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DEPARTMENT OF LABOR AND EMPLOYMENT

WORKFORCE DEVELOPMENT PROGRAMS

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Category: Veterans
Subject#: Colorado Negotiated Goals for Services to Veterans for Program Year 2011
Source: United State Department of Labor Veterans Employment and Training Service (U.S. DOL/VETS)
Revise/Replace: PGL 10-13-V
Contact: Elaine Edon, State Veterans Program Coordinator
Distribution: Managers, Employment & Training Staff, Workforce Region Directors
Colorado One-Stop System Policy Guidance Letter: 11-18-V
Date: December 29, 2011

I. REFERENCE(S):

United States Code Title 38, Public Law 107-288; Jobs for Veterans Act; Veterans Program Letter (VPL) 08-10, Colorado Negotiated Goals for Services to Veteran's for PY 2011; US Government Accountability Office Report 07-594

II. PURPOSE:

To notify all One Stop Center Managers, Regional Directors, Staff, DVOPS and LVER's of the Program Year 2011 Negotiated Performance Goals for Service to Veterans for Program Year 2011.

III. BACKGROUND:

As mandated by 38 USC, § 4102A, the Assistant Secretary for Veterans' Employment and Training has established and implemented a performance accountability system. This system measures the effectiveness of the services delivered to Veterans at two levels of the workforce system:

- a) the specific level represented by the Jobs for Veterans State Grants; and
- b) the general level represented by the One-Stop Career Center System.

There is an expectation that States will set their outcome targets high enough to be challenging but still remain achievable. If a State falls short of its negotiated targets for either the Grant-Based or One-Stop measures, then the Veterans' Employment and Training Service (VETS) is obligated to provide technical assistance through the appropriate DVET to help the State achieve success in providing Veterans with employment services that lead to viable opportunities for employment.

The terminology and systems for performance measurement and reporting have changed significantly during recent years. A key change was the initiation of common measures on July 1, 2005. The measures applied for PY 2006 and PY 2007 reflected the common measures model and the same combination of eight Grant-Based measures and four One-Stop measures was applied for those two program years. Starting with PY 2008, States have negotiated target levels for seven Grant-Based measures and six One-Stop measures. These measurement methods applied at the specific and general levels of the workforce system are summarized as follows:

Grant-Based Measures: One set of performance measures quantifies the effectiveness of services provided to Veterans by the complement of Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff in each State. Grant-Based measures were first applied in PY 2004, were revised for application in PY 2006 and PY 2007, and were revised again for application in PY 2008. Negotiations are conducted annually with each State, with performance during previous periods guiding those negotiations.

One-Stop Measures: A second set of performance measures quantifies the effectiveness of each State's employment service delivery system as a whole in meeting the needs of Veterans, Transitioning Service Members and other eligible persons seeking employment. To fulfill its statutory monitoring and oversight role, VETS annually establishes national performance targets for the One-Stop Career Center System that reflects the employment outcomes for Veterans achievable through the cumulative efforts of the State Workforce Agencies nationwide.

Weighting: The Jobs for Veterans Act requires that the Grant-Based measures include weighting to assure that special consideration is given to Veterans requiring intensive services (38 USC, § 4102A(f)(2)(B)). In addition, a recommendation of GAO Report 07- 594, issued in May 2007, was, "...to implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of serving Veterans with particular barriers to employment." For PY 2008, VETS piloted the negotiation of a single weighted Grant-Based measure on a consolidated basis (i.e., based on the consolidated results from the VETS- 200 C Report), and that measure was applied for PY 2009 as well.

Average Earnings: The GAO report cited above also noted that VETS had not applied the Average Earnings (AE) measure. For PY 2008, VETS piloted the application of the AE measure, and that measure was applied for PY 2009 as well. For the Grant-Based measures, the AE is applied to all Veterans on a consolidated basis. For the One-Stop measures, the AE is applied to all Veterans and to disabled Veterans.

1. In addition to the Entered Employment Rate (EER) and Employment Retention Rate (ERR) for all Veterans, One-Stops will also be assigned the Average Earnings (AE) measure for all Veterans, including Disabled Veterans.
2. DVOP's will be assigned two single performance measures, EER and ERR for Disabled Veterans.
3. LVER's will be assigned two single performance measures, EER and ERR for Recently Separated Veterans.
4. DVOP's and LVER's will be assigned three Consolidated measures which are EER, ERR, and AE for all Veterans.

5. In previous Program Years, DVOPs and LVERs received equal credit for serving veterans regardless of whether the veteran was enrolled into Intensive Services or not. USDOL VETS has established a method of “weighting” the outcomes of those veterans enrolled in Intensive Services and has incorporated **one** weighted measure into the Veteran Performance measures, specifically the DVOP/LVER Consolidated EER measure. The purpose of “weighting” is to give Intensive Services Case Managers the same outcome credit for serving four veterans enrolled in Intensive Service (VS) as they would receive for serving five veterans not enrolled into Intensive Services.

IV: POLICY/ACTION:

A. All One Stop Managers, Regional Directors, Staff, DVOP’s and LVER’s are to be made aware of the following Veteran performance measures:

1. **One Stop** Performance Goals:

Performance Goals for One Stop Employment and Workforce Information Services System	
Entered Employment Rate (EER) - All Veterans	44.94%
Employment Retention Rate (ERR) – All Veterans	74.43%
Average Earnings (AE) – All Veterans	\$16,662
Entered Employment Rate (ERR) – Disabled Veterans	42.10%
Employment Retention Rate (ERR) - Disabled Veterans	70.90%
Average Earnings (AE) – Disabled Veterans	\$17,096

(Measurement Source: 9002D)

2. **DVOP** Performance goals:

DVOP Performance Goals	
EER - Disabled Veterans	45.12%
ERR - Disabled Veterans	73.90%

(Measurement Source: Vets 200A, column E)

3. **LVER** Performance goals:

LVER Performance Goals	
EER - Recently Separated Veterans	48.23%
ERR - Recently Separated Veterans	71.13%

(Measurement Source: Vets 200B, column G)

4. **CONSOLIDATED DVOP/LVER** Performance goals:

CONSOLIDATED DVOP/LVER Performance Goals	
EER - All Veterans (<i>WEIGHTED – computed manually</i>)	49.0%
ERR – All Veterans	72.31%
AE – All Veterans	\$15,901

(Measurement Source: Vets 200C, column C)

B. The EER rate for the Consolidate DVOP and LVER Weighted Measure must be manually computed using the Grant Based Performance Measure Weighting Tool spreadsheet accompanying this PGL.

C. These Veteran Program Performance Measures will remain in effect until this PGL is suspended or superseded.

V. IMPLEMENTATION DATE:

Immediately

VI. INQUIRIES:

Please direct inquiries to Elaine Edon at 303-318-8937 or Elaine.edon@state.co.us.

Elise Vaughn-Lowe
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ATTACHMENT: Grant Based Performance Measure Weighting Tool