

Program-Specific Requirements for Wagner-Peyser Program (Employment Services)

All program-specific requirements provided for the Workforce Innovation Opportunity Act (WIOA) core programs in this section must be addressed for either a Unified or Combined State Plan.

C. JOBS FOR VETERANS STATE GRANTS

(OMB Control Number: 1225-0086)

The Jobs for Veterans' State Grant (JVSG) is a mandatory, formula-based staffing grant provided to each State (including DC, PR, VI, and Guam). The JVSG is funded annually in accordance with a funding formula defined in the Title 38 United States Code (U.S.C.) 4102A (c) (2) (B) and regulation and operates on the federal fiscal year (not program year) basis. However, performance metrics are collected and reported quarterly on a Program Year basis (as with the ETA-9002 Series). Currently, VETS JVSG operates on a multi-year grant approval 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 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 to receive funding, 38 U.S.C. § 4102A(c) (2) requires States to submit an application for a grant that contains a State Plan narrative, which includes:

(a) How the State intends to provide employment, training, and job placement services to veterans and eligible persons under the JVSG;

The JVSG, in and of itself, does not constitute the California's Veterans Program, but rather is a partner within California's workforce development system. The JVSG is required by law to provide services to veterans and other eligible persons. 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. LVERs coordinate with local business service teams and members of the community to advocate employers on behalf of veterans and to develop job opportunities specifically for veterans. LVERs train all America's Job Center of CaliforniaSM (AJCC) staff to network for veterans and comply with a priority of service requirements. In addition, JVSG staff collaborate with their local office and community partners to provide additional services needed for the veteran community to obtain meaningful and successful careers.

Note: In accordance with Federal, State and local public health measures enacted during the pandemic, DVOP and LVER services have been provided remotely via email, telephone and teleconferencing to maintain the health of Employment Development Department (EDD) JVSG

staff, veterans, and eligible persons, through social distancing. California's AJCCs will open when State and local health officials allow, following local measures applicable to the AJCCs location.

Due to the need to adapt to a hybrid model to serve our customers, California will continue with this hybrid model to serve veterans and other eligible persons. DVOP and LVER staff will continue to work from local AJCC offices and remotely via telephone, teleconferencing, and email, post-pandemic.

(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;

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 service to special disabled and other 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 U.S. Department of Veterans Affairs' Vocational Rehabilitation and Employment (VA/VR&E) program, 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 area. In accordance with Title 38 U.S.C. Section 4104(b), LVERs conduct outreach to employers in the area and facilitate employment, training, and placement services within the AJCC system, including employment services. 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.

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Due to the need to adapt to a hybrid model to serve our customers, California will continue to use this hybrid model to serve veterans and other eligible persons. DVOP and LVER staff will continue to work from local AJCC offices and remotely via telephone, teleconferencing, and email, post-pandemic.

(c) The manner in which DVOP specialists and LVER staff are integrated into the State's employment service delivery system or American Job Center;

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. DVOPs also participate in AJCC sponsored workshops and community-sponsored events such as Honor a Hero, Hire a Vet, Stand Downs, and other 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 the DOL VETS to provide services to veterans who are receiving funding from the VA/VR&E Program to gain 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. 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. Ex-offender veterans released in the last 12 months (as detailed in current VPL) receive intensive services and support, either through the DVOP, Department of Corrections, or local jails, to help them integrate back into society as valued members of the community. LVERs market veterans to local labor markets and employers through group presentations highlighting the advantages of hiring veterans or to create job development contacts. The service delivery of LVERs and AJCCs are through Job Fairs that are veteran-focused hiring events and Stand Downs. This collaboration is 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 additional resources for all veterans.

Note: In accordance with Federal, State, and local public health measures enacted during the pandemic, DVOP and LVER services have been provided remotely via email, telephone, and teleconferencing to maintain the health of EDD JVSG staff, veterans, and eligible persons, through social distancing. California's AJCCs will open when State and local health officials allow, following local measures applicable to the AJCCs location.

Due to the need to adapt to a hybrid model to serve our customers, California will continue with this hybrid model to serve veterans and other eligible persons. DVOP and LVER staff will

continue to work from local AJCC offices and remotely via telephone, teleconferencing, and email, post-pandemic.

(d) The Incentive Award program implemented using the 1% grant allocation set aside for this purpose, as applicable;

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

(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 (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 U.S.C. 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 current VPL. The DVOPs assigned to the VR&E program work closely with 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.

(f) 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 the EDD's Workforce Services Directive WSD19-04 – Priority of Service for Veterans and Eligible Spouses. This 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 visible veteran signage and will be asked about their veteran status. In addition, the veteran will be given information about the priority of service.

