



Annual Report to Congress Fiscal Year 2021

U.S. Department of Labor
Veterans' Employment and Training Service

200 Constitution Avenue, N.W., Washington, DC 20210

Table of Contents

Executive Summary	6
Introduction.....	8
I. Performance Management	8
A. The Transition Assistance Program.....	8
Employment Fundamentals of Career Transition Workshop	9
Career and Credential Exploration Workshops Delivered.....	10
Transition Employment Assistance for Military Spouses	10
Wounded Warrior and Caregiver Employment Workshop	11
Transition Assistance Program Data Analytics	11
Apprenticeship Placement Pilot.....	11
Employment Navigator and Partnership Pilot	12
Off Base Transition Training (OBTT) Pilot	13
B. Jobs for Veterans State Grants and the Workforce System	13
Priority of Service for Veterans in the Workforce System.....	14
Veterans’ Participation Rates for Program Year 2020	15
Primary Indications Used to Evaluate Performance	16
Disabled Veterans’ Outreach Program	16
Local Veterans’ Employment Representatives.....	17
Consolidated Position	17
Development and Training for Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff	17
Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff and Funding Levels	17
Jobs for Veterans State Grants Services for Participants.....	19
Disabled Veterans Program and Research Analyst	19
Weighted Outcomes.....	20
Implementing a Uniform National Threshold Veterans Entered Employment Rate	21
Incentive Award Analysis.....	21
C. Homeless Veterans’ Reintegration Program.....	22
Homeless Veterans’ Stand Down Grants.....	24

D. Compliance and Investigations	25
Uniformed Services Employment and Reemployment Rights Act	25
Veterans’ Employment Opportunity Act	26
Vietnam Era Veterans’ Readjustment Assistance Act of 1974	27
Nondiscrimination and Equal Employment Opportunity Requirements	28
E. Honoring Investments in Recruiting and Employing Vets Medallion Program.....	28
II. Veterans Employer Outreach Program	29
III. Interagency Collaboration.....	30
Women’s Bureau	30
Office of Federal Contract Compliance Programs.....	30
Bureau of Labor Statistics.....	30
Employment and Training Administration	30
Office of Disability Employment Policy	32
Department of Labor Chief Evaluation Office	32
United States Interagency Council on Homelessness.....	32
Department of Veterans Affairs.....	32
Department of Defense	33
IV. Online and Electronic Tools	33
V. Advisory Committee on Veterans’ Employment, Training, and Employer Outreach.....	36
Appendix I: Veterans’ Employment and Training Service Fiscal Year 2021 Learning Agenda – Ongoing Projects.....	37
Studies Completed in Fiscal Year 2021	37
Ongoing Studies in Fiscal Year 2021	37
Appendix II: Alphabetical Listing of Honoring Investments in Recruiting and Employing Vets Medallion Award Recipients, with Location and Award Type, 2021	39
Appendix III: Employment Outcomes of Veterans and Other Eligible Participants Served by Disabled Veterans' Outreach Program (DVOP) Specialists per State, Program Year 2020.....	68
Appendix IV: Acronym List	70

Table of Figures 1

Chart 1. Monthly Unemployment Rate of Veterans and Nonveteran Counterparts in 2021	7
--	---

Table of Figures 2

Table 1. Total Department of Labor Employment Fundamentals of Career Transition Workshops and Participants, Fiscal Year 2020-2021	9
Table 2. Transition Assistance Program Employment Workshops and Participants, Fiscal Year 2020-2021	10
Table 3. Career and Credential Exploration Workshops and Participants, Fiscal Year 2020-2021	10
Table 4. Program Year 2020 Participation in Department of Labor/Employment and Training Administration Programs	15
Table 5. Jobs for Veterans State Grants Performance Outcomes, Program Year 2019-2020	16
Table 6. Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff Funding	18
Table 7. Disabled Veterans’ Outreach Program-Served Participant Statistics	19
Table 8. Weighted Measure Counts of Participants Who Exited the Program and Received Services Delivered by a Disabled Veterans’ Outreach Program Specialist.....	21
Table 9. Homeless Veterans’ Reintegration Program Participant Statistics,.....	24
Table 10. FY 2021 USERRA Cases	26
Table 11. FY 2021 VP Cases	27
Table 12. VETS-4212 Annual Federal Contractor Reporting as of September 2021	28

This report has been prepared in accordance with Title 38, United States Code (U.S.C.), §§ 4107(c), 4212(c), 4215(d), and 2021(d), as well as the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, Division O of P.L. 115-31.

The report describes how the various programs administered by the Department of Labor's (DOL's) Veterans' Employment and Training Service (VETS), along with its partner agencies, helped to facilitate smooth transitions to civilian employment for those serving in our military, and provided continuing employment assistance for veterans, military spouses, and caregivers.



Executive Summary

The Veterans' Employment and Training Service (VETS) serves as an integrated employment, training, and compliance enterprise within the Department of Labor (DOL or the Department). VETS administers programs designed to address the employment, training, and job security needs of 200,000 military service members who transition to civilian life each year, 8.8 million military veterans in the US civilian labor force,¹ nearly 800,000² National Guard and Reserve members, and nearly 955,000³ military spouses (597,736 Active-Duty and 357,220 Guard and Reserve spouses).

Our mission is to **prepare** America's veterans, service members and military spouses, for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities.

Our vision is to enable all veterans, transitioning service members, and military spouses to reach their full potential in the workplace. We work to achieve this vision through three agency priorities:

1. Getting the military to civilian transition right
2. Leveraging the right strategic partnerships to maximize employment outcomes
3. Advancing equity and inclusion in our underserved veteran communities

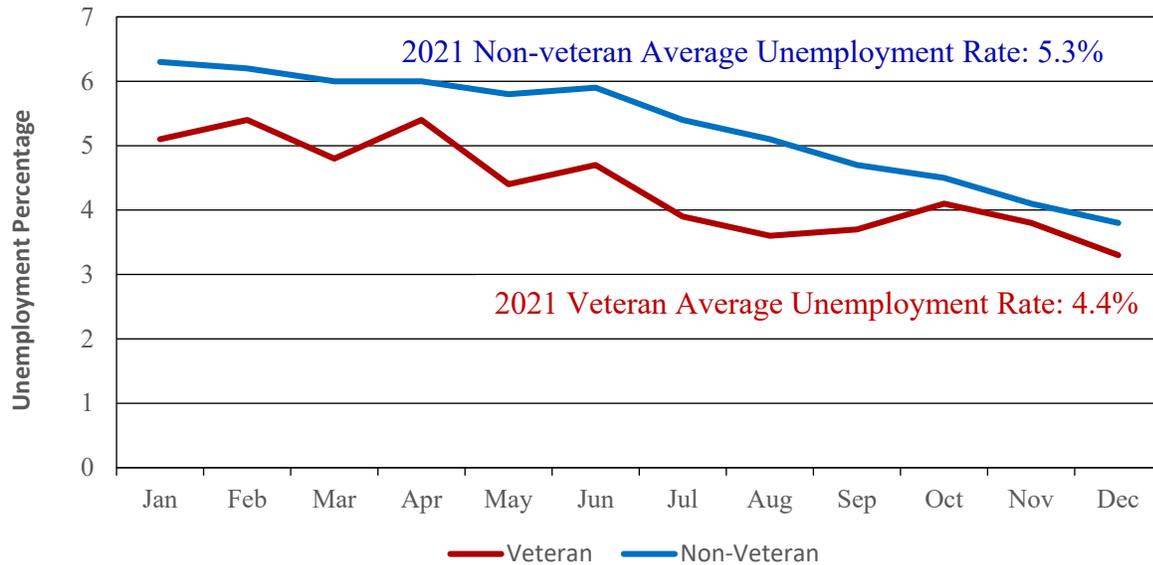
In calendar year (CY) 2021, the average veteran unemployment rate was 4.4 percent which was lower than the nonveteran unemployment rate of 5.3 percent.¹ CY 2021 proved to be a recovery period for veterans and nonveterans, as unemployment rates were lower than CY 2020 for both groups. The nonveterans' unemployment rates decreased by a larger proportion, however, through the collective work of VETS and its partners, we have seen veteran unemployment rates consistently below that of non-veterans, as reflected in **Chart 1**.

¹ Bureau of Labor Statistics (BLS) – [Employment status of persons 18 years and over by veteran status, age, and sex, 2021](https://www.bls.gov/cps/cpsaat48.htm), (<https://www.bls.gov/cps/cpsaat48.htm>).

² Defense Manpower Data Center (DMDC) – [Department of Defense \(DOD\) Personnel Report](https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports), September 2021 (<https://dwp.dmdc.osd.mil/dwp/app/dod-data-reports/workforce-reports>).

³ Military OneSource – [Demographics Profile](https://www.militaryonesource.mil/data-research-and-statistics/military-community-demographics/2020-demographics-profile/), 2020, (<https://www.militaryonesource.mil/data-research-and-statistics/military-community-demographics/2020-demographics-profile/>)

Chart 1. Monthly Unemployment Rate of Veterans and Nonveteran Counterparts in 2021⁴



COVID-19 Pandemic Impact

The COVID-19 pandemic continues to impact the delivery and outcomes of VETS programs to some extent; those impacts are described below.

Transition Assistance Program – While military installations continued to enforce varying levels of pandemic restrictions, the Transition Assistance Program (TAP) workshops began to return to in-person delivery. The partial return to in-person delivery led to an 18 percent participant increase in the required one-day Employment Fundamentals of Career Transition (EFCT) workshop (Table 1). In addition, transitioning service members continue to have access to the full TAP curricula in a self-paced distance learning format on the Department of Defense’s (DOD’s) [Transition Online Learning Management System](https://www.tapevents.mil/courses) (https://www.tapevents.mil/courses).

Jobs for Veterans State Grant and Homeless Veterans’ Reintegration Program – As a result of the pandemic, many American Job Centers (AJCs), Homeless Veterans’ Reintegration Program (HVRP) grantees, and the National Veterans’ Training Institute (NVTI) continued to provide virtual service delivery. In addition, unprecedented Unemployment Insurance (UI) claim filings forced numerous states to reassign Jobs for Veterans State Grants (JVSG) staff to assist with UI claim filings, limiting the number of case managers and outreach specialists. Furthermore, some AJCs were closed to the public for various lengths of time throughout fiscal year (FY) 2021. As a result of these factors, the number of JVSG staff assisted services to veterans dropped by 35 percent (Table 8) and HVRP participant enrollment dropped by 14 percent (Table 9).

⁴ BLS – [Labor Force Statistics from the Current Population Survey \(CPS\)](https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601), (https://data.bls.gov/timeseries/LNS14049526&series_id=LNS14049601).

Introduction

VETS serves as an integrated employment, training, and compliance enterprise of DOL. This annual report describes VETS programs activities during FY 2021.

Information on some of the workforce activities described in this report are provided by CY, FY, and Program Year (PY).

- Data collected on a CY basis cover the period from 1/1/2021 – 12/31/2021 (CY 2021).
- Data collected on a FY basis cover the period from 10/1/2020 – 9/30/2021 (FY 2021).
- Data collected on a PY basis cover the period from 7/1/2020 – 6/30/2021 (PY 2020).

I. Performance Management

The VETS' programs address the Department's Strategic Goal 1, "*Build Opportunity and Equity for All*," and Strategic Objective 1.1, "*Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities*." VETS programs contribute to these goals, as reflected in VETS' Mission Statement, "To **prepare** America's veterans, service members, and military spouses for meaningful careers, **provide** them with employment resources and expertise, **protect** their employment rights, and **promote** their employment opportunities."

A. The Transition Assistance Program

TAP is provided to separating and retiring service members serving on active duty, guard, and reserve, and their spouses, under 10 U.S.C. § 1144. TAP is a cooperative effort by DOL, DOD, the Department of Education (ED), the Department of Homeland Security (DHS), Department of Veterans Affairs (VA), the Small Business Administration (SBA), and the Office of Personnel Management (OPM). VETS administers the DOL TAP curricula as a required component of TAP, both domestically and at overseas installations, providing job preparation and employment resources to assist transitioning service members in entering the civilian workforce. The number of DOL TAP courses provided is based on the requirements of the Armed Services.

The FY 2021 EFCT workshop was structured in a standardized format so that all attending service members and their spouses who chose to participate received the same high-quality instruction. In accordance with the National Defense Authorization Act (NDAA) of FY 2019, the EFCT is the mandatory one-day course of instruction for employment preparation. The workshop is designed to lay the foundation for the transition from military to civilian life. The one-day workshop introduces the essential tools and resources needed to evaluate career options, gain information for civilian employment, and understand the fundamentals of the employment process.

In addition to the EFCT workshop, DOL also provided two elective workshops: the Employment Workshop (EW) and the Career and Credential Exploration (C2E) workshop. The EW is a comprehensive two-day workshop that covers emerging best practices in career employment, including in-depth training to learn interview skills, build effective resumes, and use emerging technology to network and search for employment. The C2E workshop is a track that offers a unique opportunity for participants to complete a personalized career development assessment of their occupational interests and abilities. Participants are guided through a variety of career considerations, including labor market projections, educational opportunities, apprenticeships, certifications, and licensure requirements.

In FY 2021, the interagency partners collected and analyzed survey results regarding participants’ satisfaction with the TAP curricula and delivery methods. Survey results indicated 96 percent would use what they learned in their own transition planning and 94 percent reported that the DOL EW enhanced their confidence in transition planning.

TAP course administrators tabulate and report the number of transitioning service members participating in all three DOL-sponsored workshops, both domestic and international, which are provided in **Tables 1, 2, and 3** below.

Employment Fundamentals of Career Transition Workshop

As displayed in **Table 1**, DOD’s demand for DOL’s EFCT activity increased between FY 2020 and FY 2021 while military installations operated under various levels of COVID-19 pandemic restrictions. In addition to workshops delivered in the continental United States, VETS currently delivers EFCT workshops at sites in Bahrain, Belgium, Cuba, Germany, Greece, Guam, Italy, Korea, Japan, Netherlands, Portugal, Qatar, Romania, Spain, Turkey, and the United Kingdom.

Table 1. Total Department of Labor Employment Fundamentals of Career Transition Workshops and Participants, Fiscal Year 2020-2021

Category	FY 2020 ⁵	FY 2021	Difference
Workshops	4,136	5,167	+25%
Participants	92,981	109,888	+18%

⁵ This workshop was known as the Employment Workshop (EW) in FY 2019. Both workshops represent the mandatory portion of DOL’s Transition Assistance Program (TAP) responsibility.

Table 2. Number of participants in the DOL EW for FY 2021, based on DOD demand.

Table 2. Transition Assistance Program Employment Workshops and Participants, Fiscal Year 2020-2021

Category	FY 2020	FY 2021	Difference
Workshops	2,250	4,105	+82%
Participants	39,135	67,762	+73%

Career and Credential Exploration Workshops Delivered

Table 3 displays the DOL C2E workshop activity and participant count for FY 2021 based on DOD demand.

Table 3. Career and Credential Exploration Workshops and Participants, Fiscal Year 2020-2021

Category	FY 2020	FY 2021	Difference
Workshops	743	973	+31%
Participants	6,876	11,284	+64%

Transition Employment Assistance for Military Spouses

In FY 2021, VETS completed development and implementation of the Transition Employment Assistance for Military Spouses (TEAMS) curricula specific to military spouses and caregivers who are transitioning with their service member out of the service. TEAMS assists military spouses in their career endeavors with training on employment essentials tailored to their unique circumstances. In FY 2021, 813 participants attended a total of 139 separate TEAMS courses. VETS developed nine TEAMS workshops to identify and address the common employment barriers, learn about specialized programs, and explore available resources for military spouses and caregivers. The nine courses are:

- Marketing Me,
- Career Credentialing,
- Resume Essentials,
- Your Next Move,
- Federal Hiring,
- Interview Skills,
- LinkedIn Basic Profiles,
- LinkedIn Job Searches, and
- Salary Negotiating.

For more detailed information about individual modules visit the [TEAMS website](https://www.dol.gov/agencies/vets/programs/tap/teams-workshops) (https://www.dol.gov/agencies/vets/programs/tap/teams-workshops).

Wounded Warrior and Caregiver Employment Workshop

In FY 2021, VETS developed a self-paced, fully accessible online curriculum designed specifically to address the employment needs of wounded, ill, and/or injured transitioning service members. The Wounded Warrior and Caregiver Employment Workshop (WWCEW) offers an adaptation of the DOL one-day ECFT mandatory workshop. This training replaces the DOL mandatory one-day workshop for wounded, ill, and/or injured service members. The training is fully virtual and divided into six, self-paced modules and a corresponding live, facilitator-led discussion and activity session to solidify ideas presented in the modules and provide participants an opportunity to ask questions. VETS will pilot and implement the WWCEW curriculum in FY 2022.

Transition Assistance Program Data Analytics

In FY 2016, VETS began daily data transfer from the Defense Manpower Data Center (DMDC) through the Veteran Data Exchange Initiative (VDEI) to gain a better understanding of transitioning service members to allow VETS to serve them better. VETS is updating required data sharing agreements needed to merge VDEI data with wage information from the National Directory of New Hires (NDNH) to understand employment-based outcomes for TAP participants. Once the two data sources are merged, analyses can be conducted on: correlation between Military Occupational Code (MOC) and employment status; correlation between employment status and timing and number of TAP courses taken; overall percentage of TAP participants becoming employed, and wages earned (Workforce Innovation and Opportunity Act (WIOA) metrics); employment status broken down by age, race, ethnicity, and other demographic characteristics. VETS expects data matching to begin in the third quarter of FY 2022.

Apprenticeship Placement Pilot

Between April 2020 and April 2021, VETS conducted an in-person Apprenticeship Placement Pilot. The pilot services were offered in-person to transitioning service members at eight pilot locations, and as a virtual offering nationwide. In collaboration with the military services, two pilot sites were identified and selected from each of the four main branches, with preference given to locations with large transitioning populations. Apprenticeship placement counselors (APCs) worked individually with interested service members with a goal of beginning an apprenticeship program shortly after their separation from the military. This pilot concluded in April 2021 with APCs continuing to place active participants through the end of FY 2021. The pilot resulted in 172 apprenticeship offers from employers, and 152 participants who accepted a placement into an apprenticeship program. The majority of placements (53 percent) were in the following three career clusters: 1) Information Technology, 2) Architecture and Construction, and 3) Transportation, Distribution, and Logistics.

