

Applying The US Department Of Labor's Request For States To Take Action To *Maximize Innovation In Workforce Innovation And Opportunity Act Programs* As The Vehicle That Directly Addresses Very Low Wage Replacement For Veterans Using Their State's Job Centers And Also Remedies The Practice Of Systemically Excluding Disabled Veterans With Mandated Priority Of Service From Local WIOA Adult Job Training Programs
A Call For Heightened Attention To Veterans' Post Job Center Wage Outcomes In The Upcoming PY 2026 And Beyond

January 20, 2026

Summary: In November, 2025 the US Department Of Labor issued the challenge to states to *Maximize Innovation In Workforce Innovation And Opportunity Act Programs*. Programs including job center employment assistance as well as WIOA Adult job training. This position paper advocates for veterans/disabled veterans/homeless veterans to be designated a Worker Mobility target population. Programmatic changes are encouraged in service delivery designed to address very low wage replacement and job duration outcomes for both veterans and disabled veterans post job service assistance. The connection between local federal contractors contractually obligated to interview veterans and disabled veterans is dysfunctional resulting in very few qualified veterans/disabled veterans being hired in good paying stable employment. This would also be addressed. Due to severe fiscal constraints, states have largely abandoned plus educational efforts designed to improve self-marketing in both resumes and interviews. In 2026, marginally competitive self-marketing is ineffective in both promoting wage replacement and job duration. The opportunity is present for states to rethink how their veterans can be instructed to effectively self-brand. Proposed is the issuance of Work Opportunity Tax Credit (WOTC) Conditional Certifications to all veterans on unemployment claims within a month of receiving their first payment. WOTC is a program that financially incentivizes employers to hire and retain unemployment veterans. \$2,400 for veterans/disabled veterans unemployed one quarter of the last four. \$5,400 for hiring veterans unemployed two or more quarters of the last four. \$9,600 for disabled veterans unemployed two or more quarters of the last four. Their conditional certification embeded in an Individualized Employment Plan (IEP) that also provides detailed targeted resume preparation advice along with a step by step path to employment in their target job. WIOA Adult participation for disabled veterans is also addressed. Across the country, for years, they have been systematically excluded in favor of those already employed.

On November 25, 2025 Training And Employment Guidance Letter 05-25 entitled *Maximizing Innovation In Workforce Innovation And Opportunity Act Programs* was issued requesting states actively address what they term Worker Mobility for underserved populations. There is no client population more deserving of state attention than veterans, disabled veterans and homeless veterans. Three populations awarded priority of service by Congress that experience program outcomes that reflect profound downward economic mobility for those seeking assistance in the job centers of all states. These are the stated objectives of *Maximizing Innovation In Workforce Innovation And Opportunity Act Programs*.

2. Action Requested. State and local workforce development boards should review current policies and practices to maximize opportunities provided by WIOA to modernize and innovate operations and optimize service delivery of workforce development programs. ETA encourages states to work with ETA to mitigate or remove barriers where they exist, which includes the use of waivers of statutory requirements to support innovative solutions for building a skilled workforce in alignment with the Administration’s strategic pillars for workforce investment.

3. Summary and Background.

- a. Summary – This TEGL offers options that the public workforce system can use to innovate and modernize operations and program services by using existing WIOA flexibilities, and encourages increased waiver use to scale industry-driven strategies, enhance worker mobility, create opportunities to integrate systems and realign resources, optimize service delivery, improve accountability for participant outcomes, and remove barriers to innovation.
- ii. **Worker Mobility:** Individuals returning to the workforce or seeking better career opportunities should be able to take tangible steps that lead to upward mobility and long-term economic independence. Next-generation workforce and labor market intelligence tools should help participants see their skills, understand career options, and take clear steps toward better-paying jobs. The public workforce system can support this pillar by clearly identifying credentials that are valued in the labor market to support informed decision making, advancing innovative use of technology and labor market data, integrating AI-powered tools and competency-based assessments that allow workers to advance based on demonstrated skills and abilities, and getting the disconnected workforce into training opportunities that lead to self-sufficiency.

