

South Dakota JVSG State Plan

South Dakota Department of Labor and Regulation

PY 2020 – 2023

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 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.

The Jobs for Veterans' State Grants (JVSG) are formula-based staffing grants to states (as well as the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam). The JVSG is funded annually in accordance with a funding formula defined in the statute (38 U.S.C. 4102A (c) (2) (B) and regulation and operates on a fiscal year basis. However, performance metrics are collected and reported (ETA-9173 Reports) quarterly (using four "rolling quarters") on a program year basis. Veterans Employment Training Services (VETS) guidance directs states to submit a JVSG state plan for Program Years 2020 – 2023.

Annual application for JVSG funding will continue to be submitted on a fiscal year basis, separately from the JVSG State Plan. This stand-alone JVSG State Plan is submitted as a mid-point modification to the PY20-23 JVSG State Plan and submitted in E-Grants as an interim modification to the FY2022 grant.

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The following JVSG State Plan Narrative is comprised of the required responses to the nine (9) VPL 01-22 Appendix 1 :

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

1(a) To ensure the South Dakota Department of Labor and Regulation (DLR) provides the best employment services possible for veterans and eligible persons under JVSG an initial assessment is done by DLR staff to determine a job seeker's eligibility for JVSG employment services.

This assessment is completed using the most current guidance of eligibility provided by Veterans' Program Letters from the U.S. DOL. After eligibility is determined, a referral is made to a JVSG Disabled Veterans' Outreach Program (DVOP) specialist or Consolidated Position (CP) specialist for employment services. DVOP/CP specialists have specialized training to assist eligible veterans and eligible persons overcome identified barriers to employment which may be preventing them from seeking and obtaining gainful employment.

DVOP/CP staff receive specialized training from the National Veterans' Training Institute (NVTI) with both in-person and on-line training services. In addition to this required training, DVOP staff from South Dakota and North Dakota had a joint Veterans' Training Conference in Bismarck, ND in September of 2019 and received enhanced training on two very prominent employment barriers which impact veterans, Justice Involved and Homeless veterans.

A JVSG eligible veteran or person will work with the DVOP/CP specialist to begin the process of assisting this person with employment services needed to overcome employment barriers, including an objective assessment utilizing the 'Whole Person' concept to identify employment barriers, assist the individual in developing an Employment Plan providing short term and long term goals and actions needed to overcome these barriers as part of a case management approach in providing services and consistent contact with the individual. Consistent contact is now the terminology used by VETS for keeping in contact with the individual during case management. In addition, non-JVSG staff are also available to assist any veteran needing services regardless of whether they are also receiving DVOP services. This ensures the best customer service available.

DLR will provide employment services to eligible veterans and persons at the DLR Local Offices, by telephone and other electronic means by which services and follow up can be provided.

DLR has 14 Local Offices and six (6) of these local offices have JVSG staff assigned to them. JVSG staff cover the local offices without JVSG staff and can assist either virtually or in-person to assist and offer services. Additionally, DLR does provide service to some Itinerant Offices. DLR Local Offices have staff who have been provided training to serve veterans and four local offices without JVSG staff have also received some NVTI training. DLR has DVOP, CP and LVER positions across South Dakota.

DLR Local Offices without on-site DVOP staff are also able to assess individuals for JVSG eligibility for employment services. These local offices can reach out to the closest DLR local office in their area with DVOP staff and request assistance for DVOP employment services. Local office staff in offices with DVOP staff may also provide any employment services available to them to assist this person.

DVOP staff will also conduct outreach to other agencies and locations seeking veterans who might be eligible for DVOP employment services. Some examples of these agencies for outreach would include County Veterans' Service Officers and Tribal Veterans' Service Officers, Salvation Army, Police Department and County Jail facilities, South Dakota Department of Veterans' Affairs, Volunteers of America (VOA, current HVRP Grantee), other homeless shelters, VET Centers, ESGR and Veteran Stand Downs.

DLR also receives service-connected veteran Job Ready employment referrals from Vocational Readiness and Employment (VR&E) through the Veterans' Administration located in Rapid City and Sioux Falls. DVOP staff are assigned to work with these veterans to help them in their employment endeavors. DVOP staff work very closely with VR&E

Counselors and provide updates to VR&E on progress with these Job Ready referred veterans.