The Apprenticeship Placement Pilot reinforced that the transition process is an individual journey that must be owned and carefully navigated by the individual. VETS' efforts increased the number of transitioning service members who entered apprenticeship programs upon separation from active duty. It also educated and influenced service members' views of apprenticeships as a viable employment opportunity.

Employment Navigator and Partnership Pilot

On April 1, 2021, VETS launched the Employment Navigator and Partnership Pilot (ENPP) at 13 military installations worldwide, and in FY 2021, the ENPP served 2,032 transitioning service members and 132 spouses of transitioning service members. This initiative is designed to help transitioning service members and their spouses obtain employment and meet their training needs outside of the traditional TAP classroom. The pilot supports interested transitioning service members and their spouses in selecting career pathways and connecting them to partners and resources based upon their interests, aptitudes, and values for better employment-related outcomes.

An important role of the Employment Navigator (EN) is to provide information and strengthen skills learned through DOL's portions of the TAP workshop participation, assessments, and practical exercises. The pilot leverages the employment and training resources and expertise available from approved government and non-government partners that provide the following services: apprenticeship opportunities, digital matching, employment mentorship, employment networking, hiring events, placement services, referrals to employment opportunities, training services, and wrap around services. ENs are available to assist transitioning service members and their spouses, both virtually and in-person, from the earliest stage of their transition during pre-separation through their separation from military service. VETS will launch new research projects in FY 2022 to evaluate the ENPP pilot:

- **VETS Employment Navigators Evaluation:** The goal of this evaluation is to understand how ENs provide support to transitioning service members to find employment faster and obtain higher wages. It will also include a feasibility study for an impact evaluation. The study will examine the elements that distinguish a VETS EN (if any) from other case management support to veterans, including supports from Disabled Veterans' Outreach Program (DVOP) Specialists and Local Veterans' Employment Representatives (LVER)s. This evaluation will begin in FY 2022 and last five years.
- **TAP Evaluation and Employee Navigation (TEEN) Study:** The goal of this project is to combine three data sources: 1) armed forces administrative data from the VDEI with DOD, 2) navigator's data from VETS' TAP Employment Navigator System (TENS), and 3) employment data from the NDNH with the U.S. Health and Human Services (HHS). The resulting analytic file from

combining these data sources will allow DOL to analyze of the challenges faced by separated and retired transitioning service members. More specifically, these data will help VETS to better understand the 1) employment outcomes of the TAP initiative and 2) the role of ENs on employment outcomes for transitioning service members. This project is expected to be completed in Fall 2022.

- **VETS TAP Employment Navigator Formative Study:** The goal of this formative study is to examine the implementation of the TAP ENPP. The study is conducted in two stages: 1) examine the first six months of the pilot and 2) examine the last six months of the pilot and variation across pilot sites. The data sources for this study includes interviews and focus groups with stakeholders, performance data, and a survey of participants. The final report is expected to be completed in Fall 2022.

Off Base Transition Training (OBTT) Pilot

In January 2021, the president signed the Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020 (Public Law 116-315). Section 4303 directed DOL to provide TAP to veterans and their spouses at locations other than active military installations for a period of five years to improve employment-related outcomes in areas with high veteran unemployment.

During FY 2021, VETS conducted deliberate planning for pilot implementation. The agency assigned a temporary federal project lead and identified the initial five pilot states (California, Massachusetts, North Carolina, Pennsylvania, and Texas). At the time, pilot state selection was based on the most recent BLS data available, CY 2019, with the determining factors being the five states with the highest rates of veteran unemployment and usage of Unemployment Compensation for Ex-Service Member (UCX) benefits. VETS made the appropriate modifications to the TAP Services contract to support the pilot, and the vendor began development of the modular pilot curriculum.

B. Jobs for Veterans State Grants and the Workforce System

VETS coordinates with DOL's Employment and Training Administration (ETA) to serve veterans through the public workforce system, which supports economic growth by providing workers and employers important resources to maximize employment opportunities. JVSG, authorized under 38 U.S.C. § 4102A(b), provides VETS' main integration point: offering employment and training services through State Workforce Agencies nationwide. The JVSG program assists veterans with significant barriers to

employment and other eligible individuals to facilitate their transition to employment and assists employers in filling their workforce needs with job-seeking veterans.^{6,7}

The workforce system operates through a nationwide network of nearly 2,400 one-stop job centers (referred to as AJCs) that provide services funded and coordinated by DOL, state and local governments, and other federal partners. Last year, more than 2.4 million Americans, including over 121,000 veterans and 3,600 military spouses received employment assistance through an AJC.⁸ This assistance may include job search services, career planning and counseling, and job training.

Priority of Service for Veterans in the Workforce System

Section 2 of the Jobs for Veterans Act (JVA) of 2002, as codified in 38 U.S.C. § 4215, established “Priority of Service” for veterans in DOL-administered job training programs. Under this authority, veterans, and eligible spouses⁹ receive priority access to workforce training programs directly funded, in whole or in part, by DOL. Priority of Service applies to both program participation and access to the full range of services offered by each DOL-funded program.

In PY 2019, DOL assessed the Priority of Service as 98 percent, determined by measuring the proportion of veterans who received services within 45 days of accessing the workforce system. This assessment does not account for veterans who chose not to pursue staff-assisted services after their first workforce system contact.

⁶In addition to veterans with significant barriers to employment, all veterans ages 18-24 are eligible for services from a Disabled Veterans’ Outreach Program (DVOP) specialist. See [Veterans’ Program Letter \(VPL\) 03-19](#), Designation of Additional Populations Eligible for Services from Disabled Veterans’ Outreach Program Specialist (February 7, 2019) (<https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/veterans-program-letter-03-19.pdf>).

⁷In the Consolidated Appropriations Act, 2015, P.L. 113-235, Jobs for Veterans State Grants (JVSG) eligibility was expanded to Transitioning Service Members of the Armed Forces who have participated in the TAP and have been identified as in need of intensive services; members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or wounded warrior transition units; and a spouse or other family caregivers of the wounded warrior.

⁸ Source: Workforce Innovation and Opportunity Act (WIOA) state reporting for the Wagner-Peyser (WP) Employment Service and JVSG; data for quarter ending June 30, 2021.

⁹ See [38 U.S.C. § 4215](#), “Priority of service for veterans in Department of Labor job training Programs,” for more on the definition of eligible spouses (<https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title38-section4215&num=0&edition=prelim>).

Veterans’ Participation Rates for Program Year 2020

In CY 2021, veterans made up 5.5 percent of the civilian labor force, aged 18 and over.¹⁰ As displayed in **Table 4**, data for PY 2020 indicate that ETA’s employment and training programs under the WIOA and the Wagner-Peyser Act served nearly 138,000 veterans among over 3 million participants at AJCs; this results in a participation rate for veterans of 4.5 percent. The table below displays the number of veterans served by several ETA workforce programs.¹¹

Table 4. Program Year 2020 Participation in Department of Labor/Employment and Training Administration Programs

PY 2020 DOL/ETA Adult Programs	Number of Veteran Participants*	Total Number of Participants**	Veterans’ Participation Rate in DOL
Wagner-Peyser Employment Service	121,872	2,429,974	5.02%
WIOA Adult	8,415	268,262	3.14%
WIOA Dislocated Worker	5,678	193,561	2.93%
WIOA Youth	370	123,121	0.30%
Dislocated Worker Grants	1,572	40,386	3.89%

Sources: Program data derived from ETA reporting systems, which track participation levels and services offered to participants. Individuals were counted only once per PY per program. The data for PY 2020 programs are for the period of July 1, 2020, to June 30, 2021. Data are based on PY 2020 Q4 WIOA Performance Records, via the Workforce Integration Performance System (WIPS).

* Based on the DOL definition of “veteran” for purposes of providing priority of service ([Training and Employment Guidance Letter \(TEGL\) 10-09](#)). Total participants do not account for co-enrollment in multiple programs.

** Note that these counts only include participants. Information on veteran status of Reportable Individuals by program is not available for PY 2020.

Through the JVSG program, VETS provides funds to states to support three types of staff positions: DVOP specialists, LVER staff, and Consolidated Positions (positions which perform the functions of both DVOP specialists and LVER staff). States provide funding allocation plans to improve services and outcomes. These plans include strategies for reaching populations of eligible veterans throughout the state, services to veterans, and cooperative arrangements between states and private industry, educational institutions, trade associations, and labor unions. WIOA

¹⁰ [Bureau of Labor Statistics BLS Website](https://www.bls.gov/cps/cpsaat48.htm), (https://www.bls.gov/cps/cpsaat48.htm).

¹¹ Some programs and states co-enroll participants to ensure integrated service delivery to job seekers. Due to the high levels of co-enrollment, the total number of people served in the WP Employment Service is the recommended representation of the total individuals served in the workforce system.

encourages State Workforce Development Boards to develop a combined state plan for all education and workforce programs, which may include the JVSG program.

Primary Indications Used to Evaluate Performance

JVSG utilizes four primary performance indicators defined by WIOA:

- **Employment Rate in the 2nd Quarter after Exit:** The percentage of participants served who are employed in the second quarter after exit from the program.
- **Employment Rate in the 4th Quarter after Exit:** the percentage of participants served who are employed in the fourth quarter after exit from the program.
- **Median Earnings 2nd Quarter after Exit:** The mid-point of all quarterly wages earned in the second quarter after exit.
- **Effectiveness in Serving Employers:** This measure is in a pilot phase. States are instructed to report on two of the following metrics: participant retention with the same employer from 2nd quarter after exit to 4th quarter after exit; repeat business customers, as a count of businesses who re-use workforce services over a three-year period; and employer penetration rate as the proportion of businesses, which are using the core program services out of all employers represented in an area or state served by the public workforce system.

Table 5. Jobs for Veterans State Grants Performance Outcomes, Program Year 2019-2020

Performance Metric	PY 2019	PY 2020	Difference
Employment Rate 2 nd Quarter After Exit	57.6%	53.3%	-4.3%
Employment Rate 4 th Quarter After Exit	55.7%	51.9%	-3.8%
Median Earnings 2 nd Quarter After Exit	\$6,679	\$6,957	+\$278

Disabled Veterans’ Outreach Program

The primary duty of DVOP specialists is to provide individualized career services to eligible program participants. Individualized career services are designed to: 1) mitigate an individual’s barriers to employment through comprehensive and specialized assessments of skill levels and needs; 2) develop an individual employment plan, including group and individual career counseling and planning; and 3) provide short-term instruction to augment skills development, such as interview and communication skills. DVOP specialists may be located at AJCs, or co-located with other service providers, such as the VA and DOD Transition Assistance offices.

Local Veterans' Employment Representatives

LVER staff promote veteran hiring through outreach activities that build relationships with local employers. The goal is to connect employers across the country with career-ready veterans. Often, LVERs are part of a state's business service team. LVERs coordinate with DVOP specialists and other AJC staff to transition veteran clients seamlessly into appropriate employment in the local community.

Consolidated Position

VETS considers state requests for consolidated DVOP/LVER positions to allow states flexibility to promote a more efficient administration of services to veterans with a particular emphasis on services to disabled veterans, without hindering the provision of services to veterans and employers.

Development and Training for Disabled Veterans' Outreach Program Specialists and Local Veterans' Employment Representatives Staff

Quality training is essential to DVOP and LVER success. As required by 38 U.S.C. § 4102A(c)(8)(A), as amended by the Veterans' Benefits Act of 2010, Public Law 111-275, § 103, all newly hired DVOP specialists and LVER staff are required to satisfactorily complete JVSG training delivered by the NVTI within 18 months after the date of employment. NVTI provides this training through a competitively awarded contract from VETS. Of the 327 newly hired JVSG state staff satisfactorily completing the required JVSG core courses in FY 2021, 281 (86 percent) completed the JVSG core courses within 18 months after their employment dates. The average number of days from the date of hire to the date of final core course completion is 368 days. The typical newly hired JVSG staff member completes his or her first core course an average of five months after the date of hire. VETS worked with DOL's Office of Disability Employment Policy (ODEP) to include new training components in the NVTI curriculum to ensure that information relating to employment and accommodations for veterans with disabilities is a part of the information received by DVOPs and LVERs to increase their effectiveness with this population.

Disabled Veterans' Outreach Program Specialists and Local Veterans' Employment Representatives Staff and Funding Levels

VETS awards JVSG funds by formula to each state, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands. The formula, governed by 38 U.S.C. § 4102A(c)(2) and 20 CFR Part 1001 Subpart F, is based on the following factors:

- The number of unemployed individuals in the general population in each state, compared with the total number of unemployed individuals in the general population across all states; and
- The number of veterans in the civilian labor force in each state, compared with the total number of veterans in the civilian labor force across all states.

In accordance with the JVA, 38 U.S.C. § 4102A, states may determine the ratio of DVOP specialists and LVER staff based upon local economic conditions and a state’s plan for meeting the employment service needs of the program’s target population. **Table 6** provides FY 2020 and FY 2021 funding and staffing levels for DVOP specialists, LVER staff, and Consolidated Position staff.¹²

Table 6. Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives Staff Funding¹³

Staff Funding	FY 2020	FY 2021	Difference
DVOP Specialist Staff			
DVOP funding	\$109,933,739	\$108,260,170	-1.5%
Projected DVOP staffing	1,216	1,162	-4.4%
Actual DVOP positions supported	998	978	-2.0%
Average cost per position	\$110,101	\$100,939	-8.3%
LVER Staff			
LVER funding	\$57,048,739	\$56,096,044	-1.7%
Projected LVER staffing	567	551	-2.8%
Actual LVER positions supported	466	473	1.5%
Average cost per position	\$122,303	\$112,424	-8.1%
Consolidated Position Staff			
Consolidated funding	\$5,628,321	\$9,587,779	70.3%
Projected consolidated staffing	65	109	67.7%
Actual consolidated positions supported	46	87	89.1%
Average cost per position	\$121,411	\$101,836	-16.1%

¹² Funding amounts and projected staffing: FY 2021 JVSG Annual Funding Modification (AFM) Requests. Actual positions supported: FY 2021 Q4 JVSG Expenditure Detail Report (EDR).

¹³ The funding amounts represent allocations based on the projected staffing estimates in states’ Annual Funding Modification (AFM) Requests. See Veterans’ Program Letter (VPL) 02-20 for more information on AFM requests for JVSG. The results in this table reflect updated figures and may not align with those contained in the Congressional Budget Justification (CBJ), which included best estimates at the time drafted.

Jobs for Veterans State Grants Services for Participants

In PY 2020, DVOP staff served 42,384 participants,¹⁴ with over 94 percent receiving individualized career services.

In PY 2020, in accordance with Veterans’ Program Letter (VPL) 03-14, Change 2, VETS revised the calculation methodology for determining the number of recently separated service members who have been long-term unemployed (LTU) veterans served by JVSG to include only recently separated service members, as defined in 38 U.S.C. § 4211(6), who have been unemployed for 27 or more weeks in the previous 12 months. LTU veterans may have been overrepresented in reporting prior to this calculation methodology revision.

Table 7. Disabled Veterans’ Outreach Program-Served Participant Statistics¹⁵

Population or Sub-Population	PY 2019	PY 2020	Difference
All Veterans	64,623	42,384	-22,240 (-34)%
Disabled Veterans	27,575 (28%)	19,878 (30%)	+2%
Recently separated service member that is long-term unemployed	428 (0.4%)	407 (1%)	+0.6%
Women Veterans	10,225 (10%)	7,222 (11%)	+1%
Homeless Veterans	10,324 (10%)	6,197 (9%)	-1%

Disabled Veterans Program and Research Analyst

In FY 2021, VETS hired a Disabled Veterans Program and Research Analyst into the Office of Research and Policy (ORP). This position is responsible for conducting specific studies and research into problems relating to veterans' employment, particularly those with significant barriers to employment with disabilities. The Disabled Veterans Program and Research Analyst works in conjunction with other VETS staff and ODEP to perform a broad array of assignments concerning veterans-related employment and training policy and research and evaluation, which include developing and managing disabled veterans' training and employment-related research projects; conducting policy or legislative analysis; and drafting position, issue, and options papers on disabled veterans' training and employment-related issues. In addition, the position addresses the high unemployment and low labor force participation rate of veterans with service-connected and non-service-connected

¹⁴ This figure represents the unduplicated participant count of veterans and transitioning service members served by DVOP specialists, as reported in the Workforce Integrated Performance System (WIPS). Data is as of June 30, 2021.

¹⁵ The categories in Table 7 include overlapping data because a veteran may be counted in more than one category (e.g., a veteran could be categorized as both a woman veteran and a homeless veteran). Veterans are identified under these categories during the initial intake process at AJCs.

disabilities and helps increase employment and advancement opportunities for veterans with disabilities by working with Federal, State, and private partners to promote the hiring of veterans with disabilities, improve coordination of available employment services and supports, and to identify and share employment best practices for hiring, retaining, and advancing veterans with disabilities in the workforce.

Weighted Outcomes

The JVSG program utilizes a weighted outcome metric to measure the outcomes of incentivizing individualized career services given to veteran participants. In 2007, the Government Accountability Office (GAO) recommended that DOL, “Implement a weighting system for the DVOP and LVER performance measures that takes into account the difficulty of serving veterans with particular barriers to employment,” as required under the JVA, 38 U.S.C. § 4102A(f); VETS uses this recommendation as the basis for the metric.¹⁶

Under this system, a veteran who receives individualized career services through the JVSG program receives a value (weight) of 1.25, while all other participants receive a weight of 1.0 when calculating individual performance outcomes. This weighting incentivizes case managers to provide higher proportions of individualized career services to veterans with significant barriers to employment. Individualized career services are designed to lead to better employment outcomes, and the weighted measure proposed by GAO incentivizes this behavior within the state workforce system. This GAO finding came at a time when JVSG delivered individualized career services at a significantly lower rate. In PY 2020, 94 percent of all participants received individualized career services from DVOP specialists, which is one percent lower than PY 2019 at 95 percent. While the percentage of individualized career services has remained nearly the same over the past two PYs, the number of veterans who received those services declined by 36 percent due to JVSG staff reassignments for assistance with UI claims processing and AJC closures throughout FY 2021.