Properly Addressing Veterans’ Service Delivery Begins By Taking Wage Replacement Into Account

From the clients’ perspective, the purpose of veterans and disabled veterans seeking assistance in job centers is find a next job that pays roughly what they were making prior to entering the job center. A pre-post wage differential that ranges from a decline of 27%- 32% should not be considered to be viable wage outcomes for this client population. In PY 2023, 61% of the veterans seeking job center job search assistance were mid-life workers over the age of 45 with extensive civilian experience as well as their military service. 29% had college degrees. The prevailing service delivery model when applied to serving veteran and disabled veterans is dysfunctional; promoting downward mobility. A service delivery model that is producing wage outcomes where six months after exit the average veteran is only making 21% more than the average cashier in his/her state (27% more if they are disabled) is in need of serious examination and remediation.

Veterans And Disabled Veterans Experience Marked Downward Economic Mobility Post Job Service		National
Veterans Over 45 PY 2023		61%
Veterans With College Degrees PY 2023		29%
Pre- Six Month Post Wage Difference- Veteran PY 2023		-32%
Pre- Six Month Post Wage Difference- Disabled Veteran PY 2023		-27%
Post Wage: Construction Wage- Veteran PY 2023		-23%
Post Wage: Construction Wage- Disabled Veteran PY 2023		-21%
Post Wage: Cashier Wage- Veteran PY 2023		121%
Post Wage: Cashier Wage- Disabled Veteran PY 2023		127%

Our Nation's Job Center System Is Largely Shaped By Congressional Funding Outside Of States' Control

The present service delivery model for veterans seeking job search assistance in job centers is largely the result of unforeseen consequences of a system under severe economic duress for decades. States forced to make incredibly difficult decisions simply to render assistance to the majority of their unemployed residents. On the surface, the federal allocation for the job servixw has been reduced by 9% over some twenty years. However, that doesn't take into account an annual inflation rate of 2.56% from 2003-2025. The cost of property rental is not pegged to their federal allocation. Staff are state employees whose wages rise with other state employees. They are not static as their federal allocation has been. Funding has essentially been halved over two decades. Steep cutbacks in the number and geography of job ceners were inevitable.

Severely Reduced Federal Allocations Required States Make Changes	National
PY 2003 Federal Job Service Allocation	\$727,180,491
PY 2025 Federal Job Service Allocation	\$660,846,572
2003- 2025 Inflation Adjusted PY 2025 Budget	\$1,272,565,859
Average State 2003- 2025 Adjustment Difference	-48%

	Total Job Centers	Comprehensive Job Centers	Affiliate Job Centers
2003	3,582	1,955	1,627
2025	1,793	1,107	686
Job Centers Closed	-1,789	-848	-941
Percent Job Centers Closed	-50%	-43%	-58%

Leaving the same service delivery model in place sans its critical self marketing educational component has only made things worse for clients. Wage replacement for veterans and disabled veterans seeking assistance has plunged over time. In 2003, there were comprehensive job centers in most large and mid-size counties offering regularly scheduled valuable plus services like job search workshops and resume writing workshops where clients were coached on competitive self-marketing designed to facillitate wage replacement. Veterans with priority of service were the first enrolled for resume writing assistance prior to meeting with staff to review a resume that they had drafted after receiving instruction. By 2025, four out of ten of the states had suffered an inflation adjusted loss of over 50%. Offices all across rural America were closed. The public job center system is presently a shadow of its former self but still operating with essentially the same service delivery model sans the educational compenent that afforded clients access to learning how to be effectively self advocate.

