



2021 NCHV ANNUAL CONFERENCE

CHARTING THE COURSE:
TOGETHER, APART

JUNE 21-25, 2021



NATIONAL COALITION
for **HOMELESS VETERANS**

Employment Services 