JVSG Local Veterans Employment Representative (LVER) staff will also seek out businesses to promote the hiring and employment of veterans and will respond to businesses seeking assistance from DLR in hiring veterans. The LVER/CP is also part of the business outreach team as an advocate for hiring veterans. In addition, the LVER/CP also promotes the Employer Guide to Hire Veterans and the VETS Medallion Program to employers seeking their own initiatives for hiring veterans. These are found on the Veterans' Employment and Training Service (VETS) website under the U.S. Department of Labor. The LVER/CP facilitates employment, training and placement services not only for the veterans the DVOP serves, but for eligible veterans served by any DLR local office staff.

DLR non-JVSG staff also conduct outreach to state university and technical schools seeking out veterans in need of employment services. DLR Local Offices also have yearly Job Fairs for their geographical area and provide information to veterans on employment services and there are also local office staff who provide employment and other services to veterans on Native American Reservations.

DLR local offices also have a system individual job seekers can set up to get instant notification on desired job categories which can also aide veterans should they choose this option in SDWORKS. USA.jobs also has job postings for Federal employment opportunities and are available to DLR local offices.

DLR local offices maintain close ties with local development groups and other businesses and labor organizations. DLR local offices understand the area's economy and local business happenings and can provide employers with helpful advice on employment issues such as the benefits for hiring a veteran, State and local veteran's preference, the Family and Medical Leave Act, the Americans with Disabilities Act, Workers' Compensation and Affirmative Action laws, Unemployment Insurance requirements, etc.

2(a) DLR has the Workforce Investment Opportunity Act (WIOA) and is an employment and training program designed to provide services that will increase skills for veterans that will result in employment and increased earnings. WIOA offers education and job training programs that can help in overcoming employment barriers. Rapid changes in the market place have dictated that South Dakota adapt its training system to meet the changing demands of the state's employers. WIOA helps veterans acquire skills to work with new technology, it assists those who have lost their jobs because of shifts in the economy or changing consumer demands and it works with social service agencies to help veterans and their families make the break from public assistance and support themselves. WIOA is a training mechanism to train veterans and other participants for an occupation with a career path with room for advancement. Veterans needing training and employment may be eligible for WIOA.

During the objective assessment, DLR staff will determine the needs of the customer and the services they are seeking. If the eligible individual is interested in services and has documentation to verify they are eligible to work in the United States, they are also enrolled in the appropriate WIOA Title I program and other workforce programs offered by DLR. Depending on education and employment needs a service plan will be designed that will allow full use of available services. Services may include work readiness skills, such as interviewing tips or resume preparation, also available is employment counseling to help learn about jobs and what career opportunities may exist with the right education and training. If needed, help may be obtained with basic skill education, studying for the GED, or completion of a high school diploma. DLR is also very committed to instilling the value of completing the National Career Readiness Certificate program.

Specific Training Programs include:

- On-the-Job-Training (OJT) is provided by an employer to a paid participant engaged in productive work and enrolled in WIOA Title I. An OJT provides knowledge or skills essential to the full and adequate performance of the job and may be completed in conjunction with other services. For eligible participants OJT may be used for the work-based learning component of a Registered Apprenticeship.
- Work Experience is a planned learning experience in a workplace for a limited period of time and provides skill development. This training may be paid or unpaid.

- Occupational Skills Training (OST) is a formal organized training program with an educational institution that provides specific vocational skills needed to obtain employment in a certain occupational field. For eligible participants OST may be used for the related training instruction of a Registered Apprenticeship.
- Customized Training is designed to meet the specific requirements of an employer or group of employers. Employers commit to hiring these individuals upon successful completion of the training.
- Another Training Program DLR works with is when VR&E refers a Job Ready veteran to DLR for DVOP services. Even though VR&E does not any longer need to refer Job Ready veterans to DLR we have found that there are still Job Ready veterans being referred for DVOP services which indicates a good partnering relationship between DLR and VR&E.

All training programs DLR has available are communicated to veteran job seekers through direct contact with DLR local staff, partnerships with other state agencies who serve veterans, Job Fairs, press releases, veteran service organizations and other county and local governments.

Promoting training programs to employers is an on-going effort conducted by business outreach staff. The LVER is also able to be part of any business outreach efforts and promotes the training and hiring for all veterans, both JVSG and non-JVSG veterans.