There is a significant difference when comparing the weighted entered employment rate to the unweighted rate. **Table 8** shows a comparison between weighted and unweighted JVSG entered employment rate and counts for the past two PYs. Of the 41,912 JVSG veterans who exited during PY 2020 performance period, 21,161 entered employment. Of those who entered employment, 19,884 had received an individualized career service, the other 1,277 did not. Using the weight of 1.25 for those 19,884 that received an individualized career service results in a weighted

¹⁶ Government Accountability (GAO) Office Report 07-594, *Labor Could Improve Information on Reemployment Services, Outcomes, and Program Impact*, May 2007.

entered employment of 24,855; adding the non-weighted number of 1,277 veterans served results in a weighted total of 26,132 or a 62.3 percent entered employment rate.

Table 8. Weighted Measure Counts of Participants Who Exited the Program and Received Services Delivered by a Disabled Veterans’ Outreach Program Specialist

Weighted Veterans Measure	PY 2019	PY 2020	Difference
Number of Veterans who received staff-assisted services	64,623	41,912	-35%
Number of Veterans who received individualized career services	61,234	39,201	-36%
Number of Veterans who entered employment*	29,260	21,161	-28%
Unweighted entered employment rate	56.2%	50.5%	-5.7%
Weighted entered employment rate	69.0%	62.3%	-6.7%

* “Entered Employment” metric included in this table refers to any participant who was unemployed at time of participation and who found work within the first quarter after program completion.

Implementing a Uniform National Threshold Veterans Entered Employment Rate

The JVA amended 38 U.S.C. § 4102A(c)(3)(B) to require that the Secretary of Labor establish, through regulations, a Uniform National Threshold Entered Employment Rate (UNTEER) for veterans, to assess states’ performance in helping veterans meet their employment needs. To establish this UNTEER for veterans, data were compiled from each state using participant services funded from either the Wagner-Peyser (WP) Employment Service or JVSG. In [VPL 03-15](#), VETS defines “Entered Employment” as “of those participants who were unemployed at time of initial participation, the percentage of those who were subsequently employed in the first quarter after program exit.” UNTEER requires this specific use of the Entered Employment definition. The UNTEER calculation methodology includes eligible veterans and other eligible persons who were: 1) served by either JVSG or WP participants, 2) unemployed at program entry, and 3) exited without an “other reason” for exit within the WIOA-aligned four-quarter timeframe.

The UNTEER for veterans for PY 2020 was set at 47.2 percent, 90 percent of the national entered employment rate of 52.5 percent. Full [UNTEER results](#) are available online (<https://www.dol.gov/agencies/vets/programs/grants/state/jvsg/unteer>).

Incentive Award Analysis

Under 38 U.S.C. § 4102A and § 4112, as amended by the JVA, VETS provides funds for performance incentive awards to be administered by states to recognize quality employment, training, and placement services for veterans. One percent of a state’s total JVSG PY grant allocation is reserved to be used for the following:

- Encouraging the improvement and modernization of employment, training, and placement services for veterans; and
- Recognizing eligible employees and employment service offices for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

States use these incentive funds to provide cash awards to individual staff recipients or employment service offices. However, a state may provide nonfinancial incentives in lieu of, or in combination with, cash awards, as outlined in their VETS-approved state Veteran Service Plan.¹⁷ States unable to use incentives decline the allocation of incentive award funds. In FY 2021, the incentive allocation for all states totaled \$1,750,406. Of this total, 38 state agencies (including one territory) received \$1,096,636 for staff and office incentive awards. Sixteen state agencies declined receipt of incentive award funds due to legislative restrictions, state policies, union agreements, or other unspecified reasons. These declined funds (\$653,766) were used for special initiatives proposed by states, including temporary increases to DVOP and LVER staffing. Of the amount states requested, agencies obligated \$697,331 by the end of the FY, leaving \$399,305 to be de-obligated during grant closeout. The high percentage of unobligated incentive funds (36 percent) was primarily due to the cancellation of travel and conferences during the FY.

C. Homeless Veterans' Reintegration Program

HVRP provides services to help veterans experiencing homelessness obtain meaningful employment and to stimulate the development of effective service delivery systems to address the complex problems facing veterans experiencing homelessness. Funds are awarded through competitive grants. Eligible entities include state and local Workforce Development Boards, Indigenous tribal governments (federally recognized), Indigenous tribal organizations (other than federally recognized tribal governments), for-profit/commercial entities, public agencies, and non-profits, including community- and faith-based organizations. Veterans are provided with case management, employment and training services, and linkages to supportive services within their communities. Job placement, training, job development, career counseling, and resume preparation are among other services provided by grantees. Through HVRP, funding is also available for Stand Downs, local events typically held for one to three days during which a variety of social services are provided to veterans experiencing homelessness. The Homeless Female Veterans and Veterans with Children Program targets the subpopulation of women veterans experiencing homelessness and veterans with children experiencing homelessness. The Incarcerated Veterans' Transition Program targets another

¹⁷ State Veterans' Service Plans are developed by states to describe the methods that will be used to provide specific services to veterans using prescribed funding levels.

subpopulation: veterans who are at risk of homelessness as they transition from incarceration.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in an annual Funding Opportunity Announcement. Successful grant applicants must specifically describe how their outreach to homeless veterans will build an effective level of collaboration with other programs and entities, such as the U.S. Department of Housing and Urban Development -VA Supportive Housing program (HUD-VASH); grantees in VA's Grant and Per Diem Program; and grantees in VA's Supportive Services for Veteran Families program.

Each HVRP participant receives customized employment and training services to address their specific barriers to employment. Services may include occupational, classroom, and on-the-job training, as well as job search, placement assistance, and post-placement follow-up services. DVOP specialists and LVER staff also support HVRP grantees by providing workforce system resources to help grantees achieve job placement and retention goals through case management, direct employer contact, job development, and follow-up services. In PY 2020, DOL awarded funds to 156 grantees. Specifically, DOL awarded 76 newly competed grants and approved 80 grantees to receive incremental funding. These include awards to targeted programs designed to address the employment barriers of specific veteran populations, such as formerly incarcerated veterans, women veterans, and those with children.

In PY 2020, roughly 69 percent of the 14,744 HVRP participants were co-enrolled (totaling 10,163) in various programs offered at AJCs. Co-enrollment increases the array of comprehensive services that currently and formerly homeless veterans may receive in AJCs such as, but not limited to, JVSG, WIOA titles I and II, state vocational rehabilitation, the WP Employment Service, and Veteran Readiness and Employment (VR&E) through the VA.¹⁸ For example, a formative evaluation funded by DOL's Chief Evaluation Office (CEO) found that homeless veterans enrolled in HVRP were more likely to receive individualized career services as compared to homeless veterans not enrolled in HVRP.¹⁹ In an analysis of ETA's Participant Individual Record Layout (PIRL) data for PY 2020, VETS found that 90 percent of the HVRP participants received individualized career services and 66 percent of the non-HVRP homeless veterans received individualized career services in the AJCs.

Table 9 provides information from the HVRP program for the most recently completed two PYs. HVRP enrollment decreased by 14 percent from the PY 2019 total of 17,099 to the PY 2020 total of 14,744. The average cost per participant in PY

¹⁸ The Department of Veteran Affairs program Veteran Readiness and Employment (VR&E) was previously known as Vocational Rehabilitation and Employment.

¹⁹ Formative Evaluation of the Homeless Veterans Reintegration Program (HVRP) Report.

2020 of \$2,905 represents an increase of \$223 (or 8 percent) from the PY 2019 average of \$2,682. The average hourly wage at placement increased by 7 percent from \$15.18 in PY 2019 to \$16.23 in PY 2020.

Table 9. Homeless Veterans’ Reintegration Program Participant Statistics, PYs 2019 and 2020.²⁰

HVRP Participants	PY 2019	PY 2020	Difference
HVRP			
Participants enrolled	17,099	14,744	-2,355
Average cost per participant	\$2,682	\$2,905	+\$223
Average cost per placement	\$6,466	\$6,015	-\$451
Average hourly wage at placement	\$15.18	\$16.23	+\$1.05
HVRP Subset: Homeless Female Veterans and Veterans with Children			
Participants enrolled	4,368	2,469	-1,899
Average cost per participant	N/A	N/A	N/A
Average cost per placement	N/A	N/A	N/A
Average hourly wage at placement	\$15.77	\$17.13	\$1.36
HVRP Subset: Incarcerated Veterans’ Transition Program			
Participants enrolled	2,369	1,537	-832
Average cost per participant	N/A	N/A	N/A
Average cost per placement	N/A	N/A	N/A
Average hourly wage at placement	\$14.38	\$15.21	+0.83

Note: N/A = In PY 2016, VETS combined three separate funding competitions into one. The average cost per participant and average cost per placement were not available in PYs 2019 and 2020, as these population groups were no longer able to be separated out from grantee data submissions. Further, combining these grant competitions reduced the number served specifically by those grant types, but the number of homeless veterans served increased overall.

Homeless Veterans’ Stand Down Grants

Each year, VETS utilizes a small portion of HVRP funds to support Stand Down events.²¹ These events, held in local communities, provide a variety of social services to homeless veterans. Stand Down events serve as gateways into structured housing and reintegration programs. In particular, Stand Down events result in partnerships with local businesses and social service providers to offer the following services:

²⁰ The results in this table reflect updated actuals and do not always align with the CBJ, which included best estimates at the time drafted.

²¹ The maximum amount awarded to HVRP eligible entities to support a Stand Down event is \$7,000 for a one-day event and \$10,000 for a multi-day event.

- shower facilities and haircuts;
- meals;
- legal advice;
- medical examinations and dental treatment;
- hygiene care kits;
- immunizations;
- information on veterans' benefits;
- information on training and employment opportunities;
- information on support services, including child care; and
- emotional support and camaraderie among other veterans.

VETS awarded \$245,664 for 28 Stand Down events in FY 2021.

D. Compliance and Investigations

VETS is responsible for administering the Uniformed Services Employment and Reemployment Rights Act (USERRA) under 38 U.S.C. §§ 4301-4335, investigating complaints alleging violations of veteran preference in federal hiring under 5 U.S.C. § 3330a, and collecting federal contractor data which is provided to Office of Federal Contract Compliance Programs (OFCCP) for their use under the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), 38 U.S.C. § 4212. This report includes a brief description of USERRA and VETS' administration of the Act. Further details of VETS' USERRA enforcement activities are provided in the Department's USERRA Annual Report to Congress. The [most recent USERRA annual reports](#) can be found on the VETS website (<https://www.dol.gov/agencies/vets/programs/userra>).

Uniformed Services Employment and Reemployment Rights Act

USERRA prohibits discrimination against persons because of their service in the military; encourages non-career service in the military by eliminating or minimizing the disadvantages to civilian careers and employment that can result from such service; minimizes the disruption to the lives of persons performing service in the military, as well as to their employers, their fellow employees, and their communities by providing for the prompt reemployment of such persons upon their completion of such service; and prohibits retaliation against individuals who attempt to enforce their rights under USERRA and against those who testify in any proceeding under the Act.

VETS conducts Compliance Assistance activities to educate service members, employers, and others on their rights and responsibilities under USERRA. VETS provides an [online USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/) (<https://webapps.dol.gov/elaws/vets/userra/>) to assist veterans, service members, and others in understanding eligibility, job entitlements, and obligations, as well as benefits, remedies, and employer obligations under USERRA. The Advisor helps employees assess whether their complaint is

covered under USERRA and provides instructions on how to file USERRA complaints electronically. In FY 2021, VETS provided Compliance Assistance to more than 2,300 individuals nationwide, including service members, members of professional groups, and the general public. VETS coordinates outreach on USERRA by working closely with other agencies, including DOD’s Employer Support of the Guard and Reserve (ESGR).

Table 10 displays the total number of USERRA cases investigated during FY 2021 and case outcomes. Of the 862 complaints received in FY 2021 and the 128 cases carried over from FY 2020, VETS closed 844 cases. On average, cases were resolved in 54.5 days.

Table 10. FY 2021 USERRA Cases

Category or Subcategory	Number or Percentage of Cases
Total New Unique Cases Opened	862
Cases Carried Forward from Prior Periods	128
Cases Reopened from Prior Periods During FY 2021	4
Total Cases Closed During FY 2021	844
Percent of Cases Closed during FY 2021 within 90 days	85.1%
Percent of Cases with Claims that were Substantiated and were Closed During FY 2021 that were Resolved Prior to Closure	85.0%
Average Number of Days Case Was Open	54.5

Veterans’ Employment Opportunity Act

Under 5 U.S.C. § 3304(f), as added by the Veterans’ Employment Opportunity Act (VEOA), preference eligibles (as defined in 5 U.S.C. § 2108(3)) or those veterans who separated from the Armed Forces under honorable conditions after three years or more of active military service are allowed to apply for certain federal positions under special merit promotion opportunities that are typically reserved for internal candidates only. Pursuant to 5 U.S.C. § 3330a(a)(1), VEOA also provides that preference eligibles or veterans described in section 3304(f) who allege their rights are violated under any statute or regulation relating to veterans’ preference may file a claim with DOL.

VETS maintains a Veterans’ Preference (VP) Advisor that provides information and advice in an electronic format to employers and individuals regarding veterans’ preference issues. In particular, the VP Advisor helps veterans determine the types of preferences and benefits to which they are entitled, explains the process for filing a complaint, and provides an electronic claim form. The [VP Advisor](#) can be found on the Department’s Employment Laws Assistance for Workers and Small Businesses (ELAWS) website (<https://webapps.dol.gov/elaws/vetspref.htm>).

Table 11 displays the total number of VEOA, and VP cases investigated during FY 2021 and case outcomes. Of the 228 complaints received in FY 2021 and the 12 cases carried over from FY 2020, VETS closed 228 cases. On average, cases were resolved in 17.9 days.

Table 11. FY 2021 VP Cases

Category or Subcategory	Number or Percentage of Cases
Total Cases	240
Cases Carried Forward from FY 2020	12
Cases Opened During FY 2021	228
Total Cases Closed During FY 2021	228
Percent of FY 2021 Cases Closed within 60 days	97.8%
Percent of FY 2021 Cases Closed within 90 days	100%
Average Number of Days Case Was Open	17.9

Vietnam Era Veterans’ Readjustment Assistance Act of 1974

The reporting requirement (VETS-4212 Report) established under the VEVRAA, as amended, 38 U.S.C. § 4212(d)(1), requires that contractors and subcontractors awarded qualifying federal contracts annually report on the total number of their employees who belong to certain categories of veterans, and the number of those employees newly hired during the reporting period.

The reporting obligation applies to those entities with a federal government contract of \$150,000 or more entered into or modified after December 1, 2003.²² Pursuant to 38 U.S.C. § 4212(a) and (d), as amended by the JVA, contractors submitting these VETS-4212 reports provide data on protected veterans in their employment who fall under one or more of the following categories:

- Disabled veterans;
- Veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge has been authorized;
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated veterans (within three years of discharge or release from active duty).

²² As explained previously, while 38 U.S.C. § 4212 refers to a \$100,000 contract threshold, effective October 1, 2015, the contract threshold increased to \$150,000 per an inflationary adjustment statute implemented by the Federal Acquisition Regulation Council. See Federal Acquisition Regulation; Inflation Adjustment of Acquisition-Related Thresholds, 80 Fed. Reg. 38293, 38298 (July 2, 2015).

The VETS-4212 reports must be filed annually, by the close of the FY on September 30. **Table 12** provides a summary of the reports filed during FY 2020 and FY 2021.

Table 12. VETS-4212 Annual Federal Contractor Reporting as of September 2021²³

Category	FY 2020	FY 2021	Difference
Total Federal Contractors Filing	12,716	13,545	+6.5%
Total Submitted Reports	280,902	291,128	+3.6%
All Protected Veterans Employed	810,308	866,939	+7%
Total All Employees	20,196,700	22,149,807	+9.7%
All Protected Veterans Newly Hired	191,228	198,407	+3.8%
Total All New Hires	5,251,969	5,359,817	+2.1%

Nondiscrimination and Equal Employment Opportunity Requirements

DOL’s OFCCP is responsible for enforcing the nondiscrimination and equal employment opportunity requirements of VEVRAA. OFCCP’s implementing regulations are at 41 CFR Part 60-300. VEVRAA prohibits federal contractors and subcontractors from discriminating in employment against protected veterans and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. Covered contractors and subcontractors are required to engage in outreach to veterans and establish an annual hiring benchmark against which they measure their progress. Violations of VEVRAA are identified through complaint investigations and compliance evaluations of covered federal contractors and subcontractors. Also, OFCCP’s regulations make it unlawful for federal contractors to discriminate in employment against a qualified individual because that individual is known to have a family, business, social or other relationship or association with a protected veteran.

E. Honoring Investments in Recruiting and Employing Vets Medallion Program

The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act of 2017, P.L. 115-31 (Division O), required the Secretary of Labor to establish a program to recognize employer efforts to recruit, employ, and retain veterans. The Act requires the Secretary to submit to Congress annual reports on:

1. The fees collected from applicants for HIRE Vets Medallion Awards in the prior year and any changes in fees to be proposed in the present year;
2. The cost of administering the HIRE Vets Medallion Award Program in the prior year;

²³ The numbers reflected in this table included VETS-4212 reports filed after the filing season ended on September 30 Due to several factors beyond contractors’ control (e.g., severe weather), the Department allowed filing beyond the season deadline without penalty.

3. The number of applications for HIRE Vets Medallion Awards received in the prior year; and
4. The HIRE Vets Medallion Awards awarded in the prior year, including the name of each employer to whom a HIRE Vets Medallion Award was awarded and the level of medallion awarded to each such employer.

