

Enclosure A

Cross Reference of Disabled Veterans = Outreach Program (DVOP) and Local Veterans = Employment Representative (LVER)

Functions Under Title 38, United States Code (38 U.S.C.) and New Roles and Responsibilities (R&R=s)

The new Roles and Responsibilities, (formerly the Prototype Performance Standards), reflect recent changes in the workforce development system following state agencies= implementation of the Workforce Investment Act (WIA) of 1998, and other potential refinements to the DVOP and LVER programs proposed under H.R. 4015, the Jobs for Veterans Act, and S. 2561, Veterans = Employment, Business Opportunity, and Training Act of 2002. The workgroup recognizes that Chapter 41 of 38 U.S.C. provides the current legislative authorization for the DVOP and LVER programs. Therefore, the roles and responsibilities correspond to the DVOP and LVER functions, as outlined in ' 4103(c) and ' 4104(b), Chapter 41 of 38 U.S.C.

The following matrices demonstrate the relationship between the new roles and responsibilities and DVOP and LVER job duties and functions required under the current law.

**Matrix Linking Recommended Roles and Responsibilities
to ' 4103(c), ' 4104(b), and ' 4104(c) of Title 38**

DVOP Role and Responsibility		Corresponding Function Under Title 38, U.S.C.
Intensive Services		
1.	Facilitation of intensive services to veterans with special employment and training needs. These services may include any combination of the following services, but at a minimum, the first two are required to commence a program of intensive services. All services are to be documented including, assessment, career guidance, coordination with supportive services, referrals to jobs and training, and provision of job development contacts.	(1) Develop jobs and job opportunities for veterans. (2) Develop and promote apprenticeship and OJT positions. (4) Provide technical assistance to community-based organizations for employment and training services to veterans. (5) Assist local employment service offices= services to veterans. (6) Coordinate linkages to promote employment opportunities for veterans. (9) Provide vocational guidance or counseling (10) Provide case management.
1a.	Conduct assessment (minimum requirement).	(10) Provide case management.
1b.	Develop plan of action that is documented (minimum requirement).	(10) Provide case management.
1c.	Provide career guidance.	(9) Provide vocational guidance or counseling.
1d.	Coordinate supportive service(s).	(4) Provide technical assistance to community-based organizations for employment and training services to veterans. (5) Assist local employment service offices= services to veterans. (6) Coordinate linkages to promote employment opportunities for veterans. (7) Promote job and career opportunities for veterans.
1e.	Provide job development contact(s).	(1) Develop jobs and job opportunities for veterans. (6) Coordinate linkages to promote employment opportunities for veterans.
1f.	Refer to job(s).	(1) Develop jobs and job opportunities for veterans. (7) Promote job and career opportunities for veterans
1g.	Refer to training.	(1) Develop jobs and job opportunities for veterans. (2) Develop and promote apprenticeship and OJT positions.
Outreach		
2.	Conduct outreach activities with the purpose of locating	(3) Carry out outreach activities to locate veterans.

DVOP Role and Responsibility		Corresponding Function Under Title 38, U.S.C.
	candidates who could benefit from intensive services and market these services to potential clients in programs and places such as the following:	(8) Develop outreach programs in cooperation with Department of Veterans Affairs.
2a.	Vocational Rehabilitation and Employment (VR&E)	(8) Develop outreach programs in cooperation with Department of Veterans Affairs.
2b.	Homeless Veterans Reintegration Project (HVRP).	(3) Carry out outreach activities to locate veterans.
2c.	Department of Veterans Affairs (VA) hospitals and Vet Centers.	(8) Develop outreach programs in cooperation with Department of Veterans Affairs.
2d.	Homeless shelters	(3) Carry out outreach activities to locate veterans.
2e.	Civic and service organizations	(3) Carry out outreach activities to locate veterans.
2f.	Partners through the Workforce Investment Act (WIA)	(3) Carry out outreach activities to locate veterans.
2g.	State Vocational Rehabilitation Agencies	(3) Carry out outreach activities to locate veterans.
2h.	Other service providers	(3) Carry out outreach activities to locate veterans.
Labor Exchange Services		
3.	Provide and facilitate a full range of employment and training services to veterans, with the primary focus of meeting the needs of those who are unable to obtain employment through core services.	(1) Develop jobs and job opportunities for veterans. (2) Develop and promote apprenticeship and OJT positions. (5) Assist local employment service offices = services to veterans. (6) Coordinate linkages to promote employment opportunities for veterans. (7) Promote job and career opportunities for veterans. (9) Provide vocational guidance or counseling.