3(a) Job placement services become very valuable in assisting the veteran or eligible person whether it involves a survivor job or gainful employment at the end of a successfully completed Employment Plan. This is especially true for veterans who have had to overcome numerous barriers to employment. DVOP staff utilizing Individualized career services will continue to assist the veteran or eligible person while they seek gainful employment.

The following is a list of job placement services that can be provided by DLR to aid the veteran or eligible person obtain or retain gainful employment:

- WIOA training programs that can be offered to an employer in a high demand field to promote the hiring of the veteran or eligible person. This can be accomplished by business outreach employer visits or by contact with the employer using electronic means as many businesses seem to respond better to electronic communication. The eligible veteran or eligible person should also promote themselves to employers and provide DLR contact for potential OJT and Apprenticeship Training.
- Work Opportunity Tax Credit
- Job Development to an employer who is not currently listing any job openings. DVOP staff can assist in the job development of any veteran that they are currently working with.
- Follow up with employers who have hired a veteran or eligible person the DVOP has worked with to ensure that the employment of the person is progressing as needed.
- Follow up and remain in consistent contact with veteran or eligible person to ensure that no additional barriers to seeking, accepting, or continuing employment have arisen and need to be addressed.
- Stay in contact with all members of an Integrated Resource Team partner for a DVOP case managed veteran or eligible person.
- Referrals to supportive service agencies that offer needed assistance.
- Offering employers an opportunity to use DLR facilities to conduct interviews of veterans for employment.

(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;

1(b) The duties of DLR DVOP specialists are adhered to in accordance with VPL's 03-14,03-14 Change 1, 03-14 Change 2, 07-14, 03-19, or most current guidance and Title 38, Section 4103A. These duties are listed below:

- Provision of Career Readiness (Individualized Career Services) services to eligible veterans and eligible persons using a case management process including the Objective Assessment, documented plan of action to include an Individual Employment Plan and Consistent Contact. Individualized Career Services (ICS) could include counseling and career/vocational guidance, referral to supportive or remedial services, referral of veterans to job focused and outcome-driven training or certification, job development, referral to employment opportunities and other

duties that may apply.

- Facilitate placements to meet the employment needs of veterans, prioritizing services to special disabled veterans, other disabled veterans, other SBE category veterans, and other categories of eligible veterans and eligible persons in accordance with priorities determined by the U.S. Secretary of Labor.
- Review all open case files of current participants with a SBE or other authorized priority category and perform case management duties.
- DVOP staff will conduct relationship building, outreach and recruitment activities with other service providers in the local area, to enroll eligible veterans and eligible spouses with a SBE, and other authorized category populations in the local office. Some examples of outreach include:
 - County Veterans Service Officers
 - Tribal Veterans Service Officers
 - WIOA partners
 - County Detention Centers
 - Vet Centers
 - Veteran Stand Downs
 - Yellow Ribbon events
 - Salvation Army, Goodwill, Red Cross, Volunteers of America
 - Parole and Probation Officers
 - Homeless Shelters
 - Food Pantries
 - Churches
 - Veterans Service organizations
 - Native American reservations
- Host wrap-around service events to help connect customers to service providers.
- Host Integrated Resource Team (IRT) meetings with relevant partner agencies who can assist the JVSG eligible customer.
- Coordinate with other service providers the JVSG eligible customer is working with, including unemployment insurance, Vocational Rehabilitation, training providers, etc.
- Hold individual or group employment workshops for JVSG eligible customers, identify and assist in obtaining accommodation needs for success.
- Develop employment opportunities for JVSG eligible customers by connecting with employers on behalf of a specific veteran and working with Business Services staff who already have relationships with employers.
- Build relationships with JVSG participants and conduct consistent contact with them to ensure needs are being met. The DVOP should not simply serve eligible veterans as they walk in the door. Rather, provide case management services for hard to serve individuals who need consistent contact and encouragement to stay focused on the goals.
- Utilize assessment results to develop short-term and long-term goals helping a JVSG eligible customer overcome barriers, improve their skill sets, and gain employment.
- Complete SDWORKS data entry, including services provided, forms uploaded, and documented case notes.
- DLR has established the following guidance surrounding Consistent Contact. This guidance is distributed to the JSVG team through an internal SharePoint site.
 - During the active case management process of the employment plan, the DVOP and the veteran should have in place a process of doing consistent contact communication to measure the progress of overcoming the employment barriers. Consistent contact can be any method which the veteran and DVOP both agree is suitable. However, periodic in-person meetings with the veteran would be a best practice, especially if the veteran is having difficulty in overcoming an employment barrier.
 - Frequency of consistent contact and communication with the case-managed individual, will depend on the circumstances and barriers of the individual. For example, a DVOP will need to follow-up more frequently with a homeless veteran to ensure the basic needs of the individual are met.
 - Maintain contact with the veteran at least every other week while the veteran is active in case management. As noted above, if the individual needs more consistent contact please do so. Each consistent contact will be documented, and the next consistent contact appointment will be placed

