



# **Unified Strategic Workforce Development Plan**

## **Program Specific Requirements for Jobs for Veterans State Grant Program**

**2020-2023**

IN FULFILLMENT OF THE REQUIREMENTS OF THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
PUBLIC LAW 113-128

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## **Program Specific Requirements for Jobs for Veterans State Grant Program**

The Jobs for Veterans State Grant (JVSG) is a mandatory, formula-based staffing grant. The JVSG is funded annually in accordance with a funding formula defined in Title 38 United States Code (U.S.C.) Section 4102A (c)(2)(B) that operates on a Fiscal Year (FY) basis, however, performance metrics are collected and reported (VETS-200 Series Reports) quarterly (using four “rolling quarters”) on a Program Year (PY) basis (as with the ETA-9002 Series). Currently, JVSG operates on a five-year (FY 2015-2019), multi-year grant approval cycle modified and funded annually.

In accordance with Title 38 U.S.C. Sections 4102A(b)(5) and 4102A(c), the Assistant Secretary for Veterans' Employment and Training makes grant funds available for use in each State to support Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff. As a condition of funding, Title 38 U.S.C. Section 4102A(c)(2) requires states to submit an application for the grant that contains a State Plan narrative which includes the following information.

### **Employment, Training, and Job Placement**

*How the State intends to provide employment, training and job placement services to veterans and eligible persons under the JVSG.*

The JVSG program, in and of itself, does not constitute the entirety of California’s veterans’ services. Rather, the program is a partner within California’s workforce development system. The JVSG is required by law to provide services to veterans and other eligible persons. The JVSG-funded DVOPs and LVERs fill a particular role in the overall program of services to veterans and other eligible persons. The DVOPs and LVERs are dedicated to their primary statutory responsibilities as defined by Veterans’ Program Letters (VPL). The DVOPs focus on providing Basic and Individualized Career Services through case management to veterans with significant barriers to employment (SBE) and other eligible persons. The LVERs are available to provide technical assistance to AJCC staff about the importance of connecting veterans with services within the AJCC and maintaining compliance with federal priority of service requirements.

In addition, JVSG staff collaborates with their local office and community partners in order to provide the additional services needed for the veteran community to obtain meaningful and successful careers.

## **DVOP Specialists and LVER Staff**

*The duties assigned to DVOP specialist and LVER staff by the State; specifically implementing DVOP and LVER duties or roles and responsibilities as outlined in Title 38 U.S.C. duties assigned to DVOP specialist and LVER staff by the State; specifically implementing DVOP and LVER duties or roles and responsibilities as outline in Title 38 U.S.C. Sections 4103A and 4104.*

In accordance with Title 38 U.S.C. Section 4103(a), DVOPs provide intensive services to eligible veterans and eligible persons to meet their employment needs, prioritizing services to disabled and special disabled veterans, as defined by Title 38 U.S.C. Section 4211, and to other eligible veterans in accordance with priorities determined by the Secretary. The statute also requires that DVOPs place maximum emphasis on assisting veterans who are economically or educationally disadvantaged. California's goals align with that of the U.S. Department of Labor's Veterans Employment and Training Service (DOL VETS) to provide meaningful services that promote successful careers for eligible veterans and eligible persons. In particular, DVOPs provide employment assistance through Basic and Individualized Career Services in a case management service delivery strategy including, at minimum, an objective assessment to veterans identified with an SBE, including disabled and special disabled veterans. In addition, DVOPs work on relationship building to locate veterans for Individualized Career Services and labor market services through the Vocational Rehabilitation and Employment (VR&E) (i.e. Chapter 31 and Homeless Veterans Reintegration Program [HVRP]). When deemed necessary, DVOPs follow specific processes to conduct outreach and recruitment activities with other service providers within the Local Workforce Development Area (Local Area). In accordance with Title 38 U.S.C. Section 4104(b), LVERs conduct outreach to employers in the Local Area and facilitate employment, training, and placement services within the AJCC system.

Employer outreach activities may include, but are not limited to:

- Coordinating and sharing information at job fairs between employers and veterans and other eligible persons leading to gainful employment.
- Networking with local trade unions, apprenticeship programs, educational facilities, local workforce partners, and the business community to promote opportunities for veterans and other eligible persons.
- Networking with veteran service and community based organizations, employers, and partners to promote the hiring of veterans and other eligible persons.

*The manner in which DVOP specialists and LVER staff are integrated into the State's employment service delivery system or one-stop delivery system partner network.*

The DVOPs are integrated into the AJCC veteran referral process during intake. In addition, DVOPs collaborate with AJCC partners to assist veterans with the appropriate referrals and supportive services. The DVOPs also participate in AJCC sponsored workshops and community sponsored events organized by state agencies, community based organizations and veteran resource groups to promote the JVSG program. In addition, DVOPs work closely with VA/VR&E Program and the DOL VETS 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 in new occupational fields. 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 receive individualized career services and support, either through the DVOP, Department of Corrections and Rehabilitation, or local jails, to help them integrate back into society as valued members of the community.

