

# Reemployment Services – Targeted Populations Division

## Programs’ Descriptions and Performance Measures

The following federally-funded programs have neither mandated nor negotiated performance measurements:

- Work Opportunity Tax Credit Program
- Trade Adjustment Assistance Program
- Federal Bonding Program
- Monitor Advocate Program

### Work Opportunity Tax Credit Program (WOTC)

WOTC is a federal tax program available to employers who hire new employees from “targeted groups” which have historically had difficulty in finding employment. The credit is used to reduce the federal tax liability of private-for-profit employers and “tax-exempt” (i.e., 501(c)) organizations for specified “target groups” which include:

- (Group 1) Temporary Assistance to Needy Families (TANF)
- (Group 2) Veteran (food stamp recipient),  
Disabled Veteran with hire date one year after discharge,  
Disabled Veteran with aggregate periods of unemployment of six months during the year prior to hire date,  
Veteran having aggregate periods of unemployment at least 4 weeks but less than 6 months in year of hire date,  
Veteran having periods of unemployment of 6 months or more in a year prior to hire date.
- (Group 3) Ex-Felon
- (Group 4) Designated Community Resident
- (Group 5) Vocational Rehabilitation Recipient
- (Group 6) Summer Youth
- (Group 7) Food Stamp Recipient
- (Group 8) Supplement Security Income Recipient (SSI)
- (Group 9) Long-term Family Assistance (LTFA)

### Trade Adjustment Assistance Program (TAA)

The Trade Adjustment Assistance Program (TAA) provides benefits, assistance and support to workers whose employment is adversely affected by increased imports. Specifically, those workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. The TAA program seeks to provide U.S. workers who are adversely affected by trade with the opportunity to obtain the skills, resources, and support they need to become reemployed. TAA Clients are eligible for the following benefits:

- Employment and Case Management
- Training
- Trade Readjustment Allowances

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- Job Search Allowance
- Reemployment Trade Adjustment Assistance
- Relocation Allowance
- Health Coverage

### Federal Bonding Program

The Federal Bonding Program provides individual fidelity bonds to employers for job applicants who have a barrier to employment. It

- Provides insurance to protect employers against employee dishonesty
- Covers any type of stealing, theft, forgery, larceny and embezzlement
- Offers employers an incentive to hire an at-risk applicants
- Is a unique tool for marketing applicants to employers
- Issues bonds at no cost to employers or applicants
- Does not cover “liability” due to poor workmanship, job injuries, work accidents, etc.
  - a. Is not a bail bond or court bond needed in adjudication
- Is not a bond needed for self-employment

The following at-risk job applicants are eligible for bonding services:

- Ex-offenders
- Recovering substance abusers (alcohol and /or drugs)
- welfare recipients
- Persons having poor credit
- Poor youth lacking work histories
- Individuals dishonorably discharged from military
- Anyone who cannot secure employment without bonding

Applicants must:

- Be of legal working age
- Be an employee who earns wages with FEDERAL TAXES automatically deducted from paycheck

Bonds can be issued to cover already employed worker who need bonding in order to

- Prevent being laid off
- Secure a promotion to a new job at the company

Self-Employed persons are not eligible for the Federal Bonding Program.

The OESC bonds individuals for a maximum of \$5,000.00.

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## Monitor Advocate Program

The Monitor Advocate position was created by a 1974 judicial decree in the case of NAACP v. Brennan. In that case, the plaintiffs argued that the United States Employment Services (USES) denied migrant and seasonal farm workers (MSFWS) information provided to all other job applicants concerning the wide range employment and educational opportunities available. The Federal Court for the District of Columbia mandated that the USES provide migrant seasonal farm workers the same services provided to non-farm workers. The State Monitor Advocate:

- Conducts reviews of the delivery of services and protections afforded by job service regulations
- Reviews the State agency's outreach plan
- Participates in federal reviews
- Monitors the performance of the ES Complaint System
- Respond to any complaints brought to the Monitor Advocate attention
- Prepares and submits Quarterly Report comparing migrant and seasonal farm worker activity against all other non-farm workers
- Work to ensure that MSFWS are afforded equal opportunity and worker protection

The following program has mandated performance measures which are negotiated annually with the U.S. Department of Labor.