on the scheduler used by the DVOP, such as SDWORKS or the Outlook Calendar. A case note will be included to notate progress on this current consistent contact and to indicate the purpose for the next scheduled consistent contact. Make sure to notate if any changes have been made or will be made to the IDP.

- Consistent contact is an ongoing and positive progression of events – don't wait beyond agreed upon consistent contacts so that the veteran is not put in greater risk of failure.
- Keep track of important dates of the IDP and check prior to employment plan deadlines if the veteran is doing what he/she has committed to accomplish.
- Once the veteran has successfully completed overcoming all employment barriers and has obtained gainful employment, the DVOP will continue to do consistent contacts once a month for two (2) months to ensure that the employment is progressing in a positive manner. If any concerns arise during these consistent contacts the DVOP has an opportunity to reach out to the veteran and employer to see what actions and resources can be incorporated to continue the veteran's employment in a positive direction.

***Note:** If the DVOP is not able to make contact with the veteran during the active case management period, the DVOP will need to document bi-weekly contact attempts within the course of two months. It is very important that the DVOP document the method of contact attempts and the results of the contact. The DVOP will also want to notify their supervisor of this situation. If unable to make contact with the veteran after the above described time period, the DVOP can discontinue follow up outreach contact attempts. If the DVOP is contacted by the veteran again later, the DVOP will need to ensure that the veteran is still eligible for DVOP services before continuing to provide additional services.*

2(b) The duties of DLR LVER staff are adhered to in accordance with VPL 03-14, or most current guidance, and Title 38, Section 4104. These duties are listed below:

- Advocate for all veterans served by the AJC with business, industry and other community-based organizations by participating in appropriate activities,
- Build the capacity of AJC staff to more effectively serve veterans customers,
- Provide information to JVSG staff on veterans' employment, training and placement services and updates AJC staff on initiatives such as tax incentives, apprenticeship programs, OJTs, etc.
- Participate in AJC staff meetings or cross-training opportunities.
- Conduct outreach to employers including conducting seminars for employers and by working with employers, will conduct job search workshops and establish job search groups.
- Will plan and participate in job and career fairs.
- Coordinate with unions, apprenticeship programs and businesses or business organizations to promote and secure employment and training programs for veterans, as well as coordinate and participate with other business outreach efforts.
- Inform federal contractors of the process to recruit qualified veterans.
- Promote credentialing and licensing opportunities for veterans.
- LVER staff will facilitate employment, training and placement services within the state's employment service delivery system, ensuring easier access to the appropriate employment and training services for job seeking veterans.
- LVER staff will be part of the business outreach team.
- LVER staff will educate local office partner staff with current initiatives and programs for veterans.
- Promote the advantages of hiring veterans to employers, employer associations, and business group.
- Educate Business on:
 - veteran's workforce needs. Help them become more veteran friendly and veteran ready by understanding the culture and language of veterans.
 - recruiting, hiring, and retaining veteran's strategies initiatives.
- Assist DLR staff with:
 - Finding all veterans job placement opportunities by working in tandem with any Employment Specialist. LVER duties allow for the opportunity to assist in the placement of any veteran, not just SBE veterans.

- Work with DVOP specialists in helping promote and place job ready veterans.
- Assist Employers with:
 - Building the capacity for hiring veterans, such as reviewing application forms, implementing veteran’s priority, or providing accommodations.
 - Creating and implementing initiatives to be eligible for the HIRE Vets Medallion Award program. Assist eligible employers with applying for the HIRE Vets Medallion Award Program.