The LVERs market veterans to local labor markets and employers through group presentations that highlight the advantages of hiring veterans and create job development contacts. The services of LVERs and AJCCs are delivered through Job Fairs that are veteran focused hiring events and Stand Downs. This collaboration serves to attract veterans and employers in need of services by either the LVER or DVOP. In addition, LVERs work with all AJCC staff and partners to identify and build capacity to increase resources for all veterans.

*The Incentive Award program implemented using the 1% grant allocation set aside for this purpose, as applicable.*

The Employment Development Department (EDD) does not participate in the Incentive Awards Program under the JVSG. Current state laws prohibit this type of payment to state employees.

### **Populations Served**

*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 systems partners (e.g. Native American veterans; veterans in remote rural counties or parishes).*

All duties assigned to DVOPs are performed in accordance with those prescribed by Title 38, Chapters 41 and 42. DVOPs assist disabled veterans as a priority group in addition to veterans and other eligible persons with SBEs who require individualized career services as outlined in the current VPL. The DVOPs assigned to the VR&E program work closely with U.S. Department of Veterans Affairs (VA) staff to provide career guidance and pre-rehab plan assessment

information. This collaboration is in accordance with the processes outlined in the most recent VPL - National Implementation of the Department of Veterans Affairs Vocational Rehabilitation and Employment and Veterans' Employment and Training Service Partnership Project. The population served by DVOPs includes any veteran ages 18 - 24 or any other population specified by the Assistant Secretary.

### **Priority of Service**

*How the state implements and monitors the administration of priority of service to covered persons.*

Priority of service for veterans and eligible spouses is specified in the most recent joint Training and Employment Guidance Letters (TEGL) and VPL, and Workforce Services Directive ([WSD 19-04](#)) Priority of Service for Veterans and Eligible Spouses. The directive provides guidance and establishes the procedures regarding the priority of service requirement for veterans and their eligible spouses for DOL funded programs and services.

The EDD continues to provide veteran and eligible spouse priority over non-veterans to maximize their participation in employment and training opportunities. As a workforce system, each office develops and communicates internal policy and procedures to ensure priority of service is delivered through identification at the point of entry. Clients entering AJCCs will see veteran signage and will be asked about their veteran status. In addition, the veteran will be given information about priority of service.

### **One-Stop Delivery System Partner Staff**

*How the State provides or intends to provide and measure, through both the DVOP and one-stop delivery system partner staff:*

#### (1) Job and training individualized career services

The DVOPs are integrated into the AJCC service delivery model. In this model, veterans are initially identified through self-attestation during registration for services. On a priority of service basis, an AJCC staff member determines the eligible person's purpose for registering. Once the veteran or other eligible person is identified, the Veteran Service Navigator conducts an initial assessment. This initial assessment uses a customized intake questionnaire to help determine if the veteran or other eligible person has an SBE or if they are a member of another special priority group. If a determination is made that the client is a veteran with a SBE or meets other special criteria, they are referred to the DVOP specialist for further assessment and Individualized Career Services. Those veterans determined not to possess a SBE are provided career services and training as needed by the AJCC staff on a priority of service basis.

The state will measure the performance of DVOPs utilizing statistical data available in the CalJOBS<sup>SM</sup> system and by using federal reports. Specifically, the state will monitor Individualized Career Services provided to individuals by a DVOP. In addition to these performance measures, the state will monitor additional DVOP performance measures required under WIOA and in accordance with DOL VETS guidance.

## (2) Employment placement services

If it is determined that a veteran or eligible person is “job ready,” the veteran will be referred to a LVER, business services representative, or AJCC staff to receive employment placement services. Employment placement services may include case conferencing, job development contacts, direct referral to an employer through the CalJOBS<sup>SM</sup> system, referral to attend an employer job fair, direct referral to the employer’s website, or any other means of connecting the veteran with an employer.

The state will measure the performance of LVER staff by utilizing statistical data available in the CalJOBS<sup>SM</sup> system and by using federal reports in regards to employment rates of veterans. In addition to these performance measures, the state will monitor additional LVER employment services to employers and any new measures implemented through DOL VETS guidance.

## (3) Job-driven training and subsequent placement service program

*For eligible veterans and eligible persons.*

If it is determined that a veteran or eligible person is primarily in need of job-driven training and subsequent placement services, the DVOP will include those services in the individual’s Individual Employment Plan and then directly refer them to AJCC partner program staff. The AJCC partner program staff will then determine program eligibility and complete the enrollment process with the individual on a priority of service basis.