Reduced Allocations Result In A Severe Decline In Comprehensive Services	National
States With 50% And Over Allocation Reduction Over Time	39%
States With Under 51% Of The Counties With Comprehensive Job Centers	71%
States With Under 26% Of The Counties With Comprehensive Job Centers	55%
Over 74% Of the Counties With Comprehensive Job Centers	12%
2025 Population In Counties With Comprehensive Offices	63%
2025 Counties With Comprehensive Offices	23%

Retaining An Aging Service Delivery Model In Changed Circumstances Has Consequences For Client Outcomes

At the time that they were retrenching, states didn't realize that plus self-marketing instruction for clients was a linchpin to achieving quality wages. For veterans unemployed in 2026, understanding effective personal branding in job search contexts is just as important as it was in 2003 when they would learn effective self-marketing in job search workshops. In fact, with resume screening technology and AI assisted screening, effective self branding is even more important to achieving wage replacement. In 2007, local staff contact with federal contractors would become centralized job listings out-of-state. On the margin, staff was freed for one on one client contact but in the process the federal contractor program linking experienced veterans with local federal contractors programmatically fell apart. Postings were listed. Very few veterans or disabled veterans would be end up being hired and retained. Experienced veterans are still registered. Federal contractors are present. Without competitive resumes and/or a local advocate in constant contact with federal contractors in their job center, a match for good paying stable work simply isn't being made. his impacts white collar and blue collar veterans. The marginization of higher end job opportunities leads directly to low wage retention outcomes experienced by the large subset of veterans and disabled vetterans over 45 years old and older and those with college degrees. Many states have adopted a symbolic form of priority of service where the marginally competitive resumes of veterans are

forwarded first so that they become the first rejected. Forwarding resumes that are marginal to businesses charged with finding qualified veterans to interview represents a serious missed opportunity. Federal contractor job postings become ghost posts for white and blue collar veterans alike seeking assistance through job centers. Resume assistance needs to be addressed to fix the broken federal contractor connection with local job centers across the nation.

Very Few Qualified Veterans Connect With Local Construction Federal Contractors		National
States With 75 Or More Active Construction Federal Contractors Required To Locate Qualified Veterans To Interview		47%
Average Qualified Veterans In States With 75 Or More Construction Contractors		235
Average Qualified Veterans In States With 75 Or More Construction Contractors Retained Three Or Four Quarters Post		21
Percent Experienced Veterans Hired For \$20 Or More For Three Or More Quarters In A NAICS Match		11%
Construction Federal Contractors October 2025		6,342
Veterans Registered With 2-3 Prior Quarters Construction Experience		11,905

Very Few Qualified Veterans Connect With Local Federal Contractors In Manufacturing		National
States With 75 Or More Active Manufacturing Federal Contractors Required To Locate Qualified Veterans To Interview		47%
Average Qualified Veterans In States With 75 Or More Manufacturing Contractors		331
Average Qualified Veterans In States With 75 Or More Manufacturing Contractors Retained Three Or Four Quarters Post		25
Percent Experienced Veterans Hired For \$20 Or More For Three Or More Quarters In A NAICS Match		8%
Manufacturing Federal Contractors October 2025		10,508
Veterans Registered With 2-3 Prior Quarters NAICS 30-31 Experience		17,263

Very Few Qualified Veterans Connect With Local White Collar Federal Contractors		National
States With 75 Or More Active White Collar Federal Contractors Required To Locate Qualified Veterans To Interview		75%
States With 250 Or More Active White Collar Federal Contractors Required To Locate Qualified Veterans To Interview		37%
Average Qualified Veterans In States With 75 Or More White Collar Contractors		366
Average Qualified Veterans In States With 250 Or More White Collar Contractors Retained Three Or Four Quarters Post		686
Percent Experienced Veterans Hired For \$20 Or More For Three Or More Quarters In A NAICS Match		4%
White Collar Federal Contractors October 2025		17,723
Veterans Registered With 2-3 Prior Quarters NAICS 51-56 Experience Except Temporary Agencies, Waste Removal, Facility Support		26,993

“We are not going to lower standards and convince ourselves that's the right thing to do”- Former Army Chief of Staff Gen. James McConville

Establishing low programmatic expectations is exactly what states and DoL have done in order to avoid having to address the harsh reality of low replacement wages for their veterans and disabled veterans. Annual wage performance standards are negotiated by DoL and the states. Wage expectations that shape low staff expectations for their veterans. This is best illustrated by the lower expectations of disabled veterans. In every state, their wage expectations are meaningless in real world settings to drive higher wage outcomes. Year after year, nearly every state exceeds their negotiated wage. In PY 2023, the average state exceeded their negotiated wage expectation by 150%. 16% by 175% or more. In the context of the average wage in each state in 2023, the average exit wage for disabled veterans six months post ended up 35% below the average wage in the states. In one of every four states, they were 40% or less of the average wage. Yet, every state easily surpassed their negotiated wage outcome for this client population. The negotiated wage expectation appears to only exist to be exceeded to convince that the right thing was done. States are free to negotiate higher should they choose to do so.

