services provided in support of the U.S. Department of Veterans Affairs/Vocational Rehabilitation & Employment Program (VA/VR&E), a formal Memorandum of Agreement (MOA) is in place that delineates partner responsibilities and service delivery processes as well as expectations. In other instances, such as at Warrior Transition Units and Homeless Veteran Reintegration Program grantee locations, verbal agreements are in place. In all cases, frequent communication, coordination of resources, and joint issue resolution are paramount to ensuring NYSDOL provides the best possible service to these priority groups of veterans as conveyed throughout the State Plan.

NYSDOL conducts activities that promote job training and employment opportunities for veterans, working with partner agencies to leverage resources. These activities include Career Fairs, Veterans Information & Resource Fairs, Veteran Owned Business Seminars and Interagency Roundtable Events as well as services that are delivered through partner agencies at Career Centers or virtually. Furthermore, programs and workshops provided by partner locations promote the services available through NYSDOL JVSG staff members.

NYSDOL also works closely with other agencies such as the NYS Division of Veterans Services to ensure all staff serving veterans are aware of the myriad of resources available to veterans. Strategies include providing partner links on web sites and cooperative participation in informational programs targeted to veterans, eligible spouses, and veteran service providers. Career Center signage communicating Priority of Service refers customers to the NYS Division of Veterans Services website, and the NYSDOL website provides links to a variety of employment and training opportunities available to veterans including federal, state, and local jobs; apprenticeships; Vet Central; the VA Job Bank; and Feds Hire Vets. The NYSDOL Veterans Program is a primary point of contact for businesses, non-profit agencies, educational and training institutions, and other service providers interested in recruiting or serving veterans. These contacts are shared with other NYSDOL staff members to promote linkage at the local level.

LVER staff members are fully connected to the Business Services team members in their local area for the collaboration of services. They work closely in identifying opportunities for businesses to hire veterans and to market the veteran talent available. LVER staff are also involved with the other business, industry, and college partners in their Career Centers.

NYSDOL staff also promote the development of education and training opportunities for veterans within the education community through Career Center partnerships with training and educational providers. Particular emphasis is placed on training for in-demand occupations as expressed by local businesses and on educational programs offered at NYS universities and community colleges.

In all cases, services are delivered to meet the individual needs of the veteran and eligible spouse customer. Those without barriers to employment or who do not require individualized career services may choose to use a wide variety of web-based resources to meet their individual employment needs. Others who require much more support in making employment and educational/training decisions have DVOPs and other NYSDOL staff members available to assist them. NYSDOL staff are fully integrated to provide services tailored to the individual veteran including case management services, referral to training opportunities or supportive services, and job referral/placement services.

D. The Incentive Award Program Implemented Using the 1% Grant Allocation Set Aside for this Purpose

Performance Incentive Awards

NYSDOL plans to participate in the JVSG Performance Incentive Award Program on an annual basis during Program Years (PYs) 2020-2023. Revised Incentive Award plans will be submitted to USDOL/VETS after the approval of appropriate union and NYS officials. NYSDOL intends to use up to 1% of the annual JVSG allocation for Performance Incentive Awards. NYSDOL is the entity that administers the funds.

The objective of the annual JVSG Performance Incentive Award Program is to motivate all staff members in the provision of superior services to NYSDOL veteran customers throughout the One-Stop Career Center System. Individual monetary awards are allocated for a minimum of 70% of available funds and a maximum of 30% is allocated to non-monetary office awards. If the number of offices eligible for a non-monetary award is not sufficient to expend the 30% allocation, the balance is included in the monetary awards to individual staff.

Offices that demonstrated priority of services to veterans are eligible for an award. For the office to qualify for an incentive award, it must have provided an initial assessment, within the requirements of the initial assessment policy, to a higher percentage of veterans than non-veterans and have a lower percentage of unemployed veterans than non-veterans exiting from services without a successful outcome.

The individual staff awards are based upon two components; analysis of objective data and a subjective nomination. To be considered for an incentive award staff must be nominated. JVSG staff may be nominated for an award by themselves, by another staff member, and/or by supervisory staff or managers. Nominations for the individual awards are submitted to the Veterans Program Administrator.

The objective data component for the incentive award plan consists of service delivery criteria JVSG staff members are currently held accountable to. The objective component has the additional benefit of aligning the individual incentive awards with the goals associated in the tasks and standards for JVSG staff. It also adds an impartial component to the awardees scoring process, encouraging program improvement and bolstering the advantage of truly high performers.

The nominations require narrative and/or data in each of the following three categories; Service to Veterans, Service to Special Populations, and Business Outreach. Additional information and/or

requirements may be added in each category as determined by the criteria development committee.