3(b) The duties of the Consolidated Position (CP) staff are adhered to in accordance with VPL’s 03-14, 03-14 Change 1, 03-14 Change 2, 03-19 or most current guidance, and Title 38, Sections 4102A, 4103A and 4103A, and 4104 (38 U.S.C §4102A, 4103A, and 4104), as amended.

A Consolidated Position is a fulltime JVSG position for a single person to perform both DVOP and LVER duties. Responsibilities for CP duties are listed above in 1b and 2b.

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

1(c) DLR DVOP specialists/Consolidated Positions are integrated within our DLR local offices (AJC’s) where applicable and assigned responsibilities of the DVOP do not interfere with assigned responsibilities of non-JVSG staff.

Because of the JVSG refocusing efforts since 2014, DVOP specialists are working with a smaller percentage of veterans than prior to 2014. However, DVOP specialists are now able to provide more Individualized Career Services (ICS) to JVSG eligible veterans and eligible persons in greatest need of these employment services as determined by U.S. DOL.

As part of DLR, DVOP specialists rely on non-JVSG staff to identify eligible veterans and eligible persons through an intake assessment process that allows for the person to self-attest being either a veteran or eligible person for veteran services. This process allows for the non-JVSG staff member to determine eligibility for DVOP services based on veteran/spouse status and identification of one or more SBE(s) or other eligible assigned population target groups by the U.S. Department of Labor Secretary. Veterans and other persons determined to be eligible for DVOP services will be given an opportunity to seek DVOP services and will be referred to the DVOP for employment services if they are wanting these services and need these services. Veterans who are eligible for DVOP services but not in need of ICS services may only need to receive core or basic and therefore not ICS services. In cases like this, eligible veterans and eligible persons would be encouraged to work with non-JVSG staff. However, whenever feasible for the purpose of customer service, the referral to JVSG DVOP services should be made.

Once an eligible veteran or eligible person has been referred to a DVOP specialist for ICS services the DVOP will conduct a “Whole Person” concept objective assessment. This assessment assists in identifying barriers to employment, including SBE(s), and additional targeted authorized population employment barrier categories. As part of the DVOP case management ICS the DVOP will use information gathered from the objective assessment and partner with the veteran or eligible person to discuss, identify and determine short-term and long-term goals to address and overcome those employment barriers that the participant acknowledges as a barrier. Additionally, the DVOP will work with other workforce partners of the American Job Center to develop a mixture of services to best meet the customer’s needs. Together, representatives of these programs, the DVOP, and the customer collaborate together as an Integrated Resource Team to support our customer in achieving their employment goals. Steps to be taken to achieve these goals will be agreed upon by the participant and DVOP. Many of the ICS services that a DVOP can provide to a participant were previously listed in Section(b).

DVOP specialists will also continue to integrate themselves into our DLR local offices by providing non-JVSG staff with information on how they assist the veterans and other eligible persons they work with and DVOP staff are encouraged to get to understand other non-JVSG programs within DLR for a better understanding of services available and referral processes.

The DVOP will also seek out other partner agencies and services to assist the participant with overcoming employment

barriers. The DVOP will also strive to become part of an Integrated Resource Team for all partnering agencies providing services to this veteran to address employment barriers. All partner agencies need to work together to give the participant the best opportunity to completely address all barriers facing the veteran. In addition, eligible veterans and persons who are being served by a DVOP may also be enrolled in other DLR programs and the DVOP will work with the other DLR staff to ensure that all local office services provide the eligible veteran or person the best outcome.

2(c) LVER staff are integrated into the DLR local offices (AJC's) where applicable. DLR has fulltime LVER staff members located in our most populated cities in South Dakota, but travel to smaller communities to reach more employers throughout the state. Unlike DVOP specialists who can only work with special targeted groups of eligible veterans and eligible persons, a LVER can work on behalf of all veterans.