Unrealistically Low Wage Goals Are A Diservice To Disabled Veterans With Middle Class Aspirations	
States Exceeding PY 2023 Disabled Veterans Wage Goal	100%
Average Amount States Exceeded PY 2023 State Disabled Veterans Wage Goal	150%
States Exceeding PY 2024 Disabled Veterans Wage Goal By 175% Or More	16%
PY 2023 Six Month Post Earnings For Disabled Veterans To 2024 Average Wage	-35%
States Where PY 2023 Six Month Post Earnings For Disabled Veterans Were 40% Or Less Of 2024 Average Wage	24%

Veterans experience the same extremely low wage expectations as disabled veterans. Despite a wide disparity in prior work experience and educational achievement, their wage expectations are the same as those of the general population

in job centers. The negotiated average negotiated wage expectation in PY 2023 was 57% below the average wage in their state in the same year. The negotiated wages that staff were charged to meet were far closer to the wages for semi-skilled cashiers than the average wage in the state for both disabled veterans as well as veterans. The performance standards for veterans set year after year are inappropriate and result in very low wage replacement for unemployed veterans in need.

Negotiated Wage Outcomes Project Sharp Downward Mobility For Veterans/Disabled Veterans		National
Average State Cashier 2025: PY 2025 Job Service (Including Veterans) Negotiated Expected Wage		-25%
State Average 2024: PY 2025 Negotiated Job Service (Including Veterans) Expected Wage		-61%
Average State Cashier 2025: PY 2024 Disabled Veteran Negotiated Expected Wage		-23%
State Average 2024: PY 2024 Disabled Veterans Negotiated Expected Wage		-62%

Very Few Disabled Veterans Outside The Labor Force Turn To Their Local Job Centers For Job Search Assistance	
Ratio Of Outside Labor Force Disabled Veterans To Disabled Veterans Not On Claims Or Employed Seeing DVOPs PY 2023	50:1
Outside Labor Force Disabled Veterans To Disabled Veterans Not On Claims Or Employed Seeing DVOPs Over 100:1	22%

It should not at all be surprising that relatively few disabled veterans outside the labor force are not turning to job centers for assistance in reentering the labor market. The number of veterans outside the labor force is tracked by the Bureau of Labor Statistics. The number of disabled veterans on claims seeking job search assistance from DVOPs is tracked as are those disabled veterans already employed when seeing DVOPs. The remainder might either be unemployed and not on claims or outside the labor force. For purposes of analysis, it is assumed that they are all outside the labor force. A 50:1 ratio out of the labor force and not seeing job centers is discouraging. In one of every five states, the ratio is 100:1 or over. These estimates are overly optimistic since they assume they assume that claimants are the only unemployed disabled veterans seeing DVOPs.

Nemo Reside (No Soldier Left Behind)

Homeless veterans largely avoid job center assistance as disabled veterans outside the labor force largely do. The issue again is extremely low wage outcomes. In PY 2023, homeless veterans who visited job centers in 80% of the states experienced post wages 50% of more below what is required to rent an apartment in the area with the most homeless veterans in their state. They appear to experience the same low wage/low hour high turnover jobs after visiting the job center that they did before. For veterans who visited job centers in states with a minimum wage of \$10 or more, in PY 2023, the average wage earned six months post was actually 12% below the posted minimum wage. There is no incentive to visit job centers. They can find that kind of work without job center assistance.