The nominations scoring is structured in a manner similar to an RFP in that each category and subcategory has a maximum number of points associated with it, guidance on what qualifies in each category, and a scoring guide to assist in assigning points to a nomination. Nominations are blind scored by a committee to develop a score for the nomination. The objective and nomination scores are added together to obtain a total score for each nominee. There is a minimum score established to determine which nominees qualify for an award. The minimum score is established to ensure the total number of awardees does not exceed 35% of the total number of program staff at program year end. The recipients are identified prior to the end of the fiscal year. All incentive award funds are obligated by September 30th and liquidated by December 31st. During the fourth and fifth fiscal year quarters, a committee selects recipients, establishes awards, and reports the use of the Incentive Awards funds. All non-monetary office award items are shipped to the appropriate Career Center locations for distribution on/around Veterans Day, while the monetary individual awards are distributed in the staff pay checks closest to Veterans Day.

E. The Populations of Eligible 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

Targeting Services to Highest Priority Veterans

All duties assigned to DVOP specialists are performed in accordance with those prescribed by Title 38, Chapters 41 and 42. The Secretary of Labor, through the Assistant Secretary for Veterans' Employment and Training, identified certain categories of veterans most in need of individualized career services by the DVOP specialists to mitigate their barriers to employment. The Secretary established certain populations of veterans as having significant barriers to employment (SBE):

- Special disabled or disabled veterans;
- Homeless veterans;
- A recently separated service member who at any point in the previous 12 months has been unemployed for 27 or more weeks;
- A veteran-offender who is currently incarcerated or who has been released from incarceration;
- Veterans Lacking a high school diploma or high school equivalent certificate; and
- Low-income veterans.

Veterans with SBE, Vietnam-era veterans, veterans between 18-24 years of age, and any other population specified by the Secretary remain the highest priority.

NYS DOL provides immediate services to veterans and eligible spouses who attest to belonging to one of the high priority populations. Career Center staff have a self-attestation questionnaire for veteran and eligible spouse customers to complete, identifying these targeted populations. Veterans and eligible spouses recognized as DVOP eligible are referred to DVOP specialists (when

available) or to another Career Center staff member for individualized career services including an initial assessment, comprehensive assessment, and IEP.

Veterans Participating in the U.S. Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) Program

Veterans participating in the Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) Program are amongst NYSDOL's highest priority customers. In accordance with VPL [01-16](#) - The Department of Labor Veterans' Employment & Training Service and the Department of Veterans Affairs Vocational Rehabilitation and Employment Joint Partnership Modernization Project and the accompanying Technical Assistance Guide (TAG), NYSDOL has a local (state level) MOA with USDOL/VETS and the VA/VR&E Program that delineates roles and responsibilities for staff in the partner agencies. NYSDOL's primary roles are to provide labor market information to veterans who are entering a VR&E Program and to provide priority job search assistance via a case management model for those veterans completing their VR&E Program. All partner agencies are involved in a quarterly review of VR&E customers and their progress in reaching their suitable career goals. Any issues involving services, referrals, and processes are also discussed as they occur.

NYSDOL also developed a *VR&E Career Center Service Guide* to provide staff members with a standard procedure for best serving our VR&E veterans. These procedures explain the different VR&E referral types, outline case management services, and reinforce the importance of collaborating with the VA for successful outcomes. NYSDOL identified a VR&E Intensive Services Coordinator (ISC) to be a liaison between the VA and Career Center managers, and who monitors services and outcomes to veterans participating in the VR&E program. The ISC also functions as a resource for all NYSDOL staff when providing services to these veterans. All staff members provide the ISC with monthly progress reports for each VR&E referred veteran they are working with to ensure quality service. DVOP specialists and staff members are expected to provide case management services for VR&E customers, which includes labor market information, a comprehensive assessment, and an IEP based upon the employment needs of the veteran and the plan provided by the VA. In addition, DVOP specialists and staff members provide regular job search services and job referrals. LVER staff members focus on providing suitable employment opportunities for this priority group of veterans through job matching and by conducting business outreach and marketing the veterans' skills, education, experience, and other positive attributes.

DVOP specialists provide outreach services at a variety of venues to veterans that might also benefit from VR&E services, including Warriors in Transition Unit (WTU) and Homeless Veterans Reintegration Program (HVRP) grantee locations. These veterans are referred to the VA so they can access any VR&E services for which they may be eligible.

Returning Wounded or Injured Service Members

NYS is honored to provide specialized DVOP services to the soldiers assigned to the WTU at Fort Drum. These soldiers have incurred disabilities as a result of their military service and normally spend between six and twelve months assigned to the WTU while they receive medical evaluations and care. Although some of the soldiers may eventually be retained in the military, most will be discharged with a service-connected disability and need to transition to new careers.