These data, along with additional information, are provided below. There are different award criteria for large employers (500 or more employees); medium employers (51-499 employees); and small employers (50 or fewer employees), and for gold- and platinum-level awards for each category of employer. Congress intended the HIRE Vets Medallion Program be self-funded, administered utilizing a non-refundable fee paid by award applicants. In CY 2021, VETS enhanced the HIREVets.gov website, instituted systematic marketing procedures, updated the standard operating procedures for the award, refined technology systems to more efficiently capture and analyze applications, further developed the on-line application payment system via Pay.gov, and held a Secretary's Roundtable discussion with three recipients as part of the [2021 virtual award ceremony](http://www.HIREVets.gov/Ceremony) (www.HIREVets.gov/Ceremony).

VETS received 870 applications for the HIRE Vets Medallion Award in 2021, a 27 percent increase from 2020. Among the 870 applications, the Secretary of Labor approved 849 applications for award, with 15 applications denied and 6 applications withdrawn by the applicant. Of the 849 applications approved for award, the breakdown by award type is as follows: 301 small gold (SG), 159 small platinum (SP), 175 medium gold (MG), 126 medium platinum (MP), 70 large gold (LG), and 18 large platinum (LP). VETS collected \$145,970 in application fees and proposed no changes to the fees. The cost of administering the HIRE Vets Medallion Award Program in the prior year was \$566,395.

Appendix II contains the 849 recipients for 2021 in alphabetical order by employer name, along with their doing business as (DBA) name (as applicable), city and state or territory, and award type. The program website is www.HIREVets.gov and the HIRE Vets Medallion Award listing may also be seen at www.HIREVets.gov/Awardees, via a map function.

II. Veterans Employer Outreach Program

VETS continues the Veteran Employer Outreach Program (VEOP) to make it easier for employers to find, hire, train, and retain veterans by leveraging federal, state, and local resources. Through its National-to-Local Engagement and Integration Strategy, VEOP coordinates employment opportunities for veterans among the public and private sectors and in local communities, leveraging the workforce system and its network of nearly 2,400 AJCs nationwide. From a combination of outreach activities and employers seeking assistance in hiring veterans, VETS staff connects employers with state workforce agencies

and other resources facilitating veteran employment. In FY 2021, VETS' Regional Veterans' Employment Coordinators (RVEC) engaged with 1,285 employers.

III. Interagency Collaboration

VETS has established strong partnerships with other DOL agencies, as well as DOD, VA, and SBA to fulfill its mission.

Women's Bureau

The Women's Bureau and VETS maintain a collaborative relationship to address issues relating to women veterans. The agencies work together to empower women veterans to successfully compete for jobs in the civilian labor force while also advocating for their equality and economic security for themselves and their families; and to promote quality work environments.

Office of Federal Contract Compliance Programs

OFCCP collaborates with VETS to support outreach to employers that are federal contractors seeking to recruit and hire veterans. Together, VETS and OFCCP support the employment of protected veterans through the reporting requirements of VEVRAA; this Act helps employers monitor the success of their recruitment and outreach efforts in attracting protected veterans.

Bureau of Labor Statistics

The Bureau of Labor Statistics (BLS) is an important partner, which provides critical statistics on how veterans compare to nonveterans in the labor market, such as labor force participation, unemployment rates, and occupational analyses. VETS and VA also directly fund a Veterans Supplement to the Current Population Survey, which provides additional information—such as data on veterans with a service-connected disability—that complement the monthly labor force estimates on veterans derived from the basic monthly survey.

Employment and Training Administration

VETS collaborates closely with ETA, which administers the public workforce system and key workforce programs that serve veterans and military spouses. VETS works with various ETA programmatic offices to ensure Priority of Service for veterans and eligible spouses is provided, that guidance to grantees includes a veteran focus, and that statistics and analytics for veteran outcomes are achieved. VETS routinely coordinates with ETA on policy and performance issues. Examples include: a) VETS collaborated with ETA on the publication of the TEGl 23-19 WIOA Desk Reference, which provides guidance to AJC staff regarding the use of data validation for veterans and eligible spouses; b) VETS co-presented at the ETA 2021 WIOA Data Validation Summit; and c) ETA and VETS support the federal response to Ending Veteran Homelessness by jointly serving on the U.S.

Interagency Council on Homelessness (USICH). Below are examples of the ETA-funded programs that serve veterans among their participants:

- ***Workforce Innovation and Opportunity Act Adult, Youth, and Dislocated Worker Programs***

The WIOA Adult, Youth, and Dislocated Worker programs, authorized under title I of WIOA, are designed to provide quality employment and job training services to assist eligible individuals find and obtain meaningful employment and to help employers find the skilled workers they need to compete and succeed in the 21st-century economy.

- ***Trade Adjustment Assistance Program***

The Trade Adjustment Assistance (TAA) Program helps workers who have been adversely affected by foreign trade. Individuals in worker groups certified by the Secretary as being trade-affected may be eligible for services, training, income support, and other allowances to assist them in obtaining new jobs and the skills, credentials, resources, and support they may need to become reemployed. In FY 2020, 1,307 veterans received assistance through TAA (5.6 percent of the total TAA recipients for FY 2020).

- ***National Dislocated Worker Grants***

Dislocated Worker Grants (DWGs) provide resources to states and other eligible applicants to respond to large, unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including veterans, and meet the increased demand for WIOA employment and training services. Depending on the circumstances, WIOA authorizes DWG funds to temporarily employ dislocated workers or provide assistance that helps them obtain new work. WIOA makes DWG resources available to areas experiencing higher than average demand for employment and training activities for dislocated veterans and spouses.

- ***Indian and Native American Program***

This program provides unemployed Native American, Alaskan Native, and Native Hawaiian adults and youth with intensive training and support services. With this assistance, members of these indigenous communities are better equipped to find and take advantage of a broad array of employment opportunities.

- ***Registered Apprenticeship***

ETA's Office of Apprenticeship (OA) oversees the National Apprenticeship System responsible for administering, registering, and overseeing Registered Apprenticeship programs. Registered Apprenticeship is an industry-driven, high-quality career pathway validated by the U.S. Department of Labor (or a State Apprenticeship Agency) where employers can develop and prepare their future workforce, and individuals obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

Office of Disability Employment Policy

In FY 2020, the Department's ODEP collaborated with VETS in multiple ways to increase the provision of effective services to, and positive outcomes for, veterans with disabilities. Disability-related information on accommodations, financial literacy and employment service strategies was added to the NVTI curriculum, with targeted webinars implemented for the VETS system. ODEP actively participated as a member of Advisory Committee on Veterans Employment, Training, and Employer Outreach (ACVETEO), including making several presentations on employment strategies and accommodations for veterans with disabilities. Finally, ODEP, VETS and the VA's VR&E collaborated to design and implement a pilot apprenticeship project in multiple sites nationally that concluded in 2021 with an evaluation implemented by ODEP.

Department of Labor Chief Evaluation Office

In FY 2021, the Department's CEO completed or continued several veteran-related studies. The topics of these studies included an impact study for HVRP and an evaluation of the effectiveness of TAP. The TAP study focused on the effectiveness of email messaging to transitioning service members to further enhance the overall TAP experience as well as matching data from the U.S. Army to post-separation wage information from NDNH to be able to analyze employment-related outcome after TAP. Appendix I contains a brief synopsis of each study along with a link to the full published report.

United States Interagency Council on Homelessness

USICH is an independent establishment that works to coordinate and catalyze the federal response to homelessness, working in close partnership with senior leaders across 19 federal member agencies. DOL is a member of the USICH Council, served as Chair of the Council in 2020, and was the Co-Chair of the USICH Interagency Working Group on Employment and Homelessness. The Chair and Vice Chair of USICH are selected annually by the member agencies. This partnership builds awareness of the HVRP program among the other federal agencies. VETS has strengthened its relationship among the VA and HUD grantees with HVRP grantees by educating them on what the other has to offer. Grantees from these federal agencies have also co-presented best practices, highlighting their successes.

Department of Veterans Affairs

DOL partners with VA to provide efficient service to veterans with disabilities who receive services through VA's VR&E program, 38 U.S.C., Chapter 31. Following VR&E's determination that a veteran or service member is entitled to Chapter 31 benefits, local VR&E, VETS, and AJC staff coordinate efforts to provide local labor market information (LMI) to be used in developing the veteran's Individual Written Rehabilitation Plan (IWRP) and providing employment services to assist the veteran in securing suitable employment.

DOL and VA have a longstanding Memorandum of Understanding (MOU) between VETS and the VR&E program. The MOU formalizes the interagency partnership that seeks to increase the employment prospects and positive outcomes for veterans enrolled in the Chapter 31 program. An area of interest that both agencies explored was how to increase the number of veterans enrolled in the Chapter 31 program who enter Registered Apprenticeships. Registered Apprenticeship opportunities continue to grow, offering promising career paths for veterans with disabilities to earn sustainable wages and achieve their potential. DOL and VA, along with DOL's ODEP, conducted a pilot project that provided training to VR&E, VETS, and public workforce system staff. The project team also assisted in enhancing DOL's apprenticeship website (apprenticeship.gov) and identified policies and practices that could improve the veteran participants' ability to find and complete apprenticeships. VETS will seek to include the results of the pilot in next year's Annual Report to Congress.

Department of Defense

DOL partners with DOD, ED, VA, DHS, SBA, and OPM to administer TAP. The purpose of TAP is to ensure that active-duty service members, guard and reserve members, and their spouses and families make a smooth transition from military to civilian life, and, in particular, to the civilian workforce. In addition to conducting the DOL TAP workshops, DOL developed and implemented specialized TAP curricula for the spouses of transitioning service members. DOL is collaborating with DOD and the military services to conduct the ENPP, which provides career transition assistance outside the regular classroom instruction. DOL works collaboratively with the other interagency partners to provide program oversight. In conjunction with DOD and VA, DOL co-chairs the TAP Interagency Executive Council, the TAP Senior Steering Group, and the 6 functional working groups. This collaborative interagency partnership delivers transition assistance annually to approximately 200,000 service members.

IV. Online and Electronic Tools

[DOL VETS Website](https://www.dol.gov/agencies/vets) (<https://www.dol.gov/agencies/vets>) provides information on DOL VETS' programs and policies in support of the mission to prepare America's veterans, service members, guard and reserve members, and their spouses for careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities. Employers can receive personalized assistance in finding and employing veterans. Veterans can connect with federal, state, and other resources.

[Military Spouse Webpage](https://www.dol.gov/agencies/vets/veterans/military-spouses) (<https://www.dol.gov/agencies/vets/veterans/military-spouses>), a part of the DOL VETS main site, is a public resource designed to assist eligible military spouses to obtain licenses and credentials when transitioning across state lines. Specifically, military spouses can search directly on the portal for guidelines and state laws on professional licensing, including information on how occupational licenses from one state can be recognized in another. The page, developed in collaboration with the Women's

Bureau, features a map that highlights state-specific variations of license recognition policies for relocating spouses. Military spouses can also find specific points of contact for each licensing board within the state they are moving to; provision of this information is intended to increase the likelihood of smooth transition and recognition of licenses.

Transition Assistance Program Employment Navigation System

Beginning in FY 2021, VETS and the Office of the Chief Information Officer (OCIO) collaborated to procure and develop a client management system (CMS) for the ENPP. TENS is a Salesforce based platform used to assist Employment Navigators manage the service members they are helping during the pilot. It will allow for ease of client management, tracking of services provided, referral to partner organizations, and tracking of outcome data. The TENS Minimum Viable Product is on schedule to go live in Q1 of FY 2022.

[HIRE Vets Medallion Program](http://www.hirevets.gov/) (<http://www.hirevets.gov/>) is the outreach platform for the HIRE Vets Medallion Award effort. The site provides information on the HIRE American Military Veterans Act of 2017 and facilitates the application system for the award. The site features an account holder login system and a dynamic map of all recipients of the award. Account holders may apply for the award via the system, download materials from the system, and add a universal record locator (URL) to their profile, which adds a hyperlink to the map. The program recognizes employer efforts to recruit, employ, and retain veterans.

[VETS Case Management System \(VCMS\)](https://cmp.dol.gov/suite/sites/vcms) (<https://cmp.dol.gov/suite/sites/vcms>) allows claimants to submit claims to VETS involving potential USERRA and Veterans Preference violations. Claimants may also monitor the status of their claim, request withdrawal and referral actions, and upload evidence and other documents directly to their assigned investigator through the VCMS. VETS' investigators use the VCMS as the case file of record to conduct investigations based on the claims submitted by claimants. The VCMS maintains secure copies of all investigative files, and case elements, and produces data regarding investigations for formal reporting requirements.

[Online Advisors](http://www.dol.gov/elaws/) (<http://www.dol.gov/elaws/>) mimic the interaction a person might have with an employment law expert and, through certain Advisors, provides assistance with filing complaints under specific laws. Two of the most visited Advisors in the ELAWS suite were mentioned earlier in this report:

- [USERRA Advisor](https://webapps.dol.gov/elaws/vets/userra/): <https://webapps.dol.gov/elaws/vets/userra/>
- [Veterans' Preference Advisor](https://webapps.dol.gov/elaws/vetspref.htm): <https://webapps.dol.gov/elaws/vetspref.htm>

VETS maintains three additional ELAWS Advisors:

- [Veterans' Employment and Career Transition Advisor](https://webapps.dol.gov/elaws/VeteransCareerTransition.htm) (<https://webapps.dol.gov/elaws/VeteransCareerTransition.htm>) provides valuable information and access to contact information for one-on-one employment

assistance and online resources to assist transitioning service members and veterans in their reintegration into the civilian workforce.

- [e-VETS Resource Advisor](https://webapps.dol.gov/elaws/evets.htm) (https://webapps.dol.gov/elaws/evets.htm) assists veterans, transitioning service members, and all those who support them to navigate information and resources quickly and easily on a range of topics, including benefits and compensation, education and training, employment, family and caregiver support, health, homelessness assistance, transportation and travel, and state-specific information and resources. This Advisor integrates with the National Resource Directory, a web-based directory of more than 11,000 national, state, and local services for veterans, service members, and their families and caregivers.
- [VETS-4212 Report Advisor](https://webapps.dol.gov/elaws/vets/4212) (https://webapps.dol.gov/elaws/vets/4212) was developed to help companies determine if they need to submit a VETS-4212 Annual Federal Contractor Report and, if yes, understand the process for doing so. It was developed by VETS in collaboration with the Office of the Assistant Secretary for Policy (OASP) and OFCCP.

[The Veteran and Military Transition Center](https://www.careeronestop.org/Veterans/default.aspx)

(<https://www.careeronestop.org/Veterans/default.aspx>) and [My Next Move for Veterans](https://www.mynextmove.org/vets/) (<https://www.mynextmove.org/vets/>) are two collections of easy-to-use online tools for transitioning service members, allowing them to search for continuing education providers, employment resources, and veteran benefit and assistance programs. The tools also allow transitioning service members and veterans to search for employment by military occupation specialty and provide access to the online employment toolkit.

[TAP EW eBook](https://www.dol.gov/agencies/vets/programs/tap) (<https://www.dol.gov/agencies/vets/programs/tap>) is a DOL-provided electronic versions of TAP course curricula at the [VETS TAP homepage](https://www.dol.gov/agencies/vets/programs/tap) (<https://www.dol.gov/agencies/vets/programs/tap>). The Department encourages all participants to download the content for preview prior to taking the course, as well as to keep for post-course reference.

[NVTI](https://nvti.org) (<https://nvti.org>) website was developed as a resource to provide information on courses offered, application and tuition costs, and travel information. It also features a repository of helpful DOL and VETS links and recent veteran-related workforce news, such as monthly unemployment rates and academic credits provided for military experience.

[National Veterans' Technical Assistance Center \(NVTAC\)](https://nvtac.org/) (<https://nvtac.org/>) provides training and technical assistance to its grantees and other organizations who are committed to helping veterans experiencing homelessness find employment.

V. **Advisory Committee on Veterans' Employment, Training, and Employer Outreach**

ACVETEO is a congressionally mandated advisory committee authorized under 38 U.S.C. § 4110 and is subject to the Federal Advisory Committee Act (FACA). The ACVETEO was established, and is required, to:

- Assess the employment and training needs of veterans and their integration into the workforce;
- Determine the extent to which the programs and activities of the Department are meeting such needs;
- Assist the Assistant Secretary of Labor for Veterans' Employment and Training (ASVET) in carrying out outreach activities to employers with respect to the training and skills of veterans and the advantages afforded employers by hiring veterans;
- Make recommendations to the Secretary, through the ASVET, with respect to outreach activities and employment and training needs of veterans; and
- Carry out such other activities deemed necessary to making required reports and recommendations.

In FY 2021, ACVETEO met all title 38 requirements by conducting four quarterly meetings and timely submitting the FY 2021 ACVETEO Annual Report to Congress. The recommendations in the Annual Report will help DOL improve employment programs for transitioning service members, veterans, and their spouses.

Appendix I: Veterans' Employment and Training Service Fiscal Year 2021 Learning Agenda – Ongoing Projects

Below are items in Veterans' Employment and Training Service (VETS') Learning Agenda, developed in coordination with DOL's Office of the Assistant Secretary for Policy (OASP) and Chief Evaluation Office (CEO). Below is the list of completed and ongoing studies in fiscal year (FY) 2021.

Studies Completed in Fiscal Year 2021

1. Evaluation of Email Messaging to Increase Engagement of Transitioning Service Members to American Job Centers and Transition Assistance Program Elective Courses.

The pilot study has concluded and found that incorporating intervention principles into email communications can help improve open rates and click-through rates (which are indicators of engagement with users). The report will be posted on the [Completed Studies portion of the CEO website](https://www.dol.gov/agencies/oasp/evaluation/completedstudies) (<https://www.dol.gov/agencies/oasp/evaluation/completedstudies>).