LVER staff are focused on the business side of hiring veterans. LVER's are part of the local office business outreach team and are trained to advocate for the hiring of veterans to businesses. In addition, LVER staff also respond to businesses that are looking to hire veterans and request information and assistance on establishing company veterans' hiring initiatives. LVER staff will also present to businesses the great reasons for hiring veterans, insight in how to interview veterans and provide information on accommodating veterans who might need a job accommodation and suggesting a veteran mentoring program to assist the on-boarding and job retention for a new veteran hired. In addition, the LVER will help the business with information on apprenticeship programs, on-the-job training, custom and other training programs and services that are available through DLR. Also, businesses that are federal contractors can receive information on recruiting qualified veterans and the LVER will also promote the need for assistance businesses can provide in helping veterans obtain a recognized credential or license. LVER follow up with businesses or other partners in promoting the hiring of veterans is a vital component of the outreach process.

The LVER will also integrate into the DLR local offices by helping plan and participate in veteran job fairs, non-veteran local office sponsored job fairs to promote the hiring of veterans to the employers and offering the use of DLR facilities for businesses to use in seeking and interviewing veterans for employment. The LVER can also work with the business outreach teams in the larger offices by going out with them to meet with employers in promoting veterans and help non-JVSG business outreach members understand how best to promote veterans on their own as well. In addition, the LVER can work with the DLR local office staff who do not have dedicated business outreach teams and can provide them training and information of how to meet with an employer and provide promotional information on hiring of veterans. The LVER can also keep in contact with these local offices and provide assistance in meeting with the employer at the same time as the staff member is going to meet with the employer. This provides both positive feedback for the local office staff and leaves open the communication link of knowing which potential employers need more assistance and which local office staff members would like additional assistance so as to not needlessly contact a business more than what is necessary to maintain good customer service.

LVER staff will also provide veteran services guidance and policy updates to all DLR local office staff to assist in maintaining an open flow of information on how best to assist veterans seeking employment and other career enhancing services. In addition, the LVER will also assist DLR local office staff with job development outreach for the veterans they are assisting.

3(c) The CP position is integrated into the state employment services delivery system/AJC for both DVOP and LVER roles and responsibilities as outlined above in section 3a and 3b. Another great implementation feature of this position is the fact that the CP does not have to charge time to LVER and DVOP as 50% each. The CP staff person can use this great advantage to be able to both seek out new SBE and Other Authorized Populations eligible for DVOP services and can also visit with businesses while in the same area and time frame. This allows the CP staff person to concentrate on the area which presents the most success. With the addition of the fulltime CP staff member DLR is now able to have enough JVSG staff to cover all of South Dakota for both DVOP assistance and LVER assistance. DLR has now set up territories for JVSG staff to provide total DVOP and LVER coverage for all DLR Job Service Offices. With two full-time LVER staff, one in Sioux Falls and one in Rapid City, the addition of the fulltime CP staff person in Aberdeen has given DLR the ability to provide coverage to all DLR Local Offices and JVSG eligible customers who are receiving assistance from a local office without JVSG DVOP staff but would like to be able to get that assistance from the DVOP as well as the local office staff.

This helps in the customer service perspective as well as promotes the greater ability to have an eligible veteran or eligible person part of a much more important Integrated Resource Team.

The CP staff person can also give assistance to local offices who normally don't have the time or resources to adequately cover all the parts of their service delivery area. With South Dakota having such a rural feature this allows for more employers and more agencies to be contacted to seek out SBE veterans and provide more service to employers and businesses which might be neglected. Additionally, the CP staff member is also able to assist in reaching out more regularly with Native American reservations. The implementation of the CP has created a much needed improvement to providing veterans and employers the best service available.

Note: Because JVSG staff are supervised by the AJC local office manager, JVSG staff are also included in office related activities, such as local office staff meetings, required DLR training and promoting an understanding of JVSG protocol and best practices.

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

1(d) Address the objectives to be achieved through the state's incentive awards program:

Through the incentive award, DLR hopes to increase DLR staff engagement on creative, innovative, and exemplary efforts to assist veterans with their employment and training goals.

2(d) Describe the planned selection and award process:

Incentive Eligibility: Individuals eligible for the incentive include DLR staff members who provide direct employment, training, and placement services to veterans through the Wagner-Peyser, WIOA Title I, and JVSG programs.

Note: Labor Program Specialists, including the JVSG State Program Coordinator, Job Service Office Managers, and Directors are not eligible recipients of this award.

Selection criteria includes:

SDDLRL Will select individuals by utilizing the following criteria based on performance and activities during the most recently completed program year (July 1 through June 30) for which the award is given.