Fort Drum

The Fiscal Year 2009 JVSG to NYS supported a Special Initiative DVOP specialist at Fort Drum. NYSDOL established an invaluable partnership with Fort Drum and intend to have a DVOP specialist stationed there through the period covered in this State Plan. Fort Drum is the largest military base in the northeast, home to 15,000 soldiers. The DVOP specialist coordinates with USDOL/VETS, the Warriors in Transition military leadership, the Soldier and Family Assistance Center (SFAC), the Army Career Alumni Program (ACAP), and other partner agencies to ensure these transitioning service members receive all the help and support needed to successfully transition to the civilian sector. DVOP specialist individualized career services include initial and comprehensive assessments and IEPs based upon the service member's interests, skills, education, abilities, and medical profile. Other services include assistance with resume preparation, federal employment applications, and interviewing skills.

The LVER staff member assigned to provide services in Jefferson County continues to organize and conduct dedicated career fairs for the soldiers assigned to Fort Drum. These career fairs provide a venue for the soldiers to explore career options and enable them to make more informed decisions as they transition to the civilian sector. The career fairs include a mix of businesses, educational institutions, and service providers. NYSDOL will continue to promote the Governor's Program to Hire Disabled Wartime Veterans (55c) and the NYS Veterans' Temporary Hiring Program at the career fairs and WTU Town Hall meetings.

Homeless Veterans

NYS has assigned a central support staff member to coordinate and monitor NYSDOL services to homeless veterans served by HVRP grantees. DVOP specialists are assigned to work with the HVRP grantees up to one day per week based upon the needs of the grantee and the veteran customers they serve. Services are tailored and may include both on-site, off-site, or virtual case management services, job search workshops, access to training opportunities or other services available through our One-Stop Career Center System. NYSDOL also participates in Employment Information Nights at some HVRP grantee locations and in Stand Down events.

Ex-offenders

Getting a job after being released from incarceration is known to be a key success factor while on parole or probation. Statistics have shown that most ex-offenders who violated parole or probation were not employed at the time of the conviction. Finding employment is an extremely important step for all ex-offenders, but there can be additional obstacles in the paths of veterans. NYSDOL established a relationship with NYS Department of Corrections and Community Supervision to inform transitioning veteran inmates about our DVOP specialists, LVER staff, and career services.

DVOP specialists and Career Center staff members provide case management services to ex-offender veterans who are currently incarcerated or who have been released from incarceration. NYSDOL encourages LVER staff members to conduct business outreach to promote the hiring of this population through the benefits of the Work for Success Program, the WOTC tax credit, and the Federal Bonding Program.

Veterans Lacking a High School Diploma or Equivalent Certificate

Operation Recognition, created by Section 305 of NYS's Education Law, recognizes the devotion and sacrifice of all veterans who left school early by presenting them with a high school diploma. All NYSDOL career center staff are informed about this program so they can refer eligible veterans.

Individualized career services are provided by DVOP specialists and Career Center staff to veterans who lack a high school diploma or equivalent certificate. Some may need assistance in identifying training centers, potential funding sources, and obtaining their credentials. Others may find that they need assistance with choosing a new career, developing a resume, and job seeking skills.

Demobilizing National Guard Members

NYSDOL developed a partnership with USDOL/VETS and the NYS National Guard to provide a variety of services to National Guard members at their Yellow Ribbon Reintegration Events held in various locations throughout the state. At pre-deployment and post-deployment events, staff provides information on NYSDOL services including job search assistance, UI benefits, the Governor's Program to Hire Veterans with Disabilities, and current veteran initiatives. DVOP specialists and staff members provide follow-up to those veterans needing individual assistance. In addition, NYSDOL provides a variety of Job Search Workshops at these events. NYSDOL plans to support all upcoming Yellow Ribbon Reintegration Events scheduled by the NYS National Guard throughout the timeframe covered in this plan.

F. How the State Implements and Monitors the Administration of Priority of Service to Covered Persons

Per Grant Officer Memorandum 01-20, a response to this section is not required.

G. How the State Provides or Intends to Provide and Measure, Through Both the DVOP and American Job Center Staff

1. Job and job training individualized career services

Per Grant Officer Memorandum 01-20, a response to this section is not required.

2. Employment placement services

Per Grant Officer Memorandum 01-20, a response to this section is not required.

3. Job-driven training and subsequent placement service program for eligible veterans and eligible persons

Per Grant Officer Memorandum 01-20, a response to this section is not required.