LVER Role and Responsibility		Corresponding Function Under Title 38, U.S.C.
Capacity Building of Other Service Providers		
1.	Ensure that veterans are provided the range of labor exchange services needed to meet their employment and training needs. Work with other workforce development providers to develop their capacity to recognize, and respond to these needs. Responsibilities may include the following activities:	(1) Functional supervision. (4) Encourage employers to employ veterans and conduct on-the-job training (OJT) and apprenticeship programs. (5) Promote veterans = participation in employment and training programs. (8) Refer veterans to training, supportive services, and education opportunities. (11) Assist with job accommodations for disabled veterans.
1a.	Train other staff and service delivery system partners to enhance their knowledge of veterans = employment and training issues.	(1) Functional supervision. (5) Promote veterans = participation in employment and training programs. (8) Refer veterans to training, supportive services, and education opportunities.
1b.	Promote veterans as category of job seekers in the workforce development system who have highly marketable skills and experience.	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (5) Promote veterans = participation in employment and training programs.
Advocacy for Veterans = Employment and Training		
2.	On behalf of veterans, advocate for employment and training opportunities with business and industry, and community-based organizations. Responsibilities may include the following activities:	(2) Contact with community leaders, employers, labor unions, training programs, and veterans = organizations. (4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (5) Promote veterans = participation in employment and training programs. (9) Maintain current information on employment and training opportunities.
2a.	Plan and participate in job fairs to promote services to veterans.	(2) Contact with community leaders, employers, labor unions, training programs, and veterans = organizations. (4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (9) Maintain current information on employment and training opportunities.
2b.	Work with unions, apprenticeships programs, and business community to promote employment and training opportunities for veterans.	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (9) Maintain current information on employment and training opportunities.
2c.	Promote credentialing and training opportunities for veterans with training providers and credentialing bodies.	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (5) Promote veterans = participation in employment and training programs.
Employer Relations/Job Development		

LVER Role and Responsibility		Corresponding Function Under Title 38, U.S.C.
3.	Establish, maintain, or facilitate regular contact with employers to develop employment and training opportunities for the benefit of veterans. Responsibilities may include the following activities:	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (6) Monitor Federal contractor job listings.
3a.	Develop employer relations contact plans for the service delivery point, to include identified federal contractors.	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (5) Promote veterans = participation in employment and training programs. (6) Monitor Federal contractor job listings. (9) Maintain current information on employment and training opportunities.
3b.	Coordinate with employer relations representatives in the service delivery point (SDP) to facilitate and promote opportunities for veterans seeking jobs.	(4) Encourage employers to employ veterans and conduct OJT apprenticeship programs. (5) Promote veterans = participation in employment and training programs. (9) Maintain current information on employment and training opportunities.
Labor Exchange Services		
4.	Provide and facilitate a full range of employment and training services, as appropriate, to meet the needs of newly separated and other veterans in the workforce development system and especially address the needs of transitioning military personnel through facilitation of TAP workshops. Responsibilities for employment and training services may include, but are not limited to the following activities:	(3) Provide or facilitate provision of labor exchange services by employment service staff to veterans, including intake and assessment, counseling, testing, job search assistance, and referral to placement.
4a.	Conduct job search assistance workshops.	(3) Provide or facilitate provision of labor exchange services
4b.	Provide job development and job referrals.	(3) Provide or facilitate provision of labor exchange services
4c.	Provide vocational guidance.	(3) Provide or facilitate provision of labor exchange services (12) Facilitate provision of guidance or counseling services.
4d.	Provide labor market information (LMI).	(3) Provide or facilitate provision of labor exchange services
4e.	Provide referrals to training and supportive services.	(3) Provide or facilitate provision of labor exchange services (7) Work with VA regarding Chapter 31 clients. (8) Refer veterans to training, supportive services, and educational opportunities. (10) Cooperate with staff in the Veterans Readjustment

LVER Role and Responsibility		Corresponding Function Under Title 38, U.S.C.
		Act programs to identify and assist veterans with readjustment problems. (11) Assist with job accommodations for disabled veterans.
Reporting		
5.	Provide quarterly reports to the individual responsible for the management of an SDP to which the LVER has been assigned, and, through the appropriate state agency channels, to the State Director of Veterans Employment and Training (DVET).	' 4104(c) Provide quarterly reports to the manager of the I employment service office and to the DVET regarding compliance with Federal law and regulations with respect to special services and priorities for eligible veterans and eligible persons.
5a.	Compliance with State directives on services to veterans.	' 4104(c)
5b.	Accomplishments towards meeting the State=s performance standards for these services.	' 4104(c)