- Senior Community Service Employment Program
- Veterans Employment Program

## Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) provides training and employment services to eligible low-income job seekers age 55 and older who have poor employment prospects. Program participants gain competitive job skills through paid part-time work-based training at non-profit organizations such as day-care centers, senior centers, schools and hospitals, and governmental entities such as city, county, state, and federal agencies. Participants "earn while they learn" new skills and provide valuable community services. SCSEP also assists program participants to find and secure unsubsidized employment with public and private entities.

Program participants work an average of 20 hours per week, and are paid Federal minimum wage. These community service experiences are intended to serve as a bridge to unsubsidized employment positions.

Eligible Participants: Program participants must be at least 55 and have a family income of no more than 125% over the Federal poverty level. Enrollment priority is given to persons over age 60, veterans, and qualified spouses of veterans. Preference is given to eligible minority, limited

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English-speaking, and Native American individuals. Preference is also given to eligible individuals who have the greatest economic need.

There are currently eight performance measures, of which six are core indicators and two are additional indicators. Core indicators (described in §641.710) are subject to goal-setting and corrective action (described in §641.720); that is, performance level goals for each core indicator must be agreed upon between the Department and each grantee before the start of each program year, and if a grantee fails to meet the performance level goals for the core indicators, that grantee is subject to corrective action. Additional indicators (described in §641.710) are not subject to goal-setting and are, therefore, also not subject to corrective action.

Core Indicators of Performance	PY 12 Goals
• Hours (in the aggregate) of community service employment;	83.6%
• Entry into unsubsidized employment;	51.9%
• Retention in unsubsidized employment for six months;	75.0%
• Earnings;	\$7171
• The number of eligible individuals served; and	150.0%
• The number of most-in-need individuals served.	2.44%

The following are additional performance indicators:

- Retention in unsubsidized employment for one year; and
- Satisfaction of the participants, employers and their host agencies with their experiences and the services provided.

### Veterans Employment Program

The Veterans Employment Program is established in Federal law and administered by the U.S. Department of Labor which, in turn, provides funding grants to state workforce agencies to provide specially-targeted services to veterans seeking employment and employers seeking to hire veterans. Through “Jobs for Veterans State Grants” (JVSGs), two service programs are administered:

- Local Veterans Employment Representative (LVER) Program – LVERs, located at select state workforce centers, conduct outreach activities to the employment community to encourage the hiring of veterans, to assist in the creation of job opportunities, and to provide job development, placement and support services directly to Veterans and other eligible persons, and ensure the facilitation of intensive services to Veterans with special employment and training needs. This includes compliance with Federal regulations, performance standards and grant agreement provisions in carrying out requirements of Title 38 U.S.C. 4103 4104 and P.L. 107-288 in providing Veterans with maximum employment and training opportunities.

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- Disabled Veterans Outreach Program Specialist (DVOP) Program – DVOPS, located at select state workforce centers and out-stationed as required, facilitate intensive services to disabled Veterans with special employment and training needs including particular emphasis on those disabled veterans with serious barriers to employment opportunities in local areas. This includes compliance with Federal regulations, performance standards and grant agreement provisions in carrying out requirements of Title 38 U.S.C. 4103, 4104 and P.L. 107-288 in providing Veterans with maximum employment and training opportunities.

The following performance measures have been established by the U.S. Department of Labor. The state workforce agency negotiates performance targets annually with the U.S. Department of Labor. Please note: the following targets were negotiated in 2011 but remain current as the U.S. Department of Labor is in the process of revising performance policy and measures.

<b>Performance Measures</b>	<b>Negotiated Rate PY-11</b>
<b>One-Stop Career Center</b>	
Veterans Entered Employment Rate	55%
Veterans Employment Retention Rate	78%
Average Earnings (AE)	\$15,070
Disabled Veterans Entered Employment Rate	53%
Disabled Veterans Employment Retention Rate	80%
Disabled Veterans Average Earnings (AE)	\$15,165
<b>DVOP Program</b>	
Disabled Veterans Entered Employment Rate	54%
Disabled Veterans Employment Retention Rate	80%
<b>LVER Program</b>	
Recently Separated Veterans Entered Employment Rate	71%
Recently Separated Veterans Employment Retention	82%
<b>DVOP/LVER Consolidated</b>	
Veterans Entered Employment Rate (EER) Weighted	61%
Veterans Employment Retention Rate (ERR)	80%
Veterans Average Earnings (AE)	\$14,464