Ongoing Studies in Fiscal Year 2021

1. Homeless Veterans' Reintegration Program Impact Evaluation Study

The goals for this study are to evaluate the effectiveness of the Homeless Veterans' Reintegration Program (HVRP) on participants' employment outcomes using two complementary studies that bring together mixed methods to fully understand the impacts of HVRP: 1) a non-experimental impact study and 2) an implementation study.

For the impact study, the evaluation team will estimate the added effects of HVRP services relative to reemployment services provided at American Job Centers (AJCs). The data sources include the following: Workforce Innovation and Opportunity Act (WIOA) data from DOL to identify homeless veterans, National Directory of New Hires (NDNH) from the U.S. Department of Health and Human Services (HHS) for wage and employment information, and personally identifiable information from state workforce agencies identify homeless veterans in the DOL Workforce Integrated Performance System (WIPS) data.

For the implementation study, the evaluation team conducted site visits with eight HVRP grantees to understand how programs identify, recruit, and enroll homeless veterans, and the services they provide internally and through a network of partners. The site visit included interviews with staff from HVRP grantee and their partnering organizations and homeless veterans.

The final report for the implementation study is planned to be completed in late FY 2022.

2. Transition Assistance Program Apprenticeship Pilot Implementation Study

The goal for this descriptive implementation study is to understand the implementation of the Transition Assistance Program (TAP) Apprenticeship Pilot and provide formative feedback to VETS. It will examine the types of activities, strategies, and resources that were utilized under the pilot to assist transitioning service members learn about, search for, and secure apprenticeships. It will look at the patterns of placement in apprenticeship opportunities, and related successes and challenges. The data collected for this study consists of three sources: semi-structured interviews, participant data from the TAP4ME data system, and document review.

The final report is planned to be completed in FY 2022.

3. Transition Assistance Program Employment Navigator Formative Study

The goal of this formative study is to examine the implementation of the TAP Employment Navigator and Partnership Pilot (ENPP). The study is conducted in two stages: 1) examine the first six months of the pilot and 2) examine the last six months of the pilot and variation across pilot sites. The data sources for this study includes interviews and focus groups with stakeholders, performance data, and a survey of participants.

The final report is planned to be completed in late calendar year (CY) 2022.

4. Veterans' Employment and Training Service Transition Assistance Program Impact Evaluation

The goals for this study to 1) conduct a quasi-experimental impact analysis of the TAP Transition GPS (goals, plans, success) model on transitioning service members' employment outcomes and 2) to explore the use of a predictive model to help inform the design of TAP models, such as the current TAP model with requirements based on the 2019 National Defense Authorization Act (NDAA). The data sources for this study include administrative data from the HHS and West Point Office of Economic and Manpower Analysis. The final report is planned to be completed in late CY 2022.

Appendix II: Alphabetical Listing of Honoring Investments in Recruiting and Employing Vets Medallion Award Recipients, with Location and Award Type, 2021

As noted in Section D above, award types are: small gold (SG), small platinum (SP), medium gold (MG), medium platinum (MP), large gold (LG), and large platinum (LP).

Employer Name	DBA	City	State/Terr.	Award Type
1-800 Water Damage of Virginia Beach	ARC Global Corp	Virginia Beach	VA	SG
2rbConsulting, Inc.		Bothell	WA	SG
8-koi, Inc.	8-koi	Merritt Island	FL	SG
A&M Transport	A&M Transport, LLC	Glendale	OR	MP
A2 Supply Chain Services LLC	Restoration 1 of Western Wayne County	Ann Arbor	MI	SP
Abile Group, Inc.		Harwood	MD	MP
Actualized Business Solutions, Inc.	ABSI Aerospace & Defense	California	MD	SG
ACW Electric, LLC		Huntsville	AL	SG
Adaptive Construction Solutions, Inc.		Houston	TX	SP
Advance Transit, Inc.		Wilder	VT	SP
Advanced Technology International		Summerville	SC	MP
Advanced Technology Leaders, Inc.	Advanced Technology Leaders, Inc.	Martinez	GA	MP
Aetos Systems		Huntsville	AL	MG
AGS LLC		Las Vegas	NV	MP
AHSC, Inc.	Mister Sparky and Benjamin Franklin Plumbing	Conway	SC	SG
Air Combat Effectiveness Consulting Group, LLC	ACE Consulting Group, LLC	Lexington Park	MD	MG
Air Liquide USA LLC		Houston	TX	LG
Air Quality Solutions Heating & Cooling		Grove City	OH	SP
Akira Technologies, Inc.		Washington	DC	MG
Alaska Joint Electrical Apprenticeship and Training Trust		Anchorage	AK	MG
Albert R. Renteria Corporation (aka The ARRC)		Temecula	CA	SG
Aldevra LLC	Aldevra	Kalamazoo	MI	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Alion Science and Technology, Inc.	Alion	McLean	VA	LG
All In Solutions, LLC		Fredericksburg	VA	MP
All Star Academy Careers Innovation & Technical College	ALL STAR ACADEMY PROFESSIONAL CAREERS	Burnsville	MN	SG
ALLO Communications	ALLO Communications	Imperial	NE	LG
ALLY Construction Services, LLC	ALLY Construction Services	Bensalem	PA	SP
AM General LLC	AM GENERAL LLC	South Bend	IN	LG
Amazing Construction & Extras, LLC	Amazing Construction & Extras, LLC	Bulverde	TX	SG
America's Warrior Partnership, Inc.		Augusta	GA	SP
American Addiction Centers Inc.		Brentwood	TN	MG
American Business Capital		Kennesaw	GA	SG
American Forces Security Inc.	Military Veterans Security	Bishop	TX	SG
American Protection Professionals LLC		Washington	DC	SG
American States Utility Services, Inc.	ASUS	San Dimas	CA	MP
American Systems		Chantilly	VA	LG
American Veteran Solutions, Inc.		Las Vegas	NV	SP
American Zinc Products LLC		Mooresboro	NC	MG
AmeriVet Securities, Inc.		New York	NY	SP
Ametrine Inc.		Round Rock	TX	SG
Analygence, Inc.		Columbia	MD	SG
Analytical Engineering, Inc.		Columbus	IN	SP
ANEW Energy Corporation	ANEW Energy Corporation	Glenwood Springs	CO	SG
Ankobia Group LLC		South Fulton	GA	SG
ANSER		Falls Church	VA	MP
Anthony Catalfamo Agency LLC	Catalfamo Family Insurance Agency LLC	Glenville	NY	SP
AOC Solutions, Inc.		Fairfax	VA	SG
Apache Industrial Services	Apache Industrial Services	Houston	TX	LG
Apogee Solutions, Inc.	Apogee Solutions	Chesapeake	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Aptive Resources		Alexandria	VA	MP
Arena Technologies		Chantilly	VA	SP
Armcorp Construction, Inc.		Celina	OH	MG
ARServices Limited		Alexandria	VA	MP
Artemis Electronics, LLC		Prospect	KY	SG
Ascension Global Solutions, LLC		North Billerica	MA	SG
ASJ IT Services, LLC	ASJ Solutions	Chesapeake	VA	SG
Assertic LLC		Chicago	IL	SG
Assertive Professionals		McLean	VA	SP
Assured Consulting Solutions, LLC		Reston	VA	MP
Assured Information Security		Rome	NY	MG
Atec, Inc.		Stafford	TX	MG
ATECH, Inc.		Nashville	TN	SG
Atlas Sand Company, LLC	Atlas Sand	Austin	TX	MP
Atlas Technologies, Inc.		North Charleston	SC	MG
ATS ESOP Holdings, Inc.	Acclaim Technical Services, LLC	Reston	VA	MG
Attain Technology Inc.		Providence	RI	SG
Attollo LLC	Attollo LLC	Cumberland	RI	SG
AutoBase Inc.		Amityville	NY	MP
Aviation Institute of Maintenance	Aviation Institute of Maintenance	Norfolk	VA	SP
Aviation Safety Resources Inc.		Nicholasville	KY	SG
AVIVV, LLC		San Diego	CA	SP
Azimuth Corporation		Beavercreek	OH	MP
Barnett Engineering & Signaling Laboratories LLC	BESL	Colorado Springs	CO	SG
Battle Tested Security LLC		Aberdeen	MD	SP
Battlespace, Inc.		Las Vegas	NV	MP
BC Medical	BC Medical	North Highlands	CA	SG
Bell Textron Inc.		Fort Worth	TX	LG
Bentley Builders		Warwick	RI	MG
Betis Group, Inc.		McLean	VA	SP
Bevilacqua Research Corporation		Huntsville	AL	MP
BGIS Global Integrated Solutions US LLC		Seattle	WA	LG

Employer Name	DBA	City	State/ Terr.	Award Type
Big Man Movers		Winter Park	FL	SG
BigBear.ai	BigBear.ai	Columbia	MD	LG
Black Hills Service Company LLC	Black Hills Energy	Rapid City	SD	LP
Black Knight, Inc.		Jacksonville	FL	LG
Blake Willson Group, LLC	Blake Willson Group	Arlington	VA	SG
Blessed	1B7	Escondido	CA	SG
Blue Light LLC		Fayetteville	NC	SG
BlueHalo, LLC		Huntsville	AL	MP
BluePath Labs LLC		Washington	DC	SP
Bluestaq LLC		Colorado Springs	CO	SP
Boingo Wireless, Inc.		Los Angeles	CA	MG
Booz Allen Hamilton		McLean	VA	LG
Boston Government Services, LLC		Lenoir City	TN	MG
Boy's Electric	Service Today!	South St. Paul	MN	SG
Boy's Mechanical	Service Today!	South St. Paul	MN	SG
Boyer Commercial Construction, Inc.		Columbia	SC	SP
BP Aero	BP Aerospace, BP Aero Engine Services, BP Aero Services	Irving	TX	MG
Bradley-Morris Holdings, LLC	Bradley-Morris/RecruitMilitary	Chesapeake	VA	MG
BrainTrust Holdings, LLC	BrainTrust	Annapolis Junction	MD	MG
Brightstar Innovations Group, LLC	Brightstar Innovations Group, LLC	Arlington	VA	SG
Brinton Electric Co		Raytown	MO	SG
Brooks Construction Company, Inc.		Fort Wayne	IN	MG
BTL Technologies, Inc.		San Antonio	TX	SG
Bullet Rental & Sales, Inc.		Klamath Falls	OR	SG
Burkmerica Custom Design		Belleville	WV	SP
C&D Industrial Maintenance		Bradenton	FL	SP
C2C LLC		Chesterfield	MO	SP
CACI International Inc.		Arlington	VA	LG
Caddell Construction Co. (DE), LLC		Montgomery	AL	MG
CAE USA INC.		Tampa	FL	LG
CANA LLC	CANA Advisors LLC	Gainesville	VA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Canvas Inc.		Huntsville	AL	MG
Capco, LLC		Grand Junction	CO	MG
Career Learning & Employment Center for Veterans with Disabilities, Inc.	Operation: Job Ready Veterans (OJRV)	Indianapolis	IN	SP
Careersystems Development Corporation	Penobscot Job Corps Center	Bangor	ME	SG
Carolina Farm Credit, ACA		Statesville	NC	MG
Cascade Drilling, LP	Cascade Environmental	Bothell	WA	LG
Cassidy Consulting Group, LLC	C2G	Hertford	NC	SG
CAVU Consulting LLC	CAVU Construction	Virginia Beach	VA	SP
Caylor Equipment Services, LLC		Jupiter	FL	SP
Cayuse Holdings, LLC		Pendleton	OR	MP
CB Design Group		Alexandria	VA	SP
CCL USA, Inc.		Jessup	MD	SG
Central Ohio Transit Authority		Columbus	OH	LG
Charter Trading Corporation		Clear Lake Shores	TX	SG
Choisys Technology		Ashburn	VA	SP
Cincinnati Inc.		Harrison	OH	MG
Cintel Inc.	Cintel	Huntsville	AL	SG
Circle Computer Resources	Circle Computer Resources	Cedar Rapids	IA	MP
Circuit Media LLC		Denver	CO	SP
Citrine Informatics	Citrine Informatics, Inc.	Redwood City	CA	MG
City of Alpharetta, Georgia	City of Alpharetta	Alpharetta	GA	MG
City of Cape Canaveral		Cape Canaveral	FL	MG
City of Norfolk		Norfolk	VA	LG
City of St. Charles	City of St Charles	St. Charles	IL	MG
City of Tigard		Tigard	OR	MG
City of Toledo		Toledo	OH	LG
City of Treasure Island		Treasure Island	FL	MG
CJLP LLC	Restoration 1 of Toledo	Holland	OH	SG
Clear Path for Veterans New England		Devens	MA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Client First Technologies, LLC		Washington	DC	SG
Client/Server Software Solutions Inc. DBA Constellation West	Constellation West	Fairfax	VA	MP
CMS Technology, Inc.	Prevenio	Bridgewater	NJ	SG
Coalfire Systems, Inc.		Westminster	CO	LG
Coca-Cola Bottling Company High Country		Rapid City	SD	LG
Cognosante		Falls Church	VA	LG
Cognovi Labs, Inc.		Columbus	OH	SP
Coker Service, Inc.	Coker Service, Inc	Villa Park	IL	SG
Colorado Sheet Metal JATC		Colorado Springs	CO	MP
Colossal Contracting, LLC		Annapolis	MD	MG
Comer's Car-Go LLC		Lewis	IA	SG
CommTech Global		Elkhorn	NE	SG
Community Security Services, LLC		Mobile	AL	SP
Compendium Federal Technology, LLC	CFT	Lexington Park	MD	SP
COMSETRA LLC	COMSETRA	Jay	OK	SG
COMSO, Inc.		Columbia	MD	SG
Conceras, LLC		Fairfax	VA	SP
Concord Crossroads, LLC	Concord Crossroads, LLC	Dumfries	VA	SG
Conflict Kinetics Corporation		Sterling	VA	SG
Connectria LLC	Connectria LLC	St. Louis	MO	MG
Consolidated Dispatch Agency	Consolidated Dispatch Agency	Tallahassee	FL	MG
Consolidated Nuclear Security LLC	Y-12 National Security Complex	Oak Ridge	TN	LG
Constellation Software Engineering Corp	CSEngineering, Corp.	Annapolis	MD	MG
Construction Helicopters, Inc.	CHI Aviation	Howell	MI	MG
Construction MediCamp LLC		Austin	TX	SG
Consumers Energy		Jackson	MI	LG
Contracting Resources Group, Inc.		Baltimore	MD	MP
Convergint Technologies LLC	Security Integrator	Schaumburg	IL	LP
Converse Construction, Inc.	Converse Construction, Inc.	Redding	CA	SG
Converse Electric		Grove City	OH	MG