Homeless Veterans Six Month Post Extrapolated Hourly Wage In States With Minimum Wages Over \$10		National
States With Minimum Wage Of \$10 Per Hour Or More		63%
Six Month Exit Wage To Minimum Wage For States With Minimum Wage Of \$10 Per Hour Or More		-12%

Homeless Veterans Are Experiencing Very Low Job Stability Post Job Center		National
States With 25% or Fewer Homeless Veterans Working At Twelve Months		76%
Average Of States With Homeless Veterans Working At Both Six And Twelve Months		16%
Employed In Any Of The Four Quarters Post		45%
Working At Six Months		31%
Working At Twelve Months		19%
Employed At Six And Twelve Months		16%

Addressing Homeless Veterans' Outcomes Creates Paths to Improving All Low Income Clients' Outcomes

Low-income clients average 26% of all who visited the job service nationally. In only 18% of the sates did their six-month post wage exceed that paid to a cashier in their state. Their average post wage was actually 15% below that or the cashier

The comparison of the wage outcomes of low-income clients of the job service six months post to fast food workers is more apt. In 78% of the states, the six-month post wage averaged less than a fast-food worker in their state would make. Low-income clients averaged 12% less. In every state, the average low-income client six months post made less than the poverty level for a family of three. They averaged 36% less. The wage outcome impact of the present service delivery

model on all low-income adults seeking job center assistance should open to serious examination. The job centers would benefit immensely were homeless veterans to be assigned as the Mobility Worker population in every state to experiment with alternative interventions that might ultimately be applied to low-income adults as a whole in the same job centers.

Wage Outcomes Near Or Below The Poverty Level Six Months Post For Job Service Low Income Clients	National
States Where Six Month Low Income Job Service Client Is Less Than Average Fast Food Worker	78%
States Where Six Month Low Income Job Service Client Is Less Than Family Of Three Poverty Level	100%
Job Service Low Income Six Month Post Quarterly Earnings	\$6,529
Job Service Low Income: Fast Food Worker In State 2023	-12%
Job Service Low Income: Poverty Level For Family Of Three 2023	-36%

Veterans Priority Of Service Compliance In WIOA Adult Is Almost Non-Existent Across The Nation

Repeatedly, DoL has informed states of the specifics of Congressionally mandated priority of service by veterans. The levels of priority of service as laid out by DoL are clear and unambiguous and they are widely ignored. In 15 states the ratio of the lowest priority group (already employed to veterans averaged 3:1 or more). Only a handful of states were in compliance in PY 2023 or for that matter any year. No states have been sanctioned for non-compliance.

“Priority must be provided in the following order:

- i. First, to veterans and eligible spouses who are included in the groups given statutory priority for WIOA Adult formula funding. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient receive first priority for services with WIOA Adult formula funds for individualized career services and training services.
- ii. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- iii. Third, to veterans and eligible spouses who are not included in WIOA’s priority groups.
- iv. Fourth, priority populations established by the Governor and/or Local WDB.
- v. Last, to non-covered persons outside the groups given priority under WIOA.”

State Councils Are Ignoring Veterans Priority Of Service Compliance In WIOA Adult	National
States Where Lowest Priority Enrollees Exceed Veterans With Legislated Priority Of Service	94%
States Where Lowest Priority Exceeds Veterans By 25% Or More	24%
States Sanctioned By The US Department Of Labor For WIOA Adult Veterans Priority Of Service Non-Compliance	0
Average Of Not A Priority Group To Total Veterans	4:1
States Not A Priority Group-Employed To Total Veterans Average 3:1 Or More	15

The following table provides the details of a program that has long been ignored to the detriment of veterans and disabled veterans in need.

State Councils Ignore WIOA Adult Veterans Priority Of Service	National
Veterans As A Percent Of Total Exiters	4%
Not A Priority Group As A Percent Of Total Exiters	17%
Priority 1/3 Veterans-Unemployed When Enrolled	3%
Priority 1/3 Veterans-Employed When Enrolled	1%
Priority 2 Non-Veterans With Barriers	76%
Priority 4/5 Not A Priority Group- Unemployed	7%
Priority 4/5 Not A Priority Group- Employed	6%

The responsibility for assuring veterans' priority of service in WIOA Adult ultimately lies within each state on both the state and local level.

