

Jobs for Veterans State Grant
State of South Dakota State Plan
PY 2020 – 2023

Jobs for Veterans State Grants

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. Grant Officer Memorandum 01-20 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 modification to the FY2020 grant.

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, which includes:

- (a) How the state intends to provide employment, training and job placement services to veterans and eligible person under JVSG;
- (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;
- (c) The manner in which DVOP specialists and LVER staff are integrated into the State’s employment service delivery system or American Job Center;
- (d) The Incentive Award program implemented using the 1% grant allocation set aside for this purpose, as applicable;
- (e) The population of eligible veterans to be served, including and 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);
- (f) How the State implements and monitors the administration of priority of service to covered persons; *“Per Grant Officer Memorandum 01-20, a response to this section is not required.”*

- (g) How the State provides or intends to provide and measure, through both the DVOP and American Job Center staff: *“Per Grant Officer Memorandum 01-20, a response to this section is not required.”*
- (h) The hire date along with mandatory training completion date for all DVOP specialists and LVER staff;
- (i) Such additional information as the Secretary may require. *“Per Grant Officer Memorandum 01-20, a response to this section is not required.”*

The following JVSG State Plan Narrative is comprised of the required responses to the nine (9) GO Memo 01-20 Appendix narrative criteria:

(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 that Department of Labor and Regulation provides the best employment services possible for veterans and eligible persons under JVSG as 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 for employment services. DVOP 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 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 to begin the process of assisting this person with employment services needed to overcome employment barriers, including a comprehensive 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 follow up with the individual. 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 15 Local Offices with full-time staff and eight (8) Itinerant Offices without full-time staff that can provide veterans services. As of this writing there are nine (9) DVOP staff in South Dakota, (4 full-time and 5 half-time). There are also two (2) LVER staff in South Dakota (1 half-time and 1 full-time as the State Veterans' Services Coordinator). All DLR Local Offices have staff who have been provided training to serve veterans and three (3) local offices without DVOP staff have also received some NVTI training.

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' Services 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 Rehabilitation 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 is also part of the business outreach team as an advocate for hiring veterans. In addition, the LVER 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 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.

Local Office staff also conduct veteran job seeker file searches for new Mandatory and other internal job postings the same day the job posting is received and prior to notifying any non-veterans. 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.

DLR staff will determine during the assessment phase if WIOA is the right program. 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 this 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 Individual Development Plan. This is especially true for veterans who have had to overcome numerous barriers to employment. DVOP staff utilizing Career Readiness (intensive) 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 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 Comprehensive Assessment, documented plan of action to include Individual Employment Plan / Individual Development Plan (IEP/IDP) and follow up. Other 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 SBE and authorized category veterans in the local office.

2 (b) The duties of DLR LVER staff are adhered to in accordance with VPL's 03-14, 01-18 (if applicable) 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 veteran customers,
- Provide information to JVSG staff on veterans' employment, training and placement services and updates AJC staff on initiatives such tax incentives, apprenticeship programs, OJT, 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.
- In the case of a declared federal disaster, LVER may be able provide direct services with impacted veterans (per VPL 01-18).

(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 are integrated within our DLR local offices (AJC’s) where applicable and assigned responsibilities of the DVOP do not interfere with assigned responsibilities on 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 in-take 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 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 comprehensive assessment to determine all barriers to employment, including SBE(s), additional targeted authorized population employment barrier categories and any other barriers identified that are impacting the ability of the eligible veteran or person to seek, obtain, or retain employment. As part of the DVOP case management ICS the DVOP will also use information gathered from the comprehensive 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. Steps 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 with 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 offices 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 two LVER staff members, one is full-time and the other is half-time. 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 can 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 can 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 can 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.

LVER staff can 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 can also assist DLR local office staff with job development outreach for the veterans they are assisting.

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 1% grant allocation set aside for this purpose, as applicable;

1 (d) Indicate the total percentage of funds designated for performance incentive awards;

SDDLRL will utilize the 1% grant allocation set aside for the Incentive Award program.

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

The incentive award program will promote additional encouragement for JVSG, non-JVSG and partnering staff to achieve excellence in the provision of services to veterans as not only a job function, but also a matter of letting veterans know SDDLRL and partner agencies truly care in assisting them. This award also allows for the staff to take humble pride in knowing what they do for veterans really does matter and can help change a veteran's life.

3 (d) Describe the planned selection and award process;

SDDLRL will select individuals for the incentive award.

- Eligible recipients for individual awards are Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, individuals who provide employment, training, and placement services to veterans under the Workforce Innovation and Opportunity Act (WIOA), and DLR partnering individuals who collectively serve a specific function or work in an area where their performance assisting veterans warrants recognition under a state's incentive awards program.
 - Note: Ineligible recipients for an incentive award include the JVSG State Program Coordinator, Volunteers, U.S. Department of Veterans Affairs Work Study participants, Federal employees, DLR Local Offices and partnering non-Federal local offices.