(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, (2) employment placement services, and (3) job-driven training and subsequent placement service program for eligible veterans and eligible persons;

(1) Job and job training individualized career services,

DVOPs are integrated into the AJCC service delivery model. In this model, veterans are initially identified through self-attestation during registration for service. 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 may be a member of another special priority group. If a determination is made that the client is a veteran with a SBE or 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 CalJOBSSM system and 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, and

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 CalJOBSSM 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 CalJOBSSM system and by using federal reports in regards to the 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.

(h) The hire date along with mandatory training completion dates for all DVOP specialists 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 process captures those activities (new hires, vacancies, and changes), which includes a review and approval process. All JVSG-funded staff DVOP, LVER, and CVR staff must be veterans and attend mandated training offered by the National Veterans Training Institute located in Dallas, Texas, under Management Concepts, Inc. This training must be completed within 18 months of starting their duties as a DVOP or LVER.

Employee Name	Program (DVOP, LVER, or Consolidated)	Date Assigned	Completed all required training (Yes or No)
Kareem Hazard	DVOP	7/31/2020	No
Robert McCockran	DVOP	5/1/2015	Yes
Ivan Roena	LVER	9/5/2013	Yes
Robert Grimes	DVOP	4/9/2014	Yes
Dennis Pearson	LVER	2/1/2011	Yes
Arthur John Plane	DVOP	9/5/2012	Yes
Sadie Robinson-Burdine	DVOP	5/2/2016	Yes
Virginia Corry	DVOP	7/31/2020	No
Billy Thomas	LVER	8/2/2016	Yes
David Gomez	DVOP	5/1/2014	Yes
Richard Thornhill	DVOP	10/1/2021	No
Jeanette Sanchez	DVOP	6/1/2016	Yes
John Borelli	DVOP	6/1/2013	Yes
Charles Tate	DVOP	10/1/2019	No
Craig Grays	DVOP	3/13/2017	Yes
Christopher Crisostomo	DVOP	1/1/2021	No
Joseph Erby	LVER	8/10/2021	No
Michael Small	DVOP	8/10/2016	Yes
Cesar Serrano-Tovar	DVOP	11/30/2018	Yes
Carlos Ramirez-Quintero	DVOP	6/1/2021	No
Rian Watts	DVOP	1/11/2017	Yes
Andrew Herrera	DVOP	3/9/2017	Yes
Jimmie Blanton	LVER	6/1/2017	Yes
Felicia Romo	LVER	3/16/2020	No
Joseph Snell	DVOP	1/3/2006	Yes
Shawn Hansen	DVOP	2/25/2019	Yes
Reginald Treymayne Thompson	DVOP	9/1/2020	No
Thomas Johnson	DVOP	1/31/2014	Yes
Richard Partridge	DVOP	10/1/2014	Yes
Logan J. Mook	LVER	1/3/2017	Yes

Employee Name	Program (DVOP, LVER, or Consolidated)	Date Assigned	Completed all required training (Yes or No)
Jonathan Plank	CVR	5/31/2018	Yes
Trae "Mosies" Garza	CVR	5/31/2018	Yes
Christopher Taliaferro	CVR	5/31/2018	Yes
Ryan De La Rosa	DVOP	4/12/2021	No
Charles Tate	LVER	3/2/2020	No
Charles Sandoval	DVOP	8/1/2019	No
Jenny Easterling	LVER	2/17/2019	Yes
Johnnie Stanton	DVOP	8/22/2016	Yes
Denise Hernandez	DVOP	2/1/2021	No
Jose Hernandez	LVER	10/31/2019	No
Andrew Macy	DVOP	12/2/2019	No
Luis Lujan	DVOP	6/16/2021	No
Shannon Gaytan	DVOP	11/2/2020	No
Joseph Carlotti	LVER	10/12/2009	Yes
Selina Lee	DVOP	7/1/2019	No
Vanessa Lopez	LVER	9/19/2016	Yes
Leonard Johnson	DVOP	1/31/2013	Yes
Ezequiel Ramos	DVOP	2/1/2021	No
Marshaun Robinson	DVOP	9/1/2016	Yes
Christopher Akizuki	LVER	8/23/2021	No
Leandro Macias	DVOP	1/1/2012	Yes
Rodrigo Garibay	LVER	3/1/2013	Yes
Christopher Richburg	DVOP	2/1/2021	No
Emmanuel P. Eyo	DVOP	8/2/2017	Yes
Jesse Tobar	DVOP	8/2/2021	No
David Uyematsu	DVOP	3/2/2020	No
Mark Gray	DVOP	8/2/2021	No
Amalia Vradenburg	DVOP	1/4/2021	No
Fernando Pimentel	DVOP	5/31/2012	Yes
Raymond Creech	LVER	1/1/2017	Yes
Alan McKean	DVOP	6/27/2016	Yes
Apolonia Mejia-Rigsby	LVER	4/12/2021	No
Mari Payano	DVOP	2/1/2021	No
Gwendolyn Thornton	DVOP	10/11/2017	Yes
Ghukas Vardanyan	LVER	5/10/2021	No
H.W. Joiner	DVOP	12/17/2014	Yes
Dimetrios Vandiegriff	LVER	3/18/2019	No