Employer Name	DBA	City	State/ Terr.	Award Type
Coronado Distribution Company, Inc.		San Diego	CA	SG
Coronet Technology Enterprises, Inc.	CivilianCyber	Richmond	VA	SP
Corporate America Supports You	VetJobs	Lake St Louis	MO	MP
Corps Solutions, LLC		Stafford	VA	MG
CORTAC Group		Issaquah	WA	MG
Cosmic Advanced Engineered Solutions, Inc.	Cosmic AES	Colorado Springs	CO	MP
CoSolutions, Inc.		Sterling	VA	MG
Coulter LLC	Coulter Specialty Painting & Finishing	Middlebury	IN	SG
CounterTrade Products, Inc.		Arvada	CO	SP
CPMC, LLC.	CPMC, LLC.	Tysons Corner	VA	MG
Craig & Heidt Inc.		Houston	TX	SP
Crane 1 Services, Inc.		Miamisburg	OH	MG
CREAN, Inc.	Crean & Associates	Austin	TX	SP
Criterion Systems, Inc.		Vienna	VA	MG
CriticalCxE, Inc.		Annapolis	MD	SP
Cromulence LLC		Melbourne	FL	SG
Crossworks Technologies, Inc.		Orlando	FL	SG
Crowley Maritime Corporation		Jacksonville	FL	LP
Cruz Associates, Inc.		Yorktown	VA	MP
CTI Resource Management Services, Inc.	CTI Resource Management Services Inc.	Jacksonville	FL	MG
Curtis Construction		Carmel	IN	SP
Custom Mechanical Systems, Corp.	CMS Corporation	Bargersville	IN	MG
Customer Value Partners, Inc.	CVP	Fairfax	VA	MG
CWO Technical Solutions LLC	Restoration 1 of Springfield	Lorton	VA	SG
CymSTAR LLC	CymSTAR LLC	Broken Arrow	OK	MG
CymSTAR Services LLC	CymSTAR Services LLC	Broken Arrow	OK	MG
Cypher LLC	Information Technology Company	Leesburg	VA	SP
D&G Support Services, LLC	D&G Support Services	Woodbridge	VA	SG
Daniel K. Elder	Topsarge Business Solutions, LLC	Killeen	TX	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Darkblade Systems		Winchester	VA	MG
DarkStar Intelligence LLC		Woodbridge	VA	MG
Data Center Solutions, Inc.	DCS Data Centers	Annapolis	MD	SP
Data Machines Corp.		Ashburn	VA	SP
Datrose, Inc.		Webster	NY	MG
Dauntless Group Inc.		Galveston	TX	SG
DCO Operations Hartford, LLC		Hartford	CT	SP
DCOIT Enterprises LLC	DCOIT ENTERPRISES	Clayton	DE	SG
DD DANNAR, LLC		Muncie	IN	SG
Decisive Point Consulting Group, LLC		Fairfax Station	VA	MG
Deck Medic, Inc.		Frankfort	IL	SG
DefendEdge OC, LLC	DefendEdge	Lombard	IL	SG
Defense Contracting, Inc.	DCI Solutions	APG	MD	MP
DEFTEC Corporation		Huntsville	AL	SG
Delaware Center for Homeless Veterans, Inc.	DCHV	Wilmington	DE	SG
Delmarva Veteran Builders		Salisbury	MD	SG
Deltacon Global, Inc.	Deltacon Security & Investigations	Sugarland	TX	SP
Denali Universal Services (DUS)		Anchorage	AK	LG
Digital Defense, Inc.		San Antonio	TX	MP
Digital Global Connectors, LLC		Chantilly	VA	SG
DiSorb Systems, Inc.		Philadelphia	PA	SG
Dixon Management Group LLC	SERVPRO of Belle Meade	Nashville	TN	SG
DK & R Corp		Henderson	NV	SP
DMR Consulting, Inc.	DMR	Panama City Beach	FL	SG
Dominion Energy, Inc.		Richmond	VA	LP
Dorrean, LLC	Dorrean, LLC	Reston	VA	SG
DOTTS GROUP LLC	DOTTS GROUP LLC	Downingtown	PA	SG
Drain Masters, Inc.	Drain Masters, Inc.	Anchorage	AK	SG
Draken International LLC		Fort Worth	TX	MG
Drexel Hamilton LLC	Drexel Hamilton LLC	New York	NY	SG
Drusilla Jones	DRUSILLA JONES PRINCIPAL	Glendale	WI	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Duke Energy Corporation		Charlotte	NC	LG
DuPont de Nemours, Inc.		Wilmington	DE	LG
DWBH, LLC (DWBHCORP)	DWBHCORP	Arlington	VA	SG
Dynamic Planning & Response LLC		Honolulu	HI	SP
E-INFOSOL LLC		Calverton	MD	SG
Eagle Security Group, Inc.		Fredericksburg	VA	MG
Eagle Systems, Inc.		California	MD	MG
Early Services, Inc.		Decatur	AL	SG
Eastern Carolina Vocational Center, Inc.		Greenville	NC	MG
Eaton Corp		Beachwood	OH	LG
Ecocor, LLC		Searsmont	ME	SP
ECPI University LLC	ECPI University	Virginia Beach	VA	LG
EGS Inc.	Empowered Global Solutions	Englewood	CO	MG
Electrical Test Instruments, LLC	ETI Precision	Frederick	MD	SP
Electrolizing, Inc.		Providence	RI	SG
Elistair Inc.	Elistair	Boston	MA	SG
Elite Pest Solutions Inc.		Peabody	MA	SG
Eljen Corporation		Windsor	CT	SP
EM Key Solutions, Inc.	EM Key Solutions, Inc.	Tierra Verde	FL	SP
EMD LLC		Woodbridge	VA	SG
ENERGYneering Solutions Inc.		Sisters	OR	SG
Enhanced Veterans Solutions Inc.		Fairfax	VA	MP
ENSCO, Inc.		Springfield	VA	MG
Entegrit Corporation		Charlottesville	VA	SP
Entergy Corporation		New Orleans	LA	LP
Entourage Executive Protection		Northridge	CA	SG
Environet Inc.		Honolulu	HI	SG
Environmental Chemical Corporation		Burlingame	CA	MP
Epigen Corporation		Tysons	VA	SP
EPS Corporation		Tinton Falls	NJ	MP
Ernest C. Coleman	E L Blake Inc.	Phenix City	AL	SG
ERP <i>i</i>		Fairfax	VA	MG
Eskridge Enterprises LLC	Eskridge & Associates	Round Rock	TX	SP
Essence of America	Essence of America	San Diego	CA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
eTRANSERVICES		Fredericksburg	VA	SP
Evans Emergency Services, LLC	VetCor of First Coast	Jacksonville	FL	SG
Ever-Green Energy, Inc.		Saint Paul	MN	MG
Evergreen Fire and Security	Evergreen Fire and Security	Tacoma	WA	MP
Eversource Energy		Hartford	CT	LG
Exact Staff, Inc.		Calabasas	CA	MG
Excalibur Legal Staffing, LLC	The Excalibur Group	Washington	DC	SG
Excel Medical Staffing, LLC		Grapevine	TX	SP
Excentium, Inc.		Reston	VA	MP
Exceptional Employees for Exceptional Results, Inc.	E3R Inc.	San Diego	CA	SP
Executive Airborne Solutions, Inc.		Bellevue	NE	SP
Explosive Countermeasures International, Inc.	ECI	Delaplane	VA	SP
F2 Systems, LLC		Waynesboro	GA	SG
Fastport, Inc.		Valparaiso	IN	SG
Fathom5 Corporation	Fathom5 Corporation	Austin	TX	SG
Federal Practice Group	Eric S. Montalvo PLLC d/b/a Federal Practice Group	Washington	DC	SG
Federal Strategies, LLC		Fredericksburg	VA	SG
Firepi, Inc.	Fire-pi	Minneapolis	MN	SG
FireSAFE		Lakeville	MN	MP
First Nation Group, LLC		Niceville	FL	MP
Five Star Global Security LLC		Fayetteville	NC	SG
Flagship Management, LLC		Bristol	PA	SG
Florida Institute for Human & Machine Cognition		Pensacola	FL	MG
Flux Resources, LLC	Flux	Lake Oswego	OR	MG
Frank Sanchez	Sancorp Consulting, LLC	Falls Church	VA	SG
Freedom Staffing LLC		Indianapolis	IN	MG
Fresh Start LLC, DBA Groutsmith	Groutsmith	Bryn Mawr	PA	SP
Fusion Cell LLC		Windham	NH	SP
G2 Global Solutions, LLC.		Gainesville	VA	MG
Gable Services, LLC	Gabletek	Troy	MI	SG
Gana-A'Yoo, Limited		Anchorage	AK	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Gannon & Scott, Inc.		Cranston	RI	SG
Gary R Banks Industrial Group LLC		West Berlin	NJ	SG
Gauss Management Research and Engineering Inc.		South Ogden	UT	MG
GC Logistics, LLC		Ridgeland	MS	SP
GCubed Enterprises, Inc.	GCubed, Inc.	Stafford	VA	SP
GEBC, LLC		Owens Cross Roads	AL	SG
General Dynamics Mission Systems		Fairfax	VA	LG
General Electric Healthcare		Chicago	IL	LG
Geo Owl, LLC		Wilmington	NC	MG
Geostabilization International		Denver	CO	MP
Get Off the Drawing Board, LLC	Divergence Academy	Addison	TX	SG
Global C2 Integration Technologies	Global C2 Integration Technologies	Las Vegas	NV	SP
Global Planning Initiatives, LLC		Virginia Beach	VA	SP
Global Security Services	Global Security Services	Davenport	IA	MP
Global Skills Exchange Corporation	GSX	Alexandria	VA	SG
GLOBALFOUNDRIES U.S., INC.		Malta	NY	LG
GLOTECH, Inc.	GLOTECH, Inc.	Rockville	MD	MP
Go Energistics		Dallas	TX	SG
Goldbelt Falcon, LLC		Chesapeake	VA	MP
Goldbelt Frontier, LLC		Alexandria	VA	MP
Goldbelt Glacier Health Services, LLC		Alexandria	VA	MP
Goldbelt Hawk, LLC		Newport News	VA	MP
Golden Chariot Specialty Transport Service, LLC		Vancouver	WA	SG
Golden Key Group		Reston	VA	MG
gothamCulture		New York	NY	SG
Government Tactical Solutions		Vienna	VA	SP
Green Cell Consulting LLC		Fredericksburg	VA	SG
Green Expert Technology Inc.		Haddonfield	NJ	MG
Greencastle Associates Consulting, LLC		Malvern	PA	SP
GSI Service Group Inc.		Honolulu	HI	MG
GTL	Global Tel Link	Falls Church	VA	LP

Employer Name	DBA	City	State/ Terr.	Award Type
Guardian Angels Medical Service Dogs, Inc.		Williston	FL	SP
H2 Performance Consulting Corp		Gulf Breeze	FL	MP
Hager Development Group, LLC		Virginia Beach	VA	SG
Hancock Resource Center		Waveland	MS	SG
Hawkeye Tracking Inc.		Lexington Park	MD	SG
HD Dog Training Llc		Bensalem	PA	SG
Helimax Aviation, Inc.		McClellan	CA	MG
Hepburn and Sons LLC		Manassas	VA	MG
Heptagon Information Technology, LLC	Heptagon Information Technology	Montgomery	AL	SP
Hernandez Consulting & Construction	Hernandez Consulting & Construction	New Orleans	LA	MG
High Order Solutions, LLC		Frisco	TX	SG
HigherEchelon, Inc.		Huntsville	AL	MP
Highland Engineering, Inc.		Howell	MI	SG
Hollywood Casino Hotel & Raceway	HC Bangor, LLC	Bangor	ME	MG
Home Port Alliance for the Battleship New Jersey		Camden	NJ	MG
Hood River Consulting Engineers	GDM, Inc.	Hood River	OR	SG
HTM GLocal	College of Biomedical Equipment Technology	San Antonio	TX	SG
Hudgins Contracting Corp.		Hampton	VA	SG
Hunter Snowman Productions, LLC		South Ogden	UT	SG
Huntington Ingalls Industries		Newport News	VA	LG
Huot Construction & Services		South St. Paul	MN	SG
Hydro Vac Services dba GroundBreakers LLC	GroundBreakers LLC	Indianapolis	IN	SG
Iconix Critical Solutions LLC		Amsterdam	NY	MP
IdeaHelix, INC.		Fremont	CA	SG
IIS, LLC	Independence Indoor Shooting	Meridian	ID	SP
Indigo IT, LLC	Indigo IT	Reston	VA	MG
Industrial Packaging Supplies Inc.	IPS Packaging & Automation	Fountain Inn	SC	MP
Infinity Technology Services, LLC	ITS, LLC	Colorado Springs	CO	SP
Infojini, Inc.	Infojini Inc.	Columbia	MD	MG
Information Unlimited Inc.		Washington	DC	SG

Employer Name	DBA	City	State/ Terr.	Award Type
InfraMap Corp.	InfraMap Corp.	Glen Allen	VA	MG
Ingenious Ingenuity Inc.	Vertigo Drones	Webster	NY	SG
Inspection Associates, Inc.		Cypress	TX	SP
Inspection Experts, Inc.		Columbia	MD	MG
Inspired Solutions, Inc.	Inspired Solutions, Inc.	Woodbridge	VA	SG
Integration Innovation Inc.	i3	Huntsville	AL	LG
Integrity General Contractors, LLC		Dallas	TX	SG
IntelliDyne, LLC		Falls Church	VA	MP
Intelligent Waves LLC	Intelligent Waves	Reston	VA	MG
Interactive Government Holdings, Inc.		Springfield	VA	MP
Interactive Process Technology		Burlington	MA	MP
Interlake Maritime Services		Middleburg Heights	OH	MG
Intrepid Solutions and Services, LLC		Herndon	VA	MG
Intuitive Research and Technology Corporation		Huntsville	AL	MP
iostudio, LLC	iostudio, LLC	Nashville	TN	MP
IronMountain Solutions, Inc.		Huntsville	AL	MP
IT Veterans, LLC		Herndon	VA	SP
J.G. Management Systems, Inc.	J.G. Management Systems, Inc.	Grand Junction	CO	MG
Jackson Ryan Construction Services, Inc.		Suffield	CT	SG
Jacobs		Dallas	TX	LG
JAMA Enterprises, Inc.	Strategic Consulting Partners	Mechanicsburg	PA	SG
Janissary, LLC	Janissary	Houston	TX	SP
Jay & Kay Mfg. LLC	Jay & Kay Mfg. LLC	Croswell	MI	SP
JB Management, Inc.		Alexandria	VA	SG
JCTM LLC		Charlotte	NC	MP
Jeco Plastic Products, L.L.C.		Plainfield	IN	SP
Jennings-Perrett LLC	Pinnacle Dentistry	Colorado Springs	CO	SG
Jeremy Bailey	J W Bailey Construction	Fort Wayne	IN	SG
JFL Consulting, LLC		Edgewater	MD	SG
JHS Consulting	JHS GROUP	Bunker Hill	WV	SG
Jingoli Power, LLC		Lawrenceville	NJ	MP

Employer Name	DBA	City	State/ Terr.	Award Type
JMA Resources, Inc.		East Berlin	PA	SP
John H. Northrop & Associates, Inc.	JHNA	Clifton	VA	MG
John Stevens Berry PC LLP	Berry Law Firm	Lincoln	NE	MP
Jovian Concepts, Inc.		Hanover	MD	MG
JR Kays Trucking Inc.		Clarendon	PA	SP
JustOne Solutions, LLC		Owings Mills	MD	SG
JVC Enterprises Inc.		Byron Center	MI	SG
JVS SoCal		Los Angeles	CA	MG
K. S. Ware & Associates, LLC		Nashville	TN	SP
Kaizen Approach, Inc.		Hanover	MD	SP
Kationx Corporation	Kationx Corp	Indialantic	FL	SG
KAW Enterprises LLC		The Villages	FL	SG
Kegman Inc.	Kegman Inc.	Melbourne	FL	SG
Kent, Campa and Kate (KCK) Inc.		Arlington	VA	MP
Kentco Corporation	ProteQ	Herndon	VA	SG
Kirby Rehabilitation	Kirby Rehabilitation	Chicago	IL	SG
KIRSH Helmets	KIRSH Helmets, Inc.	Schenectady	NY	SG
Kitty Hawk Technologies		Honesdale	PA	SG
Knight Federal Solutions		Orlando	FL	SG
Knowesis Inc.		Fairfax	VA	MP
Kokua Support Services Corporation		Newport News	VA	SG
Korman LLC		Waukegan	IL	SG
KPI Holdings		North Wales	PA	MG
KSA Integration LLC		Stafford	VA	SP
Kwest Group LLC	Kwest Group	Perrysburg	OH	MP
LaunchTech, LLC		Amherst	NY	SG
Legato, LLC		Columbia	MD	SP
Legion Systems LLC		Tampa	FL	SG
Leidos		Reston	VA	LG
Leisureland RV Center		Boise	ID	SG
Lenea Corporation		Pinetop	AZ	SG
Leonardo Electronics US, Inc.		Arlington	VA	MG
Leryn, Inc.	Smash My Trash	Tampa	FL	SG
Liberty Floor Covering LLC.		Lincoln	RI	SG
Life S Investments	Lifes Investments LLC	San Diego	CA	SG
Linchpin Solutions, Inc.		Tampa	FL	MG
LinkItAll, LLC	LIA	Fredericksburg	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
LinQuest Corporation		Los Angeles	CA	LG
Lockridge Builders LLC		Charleston	SC	SG
LOGC2 Inc.	Connected Logistics	Decatur	AL	SP
Long Capture & Contract Management LLC		Colorado Springs	CO	SP
Los Alamos National Laboratory		Los Alamos	NM	LG
Los Angeles County Metropolitan Transportation Authority (LA Metro)		Los Angeles	CA	LG
Louisiana Energy Services LLC	URENCO USA	Eunice	NM	MP
Lynch Consultants, LLC	Lynch Consultants, LLC	Arlington	VA	MP
M Dean Owen CPA		Paducah	KY	SP
Mackay Communications, Inc.	Mackay Marine	Raleigh	NC	MG
Magnolia River Services Inc.	Magnolia River Services	Decatur	AL	MG
Mainsail Group LLC		Bedford	MA	MG
Make a Difference Landscaping	Make a difference landscaping	Lee	NH	SG
Management Support Technology, Inc. (MSTI)	Management Support Technology, Inc. (MSTI)	Fairfax	VA	MP
Manchester Firing Line		Manchester	NH	SP
ManTech International		Herndon	VA	LG
Mantle Security, Inc.		Jacksonville	FL	SG
Marathon Coach, Inc.		Coburg	OR	MP
Mark My Words LLC	Walker Bookstore	Tempe	AZ	SP
Mark Ronning LLC	Northwest Veterans Law	Salem	OR	SP
Markon, Inc.	Markon Solutions	Falls Church	VA	MP
Marxmen Protection Agency		Dundalk	MD	SG
Maveris, LLC	Maveris	Martinsburg	WV	SP
Mb Solutions, Inc.		Huntsville	AL	SP
MBL Technologies, Inc.	MBL Technologies, Inc.	Arlington	VA	MG
MCPc Inc.		Cleveland	OH	MG
Meridian Blue Construction, LLC	Meridian Blue Construction	Lakeville	MN	SG
Mesa Natural Gas Solutions		Loveland	CO	MP
Messer North America, Inc.	Messer North America, Inc.	Bridgewater Township	NJ	LG