134(c)(3)(E), American Job Center (AJC) staff, when using WIOA Adult program funds to provide individualized career services and training services, must give priority of service to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient (including English language learners).¹ AJC staff must prioritize services to these populations at all times, regardless of the amount of funds available to provide services in the local area. WIOA requires states to develop criteria, policies, and procedures for applying this priority, including monitoring local areas' compliance with this priority provision (see 20 CFR 680.600 and TEGL 19-16). These priorities are in addition to the requirements in the WIOA regulations at 20 CFR 680.650 that veterans and their eligible spouses receive priority of service for all Department of Labor (DOL)-funded job training programs, including the WIOA Adult program.

The WIOA DOL-only final rule further describes these requirements at 20 CFR part 680, including that states and local Workforce Development Boards (WDB) must establish criteria to apply these priority provisions. Additionally, the Local WDBs and the Governor may establish a process that also gives priority to other individuals eligible to receive such services, provided that it does not impede the provision of priority of service for veterans and the WIOA Adult priority groups, as further described in section 4a below. ETA has provided guidance in TEGL 19-16 (https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851) on how veterans' priority of service must be provided. The State Plan Information Collection Request (ICR) (OMB Control No. 1205-0522) requires states to describe how they will implement and monitor priority of service in the Adult program.

Little If Any State WIOA Oversight Results In Disabled Veterans Having A Minimal Presence In WIOA Adult

Disabled Veterans Should Have The Highest Priority Of Service In WIOA Adult	National
States With Fewer Than 10 Disabled Veterans Enrolled In WIOA Adult PY 2023	43%
Average Number Of Counties In States With Fewer Than 10 Disabled Veterans Enrolled In WIOA Adult PY 2023	26
Average Disabled Veterans Seeing DVOPs In States Enrolling 10 Or Fewer Disabled Veterans In WIOA Adult PY 2023	66
States With Fewer Than 25 Disabled Veterans Enrolled PY 2023	61%
Average Number Of Counties In States With Fewer Than 10 Disabled Veterans Enrolled In WIOA Adult PY 2023	49
Average Disabled Veterans Seeing DVOPs In States Enrolling 25 Or Fewer Disabled Veterans In WIOA Adult PY 2023	166
PY 2023 WIOA Adult Allocation	\$858,332,045
Disabled Veterans In WIOA Adult PY 2023	2,278
Counties	3,141
Disabled Veterans Unemployed Or Out Of Labor Force PY 2023	8,729

More Than Enough Unemployed Disabled Veterans For WIOA Adult Are Already In Job Centers With DVOPs

At a time when 38% of all enrolled in WIOA were already employed there were nearly 20,000 disabled veterans either unemployed or out of the labor force seeing DVOPs. In 88% of all states already employed in WIOA Adult outnumbered unemployed/out of labor force disabled veterans with DVOPs. The case for substituting disabled veterans for those already employed wouldn't necessarily involve expending funds on job training. Four of ten exited WIOA Adult without training. One of three states exited 50% or more without training. Through WIOA Adult disabled veterans gain more job search assistance to prepare them to apply to work for federal contractors.

Coenrollment Of Disabled Veterans In WIOA Adult Should Be Seriously Considered To Boost Wage Outcomes	National
WIOA Adult Already Employed Clients At Enrollment (38%)	62,740
Disabled Veterans Served By Local DVOPs Either Unemployed Or Out Of Labor Force	19,517
States Where WIOA Already Employed Exceed Unemployed/Out Of Labor Force Disabled Veterans With DVOPS	88%
Average Percent Of WIOA Adult Clients Exiting With No Training	42%
States With 50% Or More WIOA Adult Exiting Without Training	35%
States With 25% Or Fewer WIOA Adult Exiting Without Training	22%

Far Too Few Veterans On Claims Are Being Called In To Be Assisted By Job Center Staff