- A DLR staff member who provides outstanding and supportive case management techniques, creative and engaging service delivery; and/or
- A DLR staff member who provides coordination and collaboration in the development of strong partnerships to benefit veterans; and/or
- A DLR staff member who has demonstrated positive engagement with the business community to increase and develop employment opportunities for veterans; and/or
- A DLR staff member who strongly promotes the HIRE Vets Medallion Program.

Note: JVSG staff will only be allowed to perform the appropriate statutorily defined roles and responsibilities as outlined in the most current VETS guidance.

Nominating a DLR individual for an incentive award:

- Any DLR staff member in the following divisions can nominate an individual(s) for an incentive award: Field Operations, Administrative Services, Policy and Public Affairs, Technology Development, and Workforce Development
- DLR staff members who nominate an individual(s) for an incentive award will use a separate nomination form for each individual nominated. The nomination form will be available on an internal DLR Field Operations SharePoint page.
- A nomination should include a description and examples of one or more of the selection criteria for the most recently completed program year.
- All nominated individuals for incentive award consideration are submitted for

consideration to the selection committee.

Selection Committee:

The selection committee is comprised of the South Dakota Secretary of Labor and Regulation, Workforce Development Director (JVSG administrator), and Field Operations Director. The Workforce Development Director and Field Operations Director will make a recommendation to the DLR Cabinet Secretary who will have final approval.

Note: The South Dakota Secretary of Labor and Regulation retains total discretion both as to the fact of an award and as to the amount and/or nature of an award, if any, is determined by the Secretary without prior promise or agreement; The individual nominated for an incentive award has no contract right, expressed or implied, to any award; (and) The award is not paid pursuant to any prior contract, agreement, or promise.

3(d) Describe the planned disbursement of incentive award funds:

Incentive Award Funding Disbursement:

- DLR does not provide non-cash awards and administers the disbursement of funds.
- Based on the JVSG funding award total, DLR will administer the incentive award funds and disperse approximately \$5,000 in cash awards with four levels of awards:

Award Level	Award Amount	Number of Awards
Platinum	\$1,200	one (1) award
Gold	\$800	two (2) awards
Silver	\$500	three (3) awards
Bronze	<i>no less than \$150 (not to exceed \$300)</i>	<i>provided to remainder of award recipients based on remaining funding.</i>

Timeline:

- The time deadline for DLR staff to submit nominations for the incentive award begins July 15th and ends August 15th of each year.
- Nominations will be reviewed August 16th through August 31st by DLR Cabinet Secretary, Director of Field Operations, and Director of Workforce Development.
- Incentive awards must be obligated by September 30th each year. For this reason, awards will be announced prior to the September 23rd pay period ending each year.
- Incentive award funding must be liquidated by December 31st of the same year in accordance with VPL 01-22 Attachment #5 or the most recent guidance.
- A report on incentive award recipients and amounts, as requested by most current guidance, needs to be submitted to VETS by November 14th of the fiscal year.

(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)

In order to receive employment services from a DVOP, the individual must meet the eligibility requirements under 38 U.S.C. 4101(4) and 4211(4) and other eligible spouses as defined in 38 U.S.C. 4101(5). The eligible veteran or eligible spouse must also self-attest to meet the definition of an individual with a Significant Barrier to Employment (SBE), or an additional population designated by the Secretary as eligible for services, in accordance with VPL’s 03-14,03-14 Change 1, 03-14 Change 2, 07-14, 03-19, or most current guidance.

1(e) DVOPs/CPs may serve eligible veterans (as defined in 38 U.S. Code § 4211) and eligible spouses (as defined 38 U.S. Code § 4101) attesting to one (or more) of the following significant barriers to employment, as identified in VPL 03-14 Change 2):

Special Disabled Veteran

- A veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be

entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability rated at 30 percent or more.

- A person who was discharged or released from active duty because of a service-connected disability.

Disabled Veteran

- A veteran who is entitled to compensation (or who, but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs.
- A person who was discharged or released from active duty because of a service-connected disability.
- A veteran who self-attests to a service-connected disability and has submitted a pending claim for compensation to the Veterans Administration.

Recently Separated Veteran

- An individual who has been separated from active duty within the last 36 months and has been unemployed for at least 27 weeks in the past 12 months during this recently separated time period.