Employer Name	DBA	City	State/ Terr.	Award Type
Metis Technology Solutions, Inc.		Albuquerque	NM	MG
MI Technical Solutions, Inc.		Chesapeake	VA	MP
Military Officers Association of America		Alexandria	VA	MG
Mission1st Group, Inc.		Arlington	VA	MP
MIT Lincoln Laboratory	MIT Lincoln Laboratory	Lexington	MA	LG
Mobility Doctor LLC		Bryn Mawr	PA	SP
Mountaineer Community Health Center		Paw Paw	WV	SG
MRP Training Solutions, Inc.		San Diego	CA	SG
MSN Global Education, LLC	Huntington Learning Center, The Woodlands	The Woodlands	TX	SG
MULE Engineering & Construction, Inc.	MULE Engineering & Construction	Winter Garden	FL	SP
MVP - Military Veterans Program	UBC - Local 2232	Killeen	TX	MG
Namaau Technological & Industrial, LLC		San Antonio	TX	SP
Nation's Finest		Santa Rosa	CA	MP
National Association of Safety Professionals	NASP	Wilmington	NC	SG
National Consulting Partners, LLC	National Consulting Partners, LLC	Arlington	VA	SG
National Native American Construction, Inc.	NNAC	Coeur D'Alene	ID	MG
Nationwide IT Services, Inc.		Fairfax	VA	MP
Nationwide Pharmaceutical LLC		San Antonio	TX	SG
Native Instinct LLC		Boynton Beach	FL	SP
Naval Systems, Inc.		Lexington Park	MD	MG
Navigator Development Group Inc.	Navigator Development Group Inc.	Enterprise	AL	MP
Navigator International LLC		Huntsville	AL	MP
Navy Federal Credit Union		Vienna	VA	LG
Nemean Solutions, LLC.		Sierra Vista	AZ	SP
NetImpact Strategies, Inc.		Falls Church	VA	MP
Netizen Corporation		Allentown	PA	SP
NetWise IT Consulting LLC		East Point	GA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Network Cabling Services	NCS	Houston	TX	MP
Neuroscience Associates, Inc.	Neuroscience Associates, Inc.	Knoxville	TN	SG
Nevada County		Nevada City	CA	LP
Nevada Hospice Care LLC		Las Vegas	NV	SG
New Horizons of Phoenix		Phoenix	AZ	SP
NewBridge Partners, Inc.		Herndon	VA	SP
NexTech Solutions LLC		Orange Park	FL	MP
NextEra Energy		Juno Beach	FL	LP
NextGen Federal Systems		Morgantown	WV	MG
Nisga'a Data Systems, LLC		Chantilly	VA	MP
Nisga'a Tek, LLC		Chantilly	VA	MP
Noble Oil Services, Inc.		Sanford	NC	MG
NorCal Staffing Group, Inc.	TangoAlpha3	Austin	TX	SG
North America Mattress Corp.		Clackamas	OR	SG
North American Consulting Services, Inc.		Point Pleasant	WV	SG
North American Rescue		Greer	SC	MP
North Bay Rehabilitation Services, Inc.	North Bay Industries	Rohnert Park	CA	MP
North Texas SCS, LLC	North Texas SCS, LLC.	Sherman	TX	SG
Northrop Grumman Corporation	Northrop Grumman Corporation	Falls Church	VA	LG
nou Systems, Inc.		Huntsville	AL	MG
Novetta	Novetta, Inc.	McLean	VA	LG
NTCS LLC		Alexandria	VA	SG
NTS Services LLC	RedSky	Aldie	VA	SP
Nucor Steel Auburn, Inc.		Auburn	NY	MG
Nueces County Human Resources Department		Corpus Christi	TX	LP
Nuss Truck and Equipment	Nuss Truck and Equipment	Roseville	MN	MP
Oaklea Security Services, LLC	Oaklea Simpson Security, LLC	Westminster	MD	MP
Oasis Systems LLC	Oasis Systems	Burlington	MA	LG
Opera LLC		Herndon	VA	SG
Odyssey Systems Consulting Group		Wakefield	MA	LG
Offset Strategic Services, LLC		Huntsville	AL	SP

Employer Name	DBA	City	State/ Terr.	Award Type
On Target Solutions Inc.		Hendersonville	TN	SG
On Time Prime LLC		Daytona Beach	FL	MG
Ondadottedline, LLC		Salem	OR	SG
Open Systems Technologies Corporation	Open Systems Technologies Corporation	Gainesville	VA	MP
Ops Tech Alliance LLC		Bowie	MD	MG
Optimum Low Voltage, LLC	Optimum Fire & Security	Wilmington	NC	SG
Optimus Technologies, Inc.		Pittsburgh	PA	SG
Opto-Knowledge Systems, Inc.	OptoKnowledge	Torrance	CA	SG
Optomi, LLC / Provalus	Provalus	Atlanta	GA	MP
Orange County Sheriff's Office, Orlando, Florida		Orlando	FL	LG
Orion ICS LLC		Cary	NC	MG
Oscar Deuce LLC	ODL Services	Virginia Beach	VA	SG
Oxley Enterprises, Inc.		Fredericksburg	VA	SG
P-11 Security, Inc.	P-11 Security	Torrance	CA	SP
PACCAR Winch Inc.	PACCAR Winch Inc.	Broken Arrow	OK	MG
Pacific Mountain Capital LLC		Scottsdale	AZ	SP
Packages From Home	Packages From Home	Glendale	AZ	SP
Pathfinder Consultants, LLC		Washington	DC	SP
Patriots International		Alexandria	VA	SG
Patronus Systems, Inc.		Melbourne	FL	MP
Peckham Inc.		Lansing	MI	MG
Peer Technical Group, LLC		Fond Du Lac	WI	SG
Pegasus Ponies & Petting Zoos	Pegasus Ponies & Petting Zoos	Whittier	CA	SG
Penn Power Group, LLC	Penn Power Systems; Northeast Energy Systems; Western Energy Systems	Philadelphia	PA	MG
PeopleTec, Inc.		Huntsville	AL	MP
Peraton Inc.		Herndon	VA	LG
Percival, Inc.	Percival Engineering	Columbia	MD	SP
Peregrine Technical Solutions		Yorktown	VA	MP
Perseverance Staffing, LLC	Perseverance	Denver	CO	SG
Persevus LLC		Omaha	NE	SP
PetHub, Inc.		Wenatchee	WA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Philbrook Construction Services Group, Inc.		Yarmouth Port	MA	SG
Phillips 66		Houston	TX	LG
Phoenix Global Support, LLC		Fayetteville	NC	SP
Phoenix Management, Inc.		Cedar Park	TX	MG
PL Consulting Inc.		Herndon	VA	SG
Planate Management Group LLC		Alexandria	VA	MP
Planet Technologies Inc.	Planet Technologies Inc.	Germantown	MD	MG
Platform Systems, Inc.	Platform Aerospace	Hollywood	MD	MG
PLEXSYS Interface Products, Inc.		Camas	WA	MG
Ploutocracy, Inc.		Santa Clara	CA	SG
Pole Star Space Applications USA		St. Petersburg	FL	SG
Portable Solar LLC	Sol-Ark	Parker	TX	SG
Portland Patrol		Portland	OR	MG
Posterity Group, LLC	Posterity Group, LLC	Rockville	MD	MG
Powell Strategies		Annapolis	MD	SG
PPT Solutions, Inc.		Huntsville	AL	SG
Precise Systems, Inc.	Precise Systems	Lexington Park	MD	LG
PRIDE Industries	PRIDE Industries	Roseville	CA	LG
Priority 1 Air Rescue Operations Arizona LP	Priority 1 Air Rescue	Mesa	AZ	SG
Pro-Sphere Tek, Inc.		Alexandria	VA	MP
Professional Contract Services, Inc.		Austin	TX	LP
Professional Management Enterprises		Indianapolis	IN	MG
Professional Solutions Delivered, LLC		King George	VA	SP
Project Management Professional Services Corporation	The PMO Squad	Gilbert	AZ	SP
Proteum Energy LLC		Phoenix	AZ	SG
Puget Sound Energy		Bellevue	WA	LG
Purpose Built Families Foundation		Pembroke Pines	FL	SG
Quadrant, Inc.		Falls Church	VA	MG
Qualis Corporation		Huntsville	AL	MP
Quality Cable Installers LLC		Houston	TX	SP
Quick Services LLC	QSL	Cheyenne	WY	MP

Employer Name	DBA	City	State/ Terr.	Award Type
Quiet Professionals LLC		Tampa	FL	MP
Quinns Plumbing Heating Cooling		Reading	PA	SG
R.E. West Transportation		Ashland City	TN	MG
R2C Inc.		Huntsville	AL	MP
R3 Strategic Support Group, Inc.	R3SSG	Coronado	CA	MP
R4 Integration Inc.		Fort Walton Beach	FL	SG
Radkin	Radkin	Houston	TX	MG
Rafael Systems Global Sustainment, LLC	RSGS	Bethesda	MD	SP
Rasmussen Law Firm, LLC	KR Law	Vestavia	AL	SG
Raytheon Technologies (RTX)		Waltham	MA	LP
RBG Janitorial LLC		Belvidere	IL	SP
RBR-Technologies, Inc.		Odenton	MD	MG
RDR, Inc.		Centreville	VA	MP
Ready Support Services LLC		Purcellville	VA	SP
REDCON Solutions Group	REDCON Solutions Group	Savannah	GA	MG
RELI Group Inc.		Catonsville	MD	MP
Reliability & Performance Technologies, LLC	R&P Technologies	Dublin	PA	MG
RELYANT Global LLC		Maryville	TN	MG
Remy Battery Co., Inc.		Milwaukee	WI	SG
Renaissance Global Services	Renaissance Global Services	Holmdel	NJ	SG
Research and Development Solutions, Inc. (RDSI)		Middletown	RI	MG
Resilience-Building Leader Program LLC		Burbank	CA	MP
Resource Management Concepts, Inc.		Lexington Park	MD	MG
Results Technology, Inc.	Results Technology	Overland Park	KS	SG
Revolution National Pest Council		Carson	CA	SP
RF Logistics, LLC		Carlsbad	CA	MP
Rhino Demolition and Environmental Services Corp.		Myrtle Beach	SC	SG
Rhino Health, Inc.		Church Rock	NM	SG
Richard Group LLC		Glenview	IL	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Ride N Safe Non Emergency Transport		Cleburne	TX	SG
RightDirection Technology Solutions LLC		Baltimore	MD	MG
Rigid Security Group	RIGID TACTICAL	Virginia Beach	VA	SP
Rise Armament, LLC		Broken Arrow	OK	MG
Rising Eagle Construction LLC		Lorton	VA	SG
Rite-Solutions, Inc.		Middletown	RI	MP
RLS Construction Group, LLC		Camp Hill	PA	SP
RobJa, LC	Servpro of Flower Mound/Lewisville	Wylie	TX	SG
Rock Project Management Services, LLC		Renton	WA	SG
rockITdata, LLC		Manning	SC	SP
Rolston Information Systems Assurance	RISA	Lutz	FL	SG
Roseburg Urban Sanitary Authority		Roseburg	OR	SP
ROYAL G SNACKS, INC.	SMART SNACK	Sarasota	FL	SG
RRDS INC.	RRDS INC.	Irvine	CA	SG
RTI Consulting, LLC		Marshall	VA	SG
Rubicon Technical Services, LLC		Kennesaw	GA	MP
Sabre Systems Inc.		Warminster	PA	MG
SAF, INC.		Akron	OH	SG
Safe Foods Corporation		North Little Rock	AR	MG
Safespill		Houston	TX	SP
Sage Advisory		Austin	TX	MG
Saint Maximus Consulting		San Antonio	TX	SP
Sakom Services		Appleton	WI	MP
Saliense Consulting		Tysons	VA	SG
Salute Mission Critical	Salute Mission Critical	Clinton Twp	MI	MG
Sandia National Laboratories		Albuquerque	NM	LP
Sarco, Inc.	Sarco, Inc.	Easton	PA	SP
Sarela Technology Solutions, LLC		Leesburg	VA	SG
scDataCom LLC		Savannah	GA	SP
Schexnailder Sheet Metal		Rayne	LA	SG
Science Systems and Applications, Inc.	SSAI	Lanham	MD	LG

Employer Name	DBA	City	State/ Terr.	Award Type
Scientific Research Corporation	Scientific Research Corporation	Atlanta	GA	LG
SDV Command Source Inc.		Winston-Salem	NC	SG
Sealing Technologies, Inc.		Columbia	MD	MG
Security 1 Solutions, LLC	Security 1 Solutions LLC	Gaithersburg	MD	MG
Security Management of SC	Security Management of SC	Columbia	SC	LG
Seeds2 LLC	Seeds2 LLC	Garfield Heights	OH	SG
Semper Fi Doorman, Inc.		Chicago	IL	SG
Semper Valens Solutions		Canyon Lake	TX	MG
Sentar, Inc.	Sentar, Inc.	Huntsville	AL	MG
Serco, Inc.	Serco, Inc.	Herndon	VA	LG
ServiceSource	ServiceSource, Inc.	Oakton	VA	LG
Servpro Industries, LLC		Gallatin	TN	MG
Sevan Multi-Site Solutions, Inc.		Downers Grove	IL	MG
Shearer & Associates, Inc.	Shearer & Associates, Inc.	Huntsville	AL	SP
Shelby County Schools	Shelby County Schools	Memphis	TN	LG
Shepherd Safety Systems, LLC		Houston	TX	SP
Shine Systems LLC	Shine Enterprises LLC	Charlottesville	VA	MG
SHINN KELLOGG, LLC		Albia	IA	SP
Short Powerline Service, LLC		Glenrock	WY	SG
Shotstop Ballistics LLC		Stow	OH	SG
Siemens Government Technologies, Inc.		Reston	VA	MG
Sierra Management and Technologies, Inc.		California	MD	MG
Sigma Design Company, LLC		Middlesex Borough	NJ	SG
Silotech Group, Inc.		San Antonio	TX	MP
SIMCO Electronics		Santa Clara	CA	MG
Simulation Technologies, Inc. (SimTech)	Simulation Technologies, Inc. (SimTech)	Huntsville	AL	MG
SIXGEN, Inc.		Annapolis	MD	SP
SkyBridge Tactical LLC		Tampa	FL	MG

Employer Name	DBA	City	State/ Terr.	Award Type
SNVC, LC		Herndon	VA	SP
SoCal Airflow Pros	Tactical Air Inc. DBA SoCal Airflow Pros	Rancho Santa Margarita	CA	SP
Sodexo Government		Gaithersburg	MD	LP
SOF Intelligence Solutions LLC		Alexandria	VA	SP
Solutions for Information Design, LLC	SOLID	Fairfax Station	VA	SP
Sonalysts Inc.		Waterford	CT	MP
South Carolina Vocations and Individual Advancement	South Carolina Vocations and Individual Advancement	Greenville	SC	SG
Southern Company	Alabama Power Company	Atlanta	GA	LP
Spartan Construction Services, Inc.	SPARTAN CONSTRUCTION SERVICES INC.	Beaver Falls	PA	SG
Special Applications Group		Tampa	FL	MP
Spectral Labs Inc.		San Diego	CA	SG
Spees LLC	Spees Design Build	Seattle	WA	SP
Spezio Property Services, Inc.		Rochester	NY	SG
Spin Systems, Inc.	Spin Systems, Inc.	Falls Church	VA	MP
Spring Environmental, Inc.		Spokane	WA	SP
Standard Petroleum Logistics		Columbia	MD	SG
Star Mechanical LLC		Colorado Springs	CO	SG
Star V Corporate Training LLC	New Horizons Computer Learning Centers	Jacksonville	FL	SG
Stellar Solutions, Inc.		Palo Alto	CA	MG
Stevens Ventures, LLC	SERVPRO of North Raleigh/WakeForest/C ary/Morrisville/Apex/ Garner/Zebulon	Raleigh	NC	MG
Still Serving Veterans	Still Serving Veterans	Huntsville	AL	SG
STL Tire Recycling		Florissant	MO	SG
Stocks General Contractors, LLC	Stocks Management Group	Fredericksburg	VA	SG
Stop the Addiction Fatality Epidemic (SAFE) Project US	SAFE Project	Arlington	VA	SP

Employer Name	DBA	City	State/ Terr.	Award Type
Strata-G, LLC	Strata-G	Knoxville	TN	MP
Strategic Alliance Business Group		Fairfax	VA	MP
Strategic Staffing Solutions	Strategic Staffing Solutions	Detroit	MI	MP
Summit 7 Systems, Inc.		Hunstville	AL	MG
Summit Aviation Inc.		Middletown	DE	MP
Summit Exercises and Training		Saint Petersburg	FL	SG
Summit Technical Solutions, LLC		Colorado Springs	CO	MG
Support The Enlisted Project, Inc.	STEP	San Diego	CA	SG
Supreme Insulated Panels Systems, LLC		Mobile	AL	SG
Surespan USA		Las Vegas	NV	SG
Survival Systems USA, Inc.		Groton	CT	SG
Synack, Inc.		Redwood City	CA	MG
Syndetix Inc.		Las Cruces	NM	MG
Synesis7 Corporation	Synesis7	Butte	MT	SG
Syntelligent Analytic Solutions, LLC	Syntelligent Analytic Solutions, LLC	Falls Church	VA	MP
System Studies and Simulation Inc.	S3	Huntsville	AL	MP
Systematic Business Consulting	Systematic Business Consulting Consulting LLC	Cary	NC	SG
Systematic, Inc.		Centreville	VA	SG
Systems and Technology Research	STR	Woburn	MA	MP
Systems Planning and Analysis, Inc.		Alexandria	VA	LG
Systems Products and Solutions, Inc.		Huntsville	AL	MG
T and T Consulting Services, Inc.	TATCS	Falls Church	VA	MP
T. S. Marshall & Associates, Inc. DBA Franklin IQ	Franklin IQ	Arlington	VA	SP
TAC Industries	The Abilities Connection	Springfield	OH	MG
Tactical & Survival Specialties, Inc.	TSSi	Harrisonburg	VA	MP
Tangent Technologies, LLC		McLean	VA	SG
Target Media Mid Atlantic, Inc.	Target Systems	Mechanicsburg	PA	MG
Team Carney, Inc.		Alexandria	VA	MP
Tech62, Inc.	Tech62 Inc.	Fairfax	VA	SG
Technology Learning Group, Inc.	TLG Learning	Bellevue	WA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Tele-Consultants, Inc.		Alpharetta	GA	SG
Telesis7, LLC		Chesterfield	MO	MG
Tetrad Digital Integrity, LLC		Washington	DC	SP
Textron Systems	Air Systems, Land Systems, Sea Systems, Weapon Systems, Howe & Howe, Lycoming, ATAC	Hunt Valley	MD	LG
ThayerMahan Inc.		Groton	CT	SG
The Boeing Company		Chicago	IL	LP
The Cloud Geeks, LLC		Dover	DE	SP
The Coalition to Salute America's Heroes	The Coalition to Salute America's Heroes	Leesburg	VA	SG
The Construction Services Group, Inc.		Charleston	SC	SG
The Electronic On-Ramp Inc.	EOR	Rockville	MD	MP
The Elite Guardian Consulting Services, Inc.	Elite Guardian Consulting Services, Inc., The	San Diego	CA	SG
The Greentree Group		Beavercreek	OH	MP
The Independence Fund		Charlotte	NC	SG
The Informatics Applications Group, Inc.	TIAG	Reston	VA	MG
The Metamorphosis Group		Vienna	VA	SP
The MITRE Corporation		McLean	VA	LG
The O'Gara Group		Fairfield	OH	MG
The Pipe Line Development Company	PLIDCO	Strongsville	OH	MP
The Rockhill Group, Inc.		Molino	FL	MG
The Ross Group Construction Corporation, Inc.	Ross Group	Tulsa	OK	MG
The Veteran Initiative		Macdill Afb	FL	SP
The Wolverine Group		Washington	DC	SG
Thomas Solutions Inc.		Alexandria	VA	SP
Thompson Lehman Security & Protection LLC	Thompson Lehman Security & Protection LLC	Crowley	TX	SG
Thompson Metal Fab, Inc.		Vancouver	WA	MG
Thorcon Shotcrete and Shoring, LLC		Littleton	CO	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Tidewater Emergency Medical Services Council, Inc.	Tidewater EMS Council	Chesapeake	VA	SP
Timothy Felix		Glendale	NY	SG
Titan Associates Group, Inc.		Athens	TN	SG
Titan, Consultants & Engineers, LLC.	TITAN	Orlando	FL	SP
TITANONEZERO		Annandale	VA	SG
TM3 Solutions, Inc.	TM3 Solutions, Inc.	Alexandria	VA	SG
TMC Design	TMC Design, A LinQuest Company	Las Cruces	NM	MP
Tokyo Electron U.S. Holdings, Inc.		Austin	TX	LP
Tommy's Creations LLC	Tommy's Creations LLC	Marion	OH	SG
Top Gun of Virginia, Inc.	Top Gun of Virginia, Inc.	Lorton	VA	SG
Torden LLC	Torden LLC	New Bedford	MA	MG
Totally Joined For Achieving Collaborative Techniques, LLC	TJFACT	Atlanta	GA	MP
TP Trucking LLC	TP Trucking	Central Point	OR	MP
TPE Midstream, LLC		Tulsa	OK	SG
Trade Training Company LLC	Sonoran Desert Institute	Tempe	AZ	MG
Transmission Distribution Service	TDS Construction	Glenrock	WY	SG
TRECIG, LLC		Rockwall	TX	SP
Trewon Technologies LLC		Stafford	VA	SG
Tri-Logistics LLC	Program Management, Furniture, Logistics Management, Relocation Services, Professional Services	Upper Marlboro	MD	SG
TRIAEM, LLC		Sterling	VA	SP
Trident Technologies and Consulting - Global, LLC	T2C-Global	Wesley Chapel	FL	SG
Trinity Technology Group, Inc.		Manassas	VA	MG
TriWest Healthcare Alliance		Phoenix	AZ	LP
TRJ Transportation, Inc.		Douglasville	GA	SG
Trotter Industries, LLC	Trotter Electrical Contractors	Boyertown	PA	SG
Trusted Internet, LLC		New Boston	NH	SG