Employee Name	Program (DVOP, LVER, or Consolidated)	Date Assigned	Completed all required training (Yes or No)
Lawrence Hamilton	DVOP	7/1/2019	No
David Navarrete	LVER	11/12/2013	Yes
Jacqueline James	DVOP	1/19/2017	Yes
Roxanne Gomez	LVER	7/1/2012	Yes
Mark Anthony Suarez	DVOP	4/2/2021	No
Dana Burks	DVOP	1/2/2020	No
Angie Lopez-Silva	DVOP	1/4/2021	No
Doyle San Nicolas	DVOP	1/31/2020	No
Dadisi Elliott	LVER	3/14/2019	Yes
Terrence Banks	LVER	10/19/2020	No
Herbert C. Householder	DVOP	1/7/2013	Yes
Steven Main	DVOP	1/31/2013	Yes
Jorge Mc Call	DVOP	10/1/2007	Yes
Sam McMakin	DVOP	4/1/2015	Yes
Carl Reed	DVOP	1/1/2012	Yes
David Spero	DVOP	7/7/2020	No
Hunter Miller	DVOP	3/2/2021	No
James Suess	DVOP	12/2/2020	No
Clint Miller	LVER	6/28/2011	Yes
Nellie Fowler	DVOP	11/2/2010	Yes
Stephen Springer	DVOP	9/26/2011	Yes
Kim Sykes	DVOP	3/1/2011	Yes
Jeremy DeVault	DVOP	2/16/2021	No
NgocChau Cagle	DVOP	6/1/2015	Yes
Jose Ricardo Zepeda	DVOP	3/15/2021	No
Scott Kilgore	DVOP	3/24/2020	No
Trevor Gordon	LVER	12/2/2020	No
Aldo Arrunategui	LVER	8/22/2017	Yes
Carleton Bradley	CVR	5/14/2018	Yes
David Garcia	DVOP	11/1/2007	Yes
Jessica Rangel	DVOP	11/1/2014	Yes
Kyle Pennington	LVER	11/13/2018	Yes
Richard Baca	DVOP	8/16/2016	Yes
Melody Friedman	DVOP	12/2/2020	No
Dietrick Lamade	DVOP	6/1/2021	No
George Haith	LVER	1/1/2013	Yes
Darryl Burgess	DVOP	12/13/2010	Yes

Employee Name	Program (DVOP, LVER, or Consolidated)	Date Assigned	Completed all required training (Yes or No)
Antonio Escomiendo	DVOP	1/1/2013	Yes
Steven Segobiano	DVOP	6/1/2016	Yes
Stephen Lindsey	LVER	5/1/2014	Yes
Kevin Hansen	DVOP	7/1/2014	Yes
Christopher Harris	DVOP	2/9/2010	Yes
Ricardo "Rick" Hernandez	DVOP	10/27/2014	Yes
Arnold Cantong	DVOP	10/4/2021	No
Andres Massol	DVOP	5/8/2017	Yes
Miguel Gutierrez	DVOP	2/10/2021	No
David Patton	DVOP	9/22/2009	Yes
Andrew Weatherspoon	LVER	1/1/2013	Yes
Wendell Crawford	DVOP	2/11/2013	Yes
Jason Gilbert	DVOP	1/1/2012	Yes
Robert Ruiz	DVOP	1/31/2013	Yes
Randy Sandusky	DVOP	9/8/2009	Yes
Fredrick Staehle	DVOP	2/26/2013	Yes
Lance Sayavong	LVER	5/3/2021	Yes
Samuel Duran	DVOP	6/24/2019	Yes
Felicia Tisdale	LVER	2/1/2018	Yes
Michael Ashby	LVER	12/1/2016	Yes
Joe Engle	LVER	7/19/2021	No
Lenis McCalister	LVER	9/11/2017	Yes
James Herrera	LVER	8/2/2021	No
Ivan Gallardo	LVER	3/14/2019	Yes

And,

(i) Such additional information as the Secretary may require.

No additional information provided.