H. The Hire Date Along with Mandatory Training Completion Dates for All DVOP Specialists and LVER Staff

All JVSG-funded DVOP and LVER staff must be veterans and attend mandatory trainings offered by the National Veterans Training Institute (NVTI) located in Dallas, Texas under Management Concepts, Inc. These trainings must be completed within 18 months of hire. The following table provides current information through 5/22/20:

| Employee Name | Program (DVOP, LVER, or Consolidated) | Date Assigned | Completed all required training (Yes or No) |
|----------------------|--|----------------------|--|
| Alexander, Ingrid | DVOP | 03/07/19 | Yes |
| Almonte, Rapcelies | DVOP | 04/19/18 | Yes |
| America, Vicki | LVER | 07/01/04 | Yes |
| Antidormi, Michael | DVOP | 12/11/08 | Yes |
| Ashley, JoAnn | DVOP | 03/01/12 | Yes |
| Balan, Melissa | DVOP | 10/18/16 | Yes |
| Batista, Ozias | DVOP | 03/05/15 | Yes |
| Baumgardner, Matejka | DVOP | 02/16/12 | Yes |
| Bennett, Brad | DVOP | 10/30/12 | Yes |
| Bone, Ian | DVOP | 07/02/15 | Yes |
| Bragg, Stephen | LVER | 10/12/00 | Yes |
| Brennan, Matthew | LVER | 02/02/09 | Yes |
| Brown, Nicholas | DVOP | 03/10/16 | Yes |
| Burns, William | DVOP | 11/17/08 | Yes |
| Casselman, Michael | LVER | 11/15/04 | Yes |
| Caughey, Chris | LVER | 12/15/16 | Yes |
| Chapman, Precious | DVOP | 03/05/20 | No |
| Colgan, Joanna | LVER | 04/02/20 | No |
| Coomber, Michelle | DVOP | 03/01/12 | Yes |
| Culbreth, Daniel | DVOP | 04/27/15 | Yes |
| Dalton, Edward | DVOP | 08/29/13 | Yes |
| Davies, James | DVOP | 01/01/09 | Yes |
| Evangelist, Alicia | LVER | 07/11/19 | Yes |
| Everett, Kelli | DVOP | 04/10/14 | Yes |
| Farritor, Bret | DVOP | 02/19/15 | Yes |
| Flynn, Matthew | DVOP | 12/18/08 | Yes |
| Fowler, William | LVER | 11/04/10 | Yes |
| Gagne, Neil | LVER | 06/03/15 | Yes |

| | | | |
|----------------------|------|----------|-----|
| Goodnough, Bruce | DVOP | 02/26/15 | Yes |
| Grugnale, Ralph | DVOP | 10/18/09 | Yes |
| Haines, William | DVOP | 02/23/15 | Yes |
| Haley, Kimberly | DVOP | 09/10/12 | Yes |
| Himko, Edward | DVOP | 04/11/13 | Yes |
| Hogate, Gary | DVOP | 03/21/14 | Yes |
| Inampudi, Pradeep | LVER | 12/13/18 | Yes |
| Jackson, Brian | DVOP | 02/26/15 | Yes |
| Jimenez, Otilia | DVOP | 05/03/18 | Yes |
| Jolly, Giselle | DVOP | 11/20/14 | Yes |
| Kot, Michael | DVOP | 03/05/20 | No |
| Lewis, Jake | LVER | 03/10/16 | Yes |
| Lezama, Mery | DVOP | 03/02/17 | Yes |
| Maieli, Steven | DVOP | 03/01/12 | Yes |
| Mathis, Maxine | LVER | 04/09/15 | Yes |
| McRae, Len | DVOP | 09/08/16 | Yes |
| Melia, Kevin | LVER | 04/06/09 | Yes |
| Murphy, Shawn | DVOP | 05/03/18 | Yes |
| Nava, Gabriel | LVER | 03/24/16 | Yes |
| Ober, Elizabeth | LVER | 07/28/16 | Yes |
| O'Shaughnessy, John | LVER | 10/08/92 | Yes |
| Padilla-Hansen, Lisa | LVER | 04/30/09 | Yes |
| Paftinos, Peter | LVER | 12/12/97 | Yes |
| Ramos, Roberto | DVOP | 07/25/19 | No |
| Roach, George | DVOP | 02/23/17 | Yes |
| Ruggiero, Anthony | DVOP | 06/22/09 | Yes |
| Sangalli, Paul | DVOP | 09/27/12 | Yes |
| Seck, Manny | DVOP | 03/02/15 | Yes |
| Shay, William | LVER | 03/10/16 | Yes |
| Sheehan, Matthew | DVOP | 10/25/10 | Yes |
| Spencer, Evette | DVOP | 11/06/14 | Yes |
| Torres, Christopher | DVOP | 04/04/19 | Yes |
| Turner, Ralph | LVER | 01/12/17 | Yes |
| Vargas, Jimmy | DVOP | 03/10/14 | Yes |
| Vaughan, Frank | LVER | 02/26/15 | Yes |
| Wallace, Walter | LVER | 02/09/17 | Yes |
| Warner, Scott | DVOP | 02/23/15 | Yes |
| White, Iziah | DVOP | 09/22/16 | Yes |

I. Such Additional Information as the Secretary May Require

Per Grant Officer Memorandum 01-20, a response to this section is not required.