Employer Name	DBA	City	State/ Terr.	Award Type
TruWeather Solutions,Inc.		Syracuse	NY	SG
Turbine Technologies, Inc.	Burke Aerospace	Farmington	CT	MG
U.S. Vet General Contracting, LLC		McFarland	WI	SG
U.S. VETS - Houston	United States Veterans Initiative	Houston	TX	SG
Union Pacific		Omaha	NE	LG
United Rentals Inc.		Stamford	CT	LG
United Veterans Construction and Landscape Solutions, Inc.		Fort Worth	TX	SP
UnitedHands Health & Wellness Clinic LLC		Morrow	GA	SG
Universal Strategy Group, Inc. (USGI)	Universal Strategy Group, Inc. (USGI)	Franklin	TN	MG
Universal Technical Resource Services, Inc.	Universal Technical Resource Services, Inc.	Cherry Hill	NJ	MG
University of Science Arts and Technology	USAT MONTSERRAT	Arvada	CO	SG
Upstate Warrior Solution		Greenville	SC	SP
US Communications & Electric, Inc.	US Communications & Electric, Inc.	Garfield Heights	OH	MG
USA Environmental, Inc.		Oldsmar	FL	MG
USAA		San Antonio	TX	LP
USfalcon, Inc.	USfalcon, Inc.	Cary	NC	MG
UT-Battelle, LLC (managing Oak Ridge National Laboratory)		Oak Ridge	TN	LG
Utility Mapping Services, Inc.		Clancy	MT	SG
Valiant Harbor International LLC		Bethesda	MD	SG
Vantage Point Consulting Inc.		Reston	VA	SG
Vascular Center of Orlando, P.A.	Vascular Vein Centers	Orlando	FL	SG
Vector Force Development		Collinsville	IL	MP
Vector Services		Batavia	IL	MP
VectorCSP	VectorCSP	Elizabeth City	NC	MP
Venergy Group, LLC	Venergy Group, LLC	Fort Pierce	FL	SG
Veracity Technology Solutions, LLC		Pensacola	FL	SG
Verizon	Verizon	Basking Ridge	NJ	LG
VetCor, LLC		Tampa	FL	SP
Veteran Engineering and Technology, LLC		Colorado Springs	CO	SP
Veteran Plumbing Services, Inc.		Sewickley	PA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Veterans Alliance, LLC		Stateline	NV	SG
Veterans ASCEND		Simpsonville	SC	SG
Veterans Assembled Electronics	STRAC Institute	Providence	RI	SP
Veterans Elite Services LLC		Jacksonville	FL	SG
Veterans Enterprise Technology Solutions, Inc.	VETS, Inc.	Clarksville	VA	MG
Veterans Guardian VA Claim Consulting		Pinehurst	NC	MP
Veterans Inc.		Worcester	MA	MP
Veterans Leadership Program of Western Pennsylvania	Veterans Leadership Program	Pittsburgh	PA	MG
Veterans Management Services, Inc.		Sterling	VA	MP
Veterans Outreach Center, Inc.	Veterans Outreach Center, Inc.	Rochester	NY	SG
VETForce, Inc.	VETForce, Inc.	Lock Haven	PA	SG
VetLink Solutions		Surprise	AZ	SP
Vetted Tech Inc.		Syracuse	NY	SP
Viasat Inc.		Carlsbad	CA	LG
Village of Hanover Park		Hanover Park	IL	MG
Viqtory, Inc.	Viqtory, Inc.	Moon Township	PA	SG
Virgo Medical Services, Inc.		East Orange	NJ	MG
Virtual Service Operations, LLC		Irving	TX	MP
VISTA Technology Services, Inc.		Arlington	VA	MG
Volunteers of America Veteran Services	VOA Veteran Services	Sacramento	CA	SP
W R Systems, Ltd.		Fairfax	VA	MG
W. Harris GSC Inc.		Meridian	ID	MG
Walker River Construction, Inc.	Walker River Construction, Inc.	Schurz	NV	SG
Walsh Enterprises, LLC		Dayton	TX	SG
Warfeather LLC		Coweta	OK	SG
Warrior Service Company		Hialeah	FL	SG
Watermark Risk Management International, LLC	Service-Disabled Veteran-Owned Small Business	Fairfax	VA	MG
Watershed Security, LLC		Chesapeake	VA	SP
Web Business Solutions, Inc.		Fredericksburg	VA	SG

Employer Name	DBA	City	State/ Terr.	Award Type
Western Electricity Coordinating Council	WECC	Salt Lake City	UT	MG
Whalls Group		Aliso Viejo	CA	SG
Wheeler-Wilkins Ltd Liability Co	My Sales Platoon	Chicago	IL	SP
Willis Mechanical Inc.		Norcross	GA	SP
WindStax Energy		Pittsburgh	PA	SG
Windstream Holdings		Little Rock	AR	LG
Women In Military Service For America Memorial Foundation, Inc.	Military Women's Memorial Foundation	Arlington	VA	SP
Workforce Development Board of the Treasure Coast	CareerSource Research Coast	Port St Lucie	FL	SG
Workforce Solutions of Central Texas	Central Texas Workforce Development Board, Inc.	Belton	TX	MP
WorkWright Vermont, Inc.	WorkWright Vermont	Shelburne	VT	SG
World Fuel Services, Inc.		Miami	FL	LG
Worldwide Counter Threat Solutions, LLC		Fredericksburg	VA	SG
Wounded Warrior Project		Jacksonville	FL	LG
WPS Labor, LLC	WPS Labor, LLC	Rogers	AR	SG
WWC Global	WWC Global LLC	Tampa	FL	MG
X8 LLC		Hanover	MD	SP
Xcel Energy		Minneapolis	MN	LG
Yates Company, LLC	Yates Company	San Antonio	TX	SG
ZamCo Directional Drilling LLC		Houston	TX	SG
Zekiah Technologies, Inc.		La Plata	MD	SP
ZenDev	ZenDev	Mesa	AZ	SG
Zero Point, Inc.		Virginia Beach	VA	MP

Appendix III: Employment Outcomes of Veterans and Other Eligible Participants Served by Disabled Veterans' Outreach Program (DVOP) Specialists per State, Program Year 2020

The table below shows each state's two-year goals for Program Year (PY) 2020 - PY 2021 (July 1, 2020 – June 30, 2022) and single-year outcomes for PY 2020 (July 1, 2020 – June 30, 2021) for each of the three Workforce Innovation and Opportunity Act (WIOA) outcome measures. The PY 2020 outcomes serve as a progress milestone and should not be interpreted as pass/fail indicators. This information is published on [the DOL JVSG website](https://www.dol.gov/agencies/vets/vetoutcomes) (<https://www.dol.gov/agencies/vets/vetoutcomes>).

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Alabama	50.0%	53.3%	49.0%	49.0%	\$4,900	\$6,107
Alaska	53.0%	54.3%	50.0%	47.4%	\$7,200	\$7,313
Arizona	60.8%	54.7%	50.7%	52.7%	\$5,450	\$7,319
Arkansas	60.0%	55.4%	60.1%	52.7%	\$6,065	\$6,304
California	50.0%	50.5%	47.5%	47.8%	\$6,000	\$8,642
Colorado	50.6%	55.9%	49.7%	53.3%	\$5,625	\$7,280
Connecticut	50.0%	39.6%	48.3%	40.5%	\$6,900	\$6,520
Delaware	55.0%	33.3%	55.0%	34.8%	\$7,500	\$8,048
District of Columbia	46.0%	57.5%	45.5%	50.3%	\$7,107	\$7,803
Florida	44.0%	53.1%	42.0%	50.3%	\$4,400	\$6,113
Georgia	50.0%	54.0%	48.0%	49.6%	\$4,900	\$6,160
Guam	54.0%	50.0%	51.0%	40.8%	\$5,200	\$4,607
Hawaii	37.0%	39.6%	35.0%	40.6%	\$5,088	\$7,970
Idaho	63.0%	58.7%	61.0%	54.1%	\$5,500	\$6,381
Illinois	55.5%	54.2%	57.2%	53.0%	\$6,800	\$7,201
Indiana	65.0%	61.1%	63.0%	59.4%	\$6,000	\$6,583
Iowa	60.0%	56.7%	55.0%	55.4%	\$6,300	\$6,555
Kansas	54.0%	51.8%	50.0%	51.4%	\$5,939	\$6,324
Kentucky	48.5%	80.0%	43.8%	62.5%	\$4,665	\$2,084
Louisiana	52.2%	48.7%	50.5%	49.5%	\$5,100	\$5,376
Maine	55.0%	49.5%	57.0%	52.8%	\$6,110	\$6,482
Maryland	53.0%	53.2%	51.0%	50.1%	\$6,600	\$7,533
Massachusetts	56.0%	53.8%	56.0%	50.3%	\$8,000	\$8,514
Michigan	50.2%	51.9%	51.5%	50.8%	\$5,213	\$7,026
Minnesota	63.0%	63.5%	60.0%	63.3%	\$7,200	\$9,065

State	Employment Rate 2nd Qtr. After Exit Goal	Employment Rate 2nd Qtr. After Exit Outcome	Employment Rate 4th Qtr. After Exit Goal	Employment Rate 4th Qtr. After Exit Outcome	Median Earnings 2nd Qtr. After Exit Goal	Median Earnings 2nd Qtr. After Exit Outcome
Mississippi	48.0%	66.0%	47.0%	63.7%	\$3,910	\$5,668
Missouri	59.0%	57.6%	57.0%	54.7%	\$6,000	\$6,927
Montana	48.0%	56.6%	46.5%	57.0%	\$5,555	\$5,999
Nebraska	57.1%	62.1%	56.3%	57.7%	\$5,033	\$7,204
Nevada	61.0%	53.1%	59.0%	52.0%	\$5,600	\$5,400
New Hampshire	56.0%	62.8%	55.0%	52.1%	\$7,000	\$6,655
New Jersey	48.1%	38.8%	45.6%	38.0%	\$5,258	\$6,043
New Mexico	45.5%	48.0%	43.7%	45.7%	\$5,472	\$6,000
New York	50.2%	44.7%	49.7%	46.9%	\$5,879	\$6,852
North Carolina	53.0%	52.0%	54.0%	50.9%	\$4,900	\$5,899
North Dakota	62.0%	62.0%	61.0%	57.9%	\$7,600	\$8,529
Ohio	55.0%	60.6%	51.0%	57.9%	\$6,342	\$7,573
Oklahoma	50.0%	48.5%	50.4%	49.4%	\$6,062	\$7,224
Oregon	55.0%	51.1%	56.0%	50.7%	\$6,900	\$6,563
Pennsylvania	57.0%	53.1%	57.0%	55.3%	\$5,900	\$6,291
Rhode Island	64.5%	60.8%	61.0%	60.7%	\$7,150	\$10,117
South Carolina	53.1%	50.0%	53.6%	48.4%	\$5,160	\$6,053
South Dakota	63.0%	61.4%	60.7%	56.7%	\$6,700	\$5,884
Tennessee	43.7%	54.8%	41.1%	56.1%	\$3,880	\$6,160
Texas	58.0%	54.4%	58.0%	55.0%	\$7,000	\$7,835
Utah	62.0%	58.4%	63.5%	57.9%	\$7,650	\$9,011
Vermont	59.0%	51.8%	53.0%	48.3%	\$5,000	\$6,939
Virgin Islands	33.0%	100.0%	25.0%	0.0%	\$6,500	\$8,202
Virginia	56.0%	58.8%	54.2%	54.6%	\$5,100	\$6,755
Washington	61.0%	46.1%	59.0%	47.4%	\$8,000	\$8,164
West Virginia	49.0%	47.9%	51.0%	50.8%	\$4,900	\$5,439
Wisconsin	63.0%	63.6%	63.0%	59.9%	\$7,010	\$8,081
Wyoming	55.0%	55.8%	51.0%	48.0%	\$5,600	\$6,161

Source: Workforce Integrated Performance System (WIPS), PY20 JVSG report, as of 06.30.2021.

Appendix IV: Acronym List

Acronym	Term
ACVETEO	Advisory Committee on Veterans Employment, Training, and Employer Outreach
AFM	Annual Funding Modification
AJC	American Job Center
APC	Apprenticeship Placement Counselor
ASVET	Assistant Secretary of Labor for Veterans' Employment and Training
BLS	Bureau of Labor Statistics
C2E	Career and Credential Exploration
CBJ	Congressional Budget Justification
CEO	Chief Evaluation Office
CMS	Client Management System
CPS	Current Population Survey
CY	Calendar Year
DBA	Doing Business As
DHS	Department of Homeland Security
DMDC	Defense Manpower Data Center
DOD	Department of Defense
DOL	Department of Labor
DVOP	Disabled Veterans' Outreach Program
DWG	Dislocated Worker Grants
ED	Department of Education
EDR	Expenditure Detail Report
EFCT	Employment Fundamentals of Career Transition
ELAWS	Employment Laws Assistance for Workers and Small Businesses
EN	Employment Navigator
ENPP	Employment Navigation and Partnership Pilot
ESGR	Employer Support of the Guard and Reserve
ETA	Employment and Training Administration
EW	Employment Workshop
FACA	Federal Advisory Committee Act
FY	Fiscal Year
GAO	Government Accountability Office
HHS	U.S. Health and Human Services
HIRE	Honoring Investments in Recruiting and Employing
HUD-VASH	U.S. Department of Housing and Urban Development – VA Supportive Housing
HVRP	Homeless Veterans' Rehabilitation Program
IWRP	Individual Writer Rehabilitation Plan
JVA	Jobs for Veterans Act
JVSG	Jobs for Veterans Stage Grants

Acronym	Term
LG	Large Gold
LMI	Labor Market Information
LP	Large Platinum
LTU	Long-Term Unemployed
LVER	Local Veterans' Employment Representative
MG	Medium Gold
MOC	Military Occupational Code
MOU	Memorandum of Understanding
MP	Medium Platinum
NDAA	National Defense Authorization Act
NDNH	National Directory of New Hires
NVTAC	National Veterans' Technical Assistance Center
NVTI	National Veterans' Training Institute
OA	Office of Apprenticeship
OASP	Office of the Assistant Secretary for Policy
OCIO	Office of the Chief Information Office
ODEP	Office of Disability Employment Policy
OFCCP	Office of Federal Contract Compliance Programs
OPM	Office of Personnel Management
ORP	Office of Research and Policy
PIRL	Participant Individual Record Layout
PY	Program Year
RVEC	Regional Veterans' Employment Coordinators
SBA	Small Business Administrator
SG	Small Gold
SP	Small Platinum
TAA	Trade Adjustment Assistance
TAP	Transition Assistance Program
TEAMS	Transition Employment Assistance for Military Spouses
TEEN	TAP Evaluation and Employee Navigation
TEGL	Training and Employment Guidance Letter
TENS	TAP Employment Navigator System
UCX	Unemployment Compensation for Ex-Service Member
UI	Unemployment Insurance
UNTEER	Uniform National Threshold Entered Employment Rate
URL	Universal Record Locator
USEERA	Uniformed Services Employment and Reemployment Rights Act
USICH	U.S. Interagency Council on Homelessness
VA	Department of Veterans Affairs
VCMS	VETS Case Management System
VDEI	Veteran Data Exchange Initiative
VEOA	Veterans' Employment Opportunity Act

Acronym	Term
VEOP	Veterans Employer Outreach Program
VETS	Veterans' Employment and Training Service
VEVRAA	Vietnam Era Veterans' Readjustment Assistance Act of 1974
VP	Veterans' Preference
VPL	Veterans' Program Letter
VR&E	Veteran Readiness and Employment
WIOA	Workforce Innovation and Opportunity Act
WIPS	Workforce Integration Performance System
WP	Wagner-Peyser
WWCEW	Wounded Warrior and Caregiver Employment Workshop