RESEA (Reemployment Services and Eligibility Assessment) is the program that requires claimants to come in to the job center for additional job search assistance. Despite over 5,000,000 first claims in PY 2023, only some 800,000 were called in and fewer than 40,000 were veterans. 84% were not called in for job search assistance. Prior to phone/Internet claims filing, in comprehensive offices, clients were expected to register for employment with job center staff after filing their claims. It was a condition of receiving benefits. A handful of states still require and enforce their claimants registering to be considered for work as a condition of maintaining their claims. This practice in only a handful of states assures an adequate pool of skilled veterans for federal contractors on the local job center level and gives local job center credibility in the eyes of their human relations as a source of a competitive skilled labor supply. The manufacturing/construction/ white collar federal contractor state by state tables detail the failure of states to take reemployment of claimants seriously. If they did so, it would be reflected in the experience skilled labor supply column that tracks veterans registered. Outcome wages for claimants as a whole six months post would likely rise significantly.

RESEA Has A Minimal Impact On Claimant Job Search Assistance		National
Involved In RESEA- Veterans PY 2023		31,846
Involved In RESEA- Disabled Veterans PY 2023		8,034
RESEA Referred Veterans/Disabled Veterans As A Percent Of Total Veterans Served		35%
Veterans/Disabled Veterans As A Percent Of Total RESEA		5%
All Job Service Clients Involved In RESEA		808,412
RESEA As A Percent Of First Payments		16%

Universal RESEA For Veterans/Disabled Veterans Would Financially Incentivize Employers To Hire And Retain

Universal RESEA would assure that every veteran on a claim receives an individualized employment plan (IEP) that points the way forward step by step to conducting an effective job search towards their target occupation. The plan contains a Work Opportunity Tax Credit (WOTC) Conditional Certification for the claimant. A certification worth \$2,400 for hiring and retaining a veteran/disabled veteran unemployed one of the last four quarters. For veterans unemployed two or more quarters of the last four, the WOTC tax credit rises to \$5,400 for hire and retention. For disabled veterans unemployed two or more quarters of the last four, the WOTC tax credit is \$9,600. The report they receive is a combination of detailed resume assistance, job search assistance to generate interviews, interview counseling is a job search workshop and tax certification. Universal RESEA provides the missing component in job center job search assistance that would result in the number of veterans on RESEA seen by staff increasing by 4.5:1. The number of disabled veterans seen increases by 6.1:1 Wage outcomes increase exponentially regardless of how low the targets are set and job duration accompanies higher wages.

Universal RESEA For Veterans On Claims Including WOTC Conditional Certification Modeled For PY 2023		National
Engaged In RESEA- Veterans		31,846
Engaged In RESEA- Disabled Veterans		8034
Total First Payments Issued PY 2023		5,136,922
Estimated Veterans Veterans First Claims PY 2023		142,629
Estimated Veterans Disabled Veterans First Claims PY 2023		49,701
Modeled RESEA For Veterans PY 2023: Actual Veterans RESEA PY 2023		4.5:1
Modeled RESEA For Disabled Veterans PY 2023: Actual Disabled Veterans RESEA PY 2023		6.1:1

The Work Opportunity Tax Credit Tax Incentive For Businesses Hiring Certified Veterans/Disabled Veterans

For decades, states have been allowed to issue WOTC conditional certifications in their job centers. None have taken up DoL on the offer that would incentivize businesses to at least interview their veterans and disabled veterans to let them present their case for being selected for employment. With negotiated outcome expectations for veterans so low, there is little incentive for states to go out of their way to design and administer plus services that would benefit this sub-population. This tax credit is currently up for renewal with bipartisan support in both houses of Congress.

Veteran Target Group	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
Receives SNAP (food stamps) benefits	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Entitled to compensation for service-connected disability:		
Hired 1 year after leaving service	Up to \$3,000 (25% of \$12,000 of first-year wages)	Up to \$4,800 (40% of \$12,000 of first-year wages)
Unemployed at least 6 months	Up to \$6,000 (25% of \$24,000 of first-year wages)	Up to \$9,600 (40% of \$24,000 of first-year wages)
Unemployed:		
At least 4 weeks	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$ 2,400 (40% of \$6,000 of first-year wages)
At least 6 months	Up to \$ 3,500 (25% of \$14,000 of first-year wages)	Up to \$5,600 (40% of \$14,000 of first-year wages)