Homeless Veteran as defined in Sections 103 (a) and (b) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11302 (a) and (b), as amended.

- An individual who served in the active military, naval, or air services, and who was discharged or released from such service under conditions other than dishonorable, and who lacks a fixed, regular, and adequate nighttime residence. This definition includes any individual who has a primary nighttime residence that is a publicly or privately-operated shelter for temporary accommodation, an institution providing temporary residence for individuals intended to be institutionalized; or a public or private place not designated for or ordinarily used as a regular sleeping accommodation for human beings. Included in this homeless definition would 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. This definition does not include an individual imprisoned or detained under an Act of Congress or State law.

Offender as defined by WIOA Section 3 (38)

- An individual who is currently incarcerated or has been incarcerated.

Education

- A veteran who lacks a High School Diploma or equivalent certificate.

Low Income as defined by WIOA Section 3 (36)

The following are the current Additional Populations eligible to be served by DVOP Specialists as Authorized by the U.S. Department of Labor Secretary:

2(e)

Young Veterans as defined by VPL 03-19 or most current guidance

- A veteran between the ages of 18-24.

Vietnam-era Veterans as defined by VPL 03-19 or most current guidance

- Pursuant to 38 U.S.C. 4211, the term "Veteran of the Vietnam Era" is an eligible veteran any part of whose active military, naval, or air service was during the Vietnam era. 38 U.S.C. 101(29) defines "Vietnam-era to mean the period beginning on February 28, 1961, and ending on May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period beginning August 5, 1964, and ending on May 7, 1975, in all other cases.

Transitioning Service Member as defined by VPL 07-14 or most current guidance and meets one of the following:

- Transitioning Service Members who have been identified as in need of Individualized Career Services because they were assessed as not meeting Career Readiness Standards by the base commander.
- Transitioning Service Members who are between the ages of 18-24 years of age.
- Active duty service members being involuntarily separated through a service reduction-in-force.

Wounded, ill, or injured as defined by VPL 03-19 or most current guidance

- Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units.
- The spouses or family care givers of such wounded, ill, or injured members. Note: For purposes of the authority in the Consolidated Appropriations Act, caregivers support members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military units, rather than veterans.

Additional Populations targeted (meeting eligibility requirements listed above) within the DLR delivery system:

3(e) Veteran Stand Down events

- DLR sends JVSG staff to attend and represent DLR at Veteran Stand Down events of Native American Reservations and other Veteran Stand Downs across the State.
- DLR has JVSG staff attend and represent DLR at the County Service Officer/Tribal Service Officer training conference each year. JVSG staff also attend the annual Tribal Service Officer conference.
- Both JVSG and non-JVSG staff represent DLR at Yellow Ribbon events.

(f) How the State implements and monitors the administration of priority of service to covered persons;

The description of how the state implements and monitors priority of service to covered persons is included in the Common Elements of the WIOA State Plan.

(g) How the State provides or intends to provide and measure, through both the DVOP and American Job Center staff;

1(g) Job and job training individualized career services; Per VPL 01-22, a response to this section is not required.

2(g) Employment placement services; Per VPL 01-22, a response to this section is not required.

3(g) Job-driven training and subsequent placement service program for eligible veterans and eligible persons; Per VPL 01-22, 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; and

Per 38 USC 4102A(c)(2): (iii) For each employee of the State who is assigned to perform the duties of a disabled veterans' outreach program specialist or a local veterans' employment specialist under this chapter –

1(h) The date on which the employee is so assigned; and Per VPL 01-22, a response to this section is not required

2(h) Whether the employee has satisfactorily completed such training by the National Veterans' Training Institute as the Secretary requires. Per VPL 01-22, a response to this section is not required.

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

Establishing Performance Targets – States must identify and set performance targets for specific for direct services provided by JVSG staff in their state. These performance targets will be reviewed and updated (as appropriate) during the mid-point modification process. The established JVSG targets will cover veterans served by JVSG staff only.

JVSG Performance Targets for PY22-PY23

Employment Rate – 2nd Quarter After Exit

SD DLR proposed performance target rate: 62%

Employment Rate – 4th Quarter After Exit

SD DLR proposed performance target rate: 52 %

Median Earnings – 2nd Quarter After Exit

SD DLR proposed performance target rate: \$6,600