*The hire date along with mandatory training completion dates for all DVOP specialist and LVER staff.*

The EDD developed a statewide standardized tracking mechanism to ensure accurate reporting and monitoring of JVSG-funded staff. The Veterans Program Staff Action Request (VSPAR) process captures those activities (new hires, vacancies, and changes), which includes a review and approval process.

All JVSG-funded DVOP, LVER, and consolidate veterans’ representative (CVR) staff must be veterans and attend a mandated training offered by the National Veterans Training Institute (NVTI) located in Dallas, Texas under Management Concepts, Inc. This training must be completed within 18 months of starting their duties as a DVOP, LVER, or CVR.

Full Name	Position	Hire Date	NVTI Training Completion Date
Jane Davis	DVOP	1/1/2012	4/26/2019
Robert McCockran	DVOP	5/1/2015	12/18/2015
Ivan Roena	LVER	9/5/2013	4/19/2019
Robert Grimes	DVOP	4/9/2014	10/31/2014
Dennis Pearson	LVER	2/1/2011	8/12/2016
Arthur John Plane	DVOP	9/5/2012	4/19/2013
Sadie Robinson-Burdine	DVOP	5/2/2016	12/9/2016
Robert Weil	DVOP	9/4/2012	4/26/2019
Billy Thomas	LVER	8/2/2016	5/26/2017
David Gomez	DVOP	5/1/2014	6/12/2015
Gregory Morales	DVOP	3/15/2013	6/14/2019
Jeanette Costa	DVOP	6/1/2016	2/17/2017
John Borelli	DVOP	6/1/2013	12/13/2013
Charles Tate	DVOP	6/1/2017	-
Craig Grays	DVOP	3/13/2017	11/3/2017
Michael Small	DVOP	8/10/2016	7/28/2017
Cesar Serrano-Tovar	DVOP	11/30/2018	4/26/2019
Anthony Altemoos	LVER	2/7/2019	4/19/2019
Rian Watts	DVOP	1/11/2017	1/17/2014
Andrew Herrera	DVOP	3/9/2017	11/3/2017
Jimmie Blanton	LVER	6/1/2017	8/11/2017
Ave-Marie Jones-Mooring	DVOP	10/7/2013	4/15/2014
Joseph Snell	DVOP	1/3/2006	4/26/2019
Shawn Hansen	DVOP	2/25/2019	4/26/2019
Robert Koockogey	LVER	7/8/2019	-
Thomas Johnson	DVOP	1/31/2014	9/19/2014
Richard Partridge	DVOP	10/1/2014	6/19/2015
Logan J. Mook	LVER	1/3/2017	8/11/2017
Jonathan Plank	CVR	5/31/2018	4/19/2019
Trae "Mosies" Garza	CVR	5/31/2018	4/27/2018
Christopher Taliaferro	CVR	5/31/2018	4/19/2019
Riando "Tony" Penn	DVOP	5/18/2011	9/28/2012
Anthony Rivera	DVOP	12/8/2014	7/29/2016
Charles Sandoval	DVOP	8/1/2019	-
Jenny Easterling	LVER	2/17/2019	5/19/2017
Johnnie Stanton	DVOP	8/22/2016	10/28/2016
Jose Hernandez	LVER	10/31/2019	-
Thomas Sturgis	DVOP	6/24/2013	5/2/2014
Joseph Carlotti	LVER	10/12/2009	4/19/2019