SDDLRL will select individuals by:

- Recognizing a DLR employee or non-DLR individual who has encouraged the improvement and modernizations of employment, training and placement services for veterans and recognize eligible individuals for excellence in the provision of services to veterans.
- Nomination and input from DLR Local Office managers for DLR JVSG and non-JVSG staff they feel are deserving of recognition for this incentive award. Local office managers will be able to better see and hear the results of services and assistance veterans are receiving.
- DLR local office managers, in conjunction with partnering local office managers, can also nominate non-DLR partner staff who have provided excellent service to assisting veterans. Integrated Resource Teams would be very beneficial in this area of identifying excellent service to veterans.
- Some areas that can be looked at in determining criteria for nomination of individuals include: (Note: JVSG staff will only be allowed to perform the appropriate statutorily defined roles and responsibilities as outlined in the most current VETS guidance).
 - Development of a program for which the impact may not be directly measurable (e.g., a resume skill building program).
 - Promotion of entry into federal employment.
 - Promotion of Hire Veterans Medallion Program.
 - Outstanding case management.
 - Exemplary Job Fair Support
 - Vocational rehabilitation marketing; direct marketing to employers – Note: This is an example of how awards criteria foster partnerships, since vocational rehabilitation specialists often work or rely upon assistance from DVOP and LVER staff.
 - Exceptional performance beyond job requirements or outside of established performance goals.
 - Ideas that are implemented to improve the system, improve performance, reduce time or cost, or to promote collaboration.
 - Performance measures – Note: If used must reflect the given performance period.
 - Outreach/community-relations efforts, e.g., Chamber of Commerce, employers, etc.
 - Generation of positive publicity for a local office; increase awareness of relevant issues with the employer community.
 - Enhancement of on-the-job training, customized job training, or compensated work therapy.
 - Efforts to assist hard-to-place populations (homeless veterans, etc.)

- Collaborative success in providing all services to veterans; may include success in employer relations and “great customer service” to veteran clients.
- Other pre-defined achievement or measures.
- Indirect assistance to veterans by directly assisting co-workers in need of veteran assistance knowledge and insight.
- JVSG State Program Coordinator will also monitor staff who have been providing veterans service and will be able to nominate individuals if not nominated by the Local Office managers.
- Selection criteria to be considered for an incentive award are based on performance or activities during the fiscal year for which the award is given. This will involve both objective and subjective data. Consideration will be given to individuals who demonstrate outstanding outreach on behalf of veterans who have SBEs (or other authorized population) and those who have demonstrated a commitment to improving veteran’s employment. Relying solely on performance data will not be relied upon. Attitude, motivation, program improvement, positive feedback and other indicators of outstanding service to veterans will be given consideration over numerical data.
- Selection Committee of nominated veterans for the incentive award.
 - All nominated individuals for incentive award consideration are submitted for consideration to the selection committee. The selection committee is comprised of the South Dakota Secretary of Labor and Regulation, Employment Services Director (JVSG administrator), and Field Operations Director (DLR Local Offices and Itinerant Offices administrator).
 - Employment Services director and Field Operations Director will review all incentive award nominations and submit them to the SDDLRL Cabinet Secretary for consideration of an incentive award and amount of payment if awarded. 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.

4 (d) Describe the planned disbursement of incentive award funds.

(SDDLRL will administer incentive award funds)

Payment of Incentive Awards

- SDDLRL does not provide non-cash awards. Therefore, incentive awards are given in the following manner:
 - SDDLRL is allocated 1% of the JVSG total grant for incentive awards. For example, if SDDLRL was allocated \$5,000 for incentive awards, the incentive award payment, as approved by the SDDLRL Cabinet Secretary, would be awarded to the individual recipients in either equal or differing amounts as deemed appropriate by the nomination and selection criteria. Only one individual would be able to receive the top incentive award.

Deadlines for the Incentive Award.

- The time deadline for DLR Local Office managers to submit JVSG and non-JVSG staff nominations for the incentive award begins July 15th and ends August 15th of each year. Nominations will be submitted to the JVSG Program Coordinator who will record and submit all local office nominations to the Central Office selection committee once the deadline date arrives.
- The JVSG Program Coordinator will also be able to nominate individual(s) as deemed appropriate for award consideration if not nominated by the local office manager. The deadline for this nomination(s) is August 20th of each year.
- Final selection of incentive award recipients will be completed by September 5th of each year in order to allow for incentive awards to be obligated prior to September 30th.
- States with approved incentive award plans must also liquidate these incentive award obligations by December 31st of the same year in accordance with VPL 01-19 and VPL 07-19 or 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. 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) 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 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

- 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 of 2014, caregivers support members of the Armed Forces who are wounded, ill, or injured and receiving treatments in military units, rather than veterans.

Additional Populations targeted (meeting eligibility requirements listed above) with 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;

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

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

1 (g) Job and job training individualized career services;

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

2 (g) Employment placement services;

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

3 (g) Job-driven training and subsequent placement service program for eligible veterans and eligible person;

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

(h) The hire date along with mandatory training completion dates for all DVOP specialists and LVER staff: 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’ or a local veterans’ employment specialist under this chapter -

1 (h) The date on which employee is so assigned; and

See inserted table below

2 (h) Whether the employee has satisfactorily completed such training by the National Veterans’ Employment and Training Services Institute as the Secretary requires.

See inserted table below.

The staff listed below are the current JVSG staff for the South Dakota Department of Labor and Regulation as of this writing.

Employee Name	Program (DVOP, LVER, or Consolidated)	Date Assigned	Completed all required training (Yes or No)
Kahler, Dwight	DVOP	11/04/2014	Yes
Schlimgen, Nathan	DVOP	12/10/2014	Yes
Northrup, Kenneth	DVOP	04/12/2011	Yes
White, Joshua	DVOP	11/26/2018	Yes
Stanton, Amanda	DVOP	07/09/2018	Yes
Thomas, Edward	DVOP	01/13/2020	No
Lanier, Hosea	DVOP	03/11/2020	No
Miller, Stan	DVOP	02/11/2008	Yes
Leichtenberg, Jay	DVOP	03/24/2015	Yes
Nylen, Jason	LVER	10/24/2019	No
Gully, Richard	JVSG Program Coordinator (LVER)	02/09/2015	Yes

Note: JVSG Program Coordinator funded through LVER funding.

Per VPL 01-19, DLR assures that newly hired DVOP specialists and LVER staff will satisfactorily complete prerequisite e-training courses and required NVTI on-site core JVSG competency-based classroom courses within 18 months of their employment date.

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

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