Full Name	Position	Hire Date	NVTI Training Completion Date
Selina Lee	DVOP	7/1/2019	-
Vanessa Lopez	LVER	9/19/2016	3/31/2017
Leonard Johnson	DVOP	1/31/2013	11/22/2013
Ryan McLaughlin	DVOP	6/2/2014	6/19/2015
Marshaun Robinson	DVOP	9/1/2016	9/29/2017
Ronald Gomez-Hernandez	DVOP	7/1/2015	3/18/2016
Leandro Macias	DVOP	1/1/2012	9/28/2012
Rodrigo Garibay	LVER	3/1/2013	4/19/2019
Charles Carter	DVOP	3/1/2013	2/14/2014
Emmanuel P. Eyo	DVOP	8/2/2017	2/1/2019
Ted Tenorio	DVOP	6/2/2004	4/26/2019
Ronald Warren	DVOP	2/1/2010	11/18/2011
Jacob Retz	DVOP	5/12/2017	6/29/2018
Manuel Palacio	DVOP	6/22/2004	4/26/2019
Fernando Pimentel	DVOP	5/31/2012	4/12/2013
Raymond Creech	LVER	1/1/2017	6/16/2017
Alan McKean	DVOP	6/27/2016	4/27/2017
Frank Campo	LVER	2/1/2011	4/19/2019
Ryan Barney	DVOP	4/4/2016	4/26/2019
Gwendolyn Thornton	DVOP	10/11/2017	4/26/2019
Jonishia Jones	LVER	12/3/2018	4/19/2019
H.W. Joiner	DVOP	12/17/2014	6/19/2015
Dimetrios Vandiegriff	LVER	3/18/2019	-
Nicholas Hopkins	DVOP	3/15/2018	4/26/2019
David Navarrete	LVER	11/12/2013	6/5/2015
Jacqueline James	DVOP	1/19/2017	9/27/2017
Roxanne Gomez	LVER	7/1/2012	4/19/2019
Christopher Richburg	DVOP	1/31/2018	4/26/2019
Lawrence Hamilton	DVOP	7/1/2019	-
Dadisi Elliott	LVER	3/14/2019	5/24/2019
Anthony Angel	DVOP	1/1/2012	2/17/2012
Herbert C. Householder	DVOP	1/7/2013	8/16/2013
Steven Main	DVOP	1/31/2013	1/17/2014
Jorge Mc Call	DVOP	10/1/2007	3/28/2003
Sam McMakin	DVOP	4/1/2015	12/11/2015
Carl Reed	DVOP	1/1/2012	9/28/2012
Hidejiro Hiratsuka	LVER	10/20/2008	4/19/2019
Luis Urgiles	LVER	12/12/2014	9/4/2015
Andres Mendoza	DVOP	6/19/2017	4/26/2019

Full Name	Position	Hire Date	NVTI Training Completion Date
Clint Miller	LVER	6/28/2011	4/19/2019
Nellie Fowler	DVOP	11/2/2010	3/16/2012
Stephen Springer	DVOP	9/26/2011	9/16/2011
Kim Sykes	DVOP	3/1/2011	9/16/2011
Kendall Tidwell	DVOP	2/2/2015	1/15/2016
NgocChau Vuong	DVOP	6/1/2015	3/18/2016
Frank Fletcher	LVER	11/18/2012	4/19/2019
Christopher Wolff	DVOP	6/15/2018	5/28/2010
Jeremy Tom	LVER	11/14/2016	5/19/2017
Aldo Arrunategui	LVER	8/22/2017	2/1/2019
Carleton Bradley	CVR	5/14/2018	2/1/2019
David Garcia	DVOP	11/1/2007	4/26/2019
Jessica Rangel	DVOP	11/1/2014	9/18/2015
Kyle Pennington	LVER	11/13/2018	4/19/2019
Richard Baca	DVOP	8/16/2016	9/1/2017
Jaypee Simpliciano	DVOP	7/8/2019	-
Juan Vasquez	LVER	2/1/2012	8/17/2012
George Haith	LVER	1/1/2013	4/19/2019
Darryl Burgess	DVOP	12/13/2010	9/30/2011
Antonio Escomiendo	DVOP	1/1/2013	4/12/2013
Steven Segobiano	DVOP	6/1/2016	10/21/2016
Stephen Lindsey	LVER	5/1/2014	4/19/2019
Kevin Hansen	DVOP	7/1/2014	6/19/2015
Christopher Harris	DVOP	2/9/2010	4/26/2019
Ricardo "Rick" Hernandez	DVOP	10/27/2014	6/19/2015
Michael Hines	DVOP	11/24/2014	6/19/2015
Andres Massol	DVOP	5/8/2017	4/20/2018
Albert Butler	LVER	9/23/2019	-
David Patton	DVOP	9/22/2009	12/17/2010
Marco Quinones	DVOP	5/1/2019	-
Andrew Weatherspoon	LVER	1/1/2013	2/1/2019
Sergio De La Garza	LVER	5/31/2019	-
Wendell Crawford	DVOP	2/11/2013	1/17/2014
Jason Gilbert	DVOP	1/1/2012	9/28/2012
Richard Rocha	DVOP	7/1/2016	8/11/2017
Robert Ruiz	DVOP	1/31/2013	12/16/2011
Randy Sandusky	DVOP	9/8/2009	2/17/2012
Fredrick Staehle	DVOP	2/26/2013	12/6/2013
Lance Sayavong	LVER	10/2/2012	4/19/2019

Full Name	Position	Hire Date	NVTI Training Completion Date
Samuel Duran	DVOP	6/24/2019	9/23/2011
Felicia Tisdale	LVER	2/1/2018	3/3/2017
Michael Ashby	LVER	12/1/2016	6/29/2018
Ashley Hightree	LVER	7/3/2017	12/14/2018
Lenis McCalister	LVER	9/11/2017	6/5/2015
Adrian Morado	LVER	11/30/2015	12/2/2016
Ivan Gallardo	LVER	3/14/2019	-
Gabriela Bristow	LVER	1/19/2016	2/10/2017

**Additional Information for Secretary**

No additional information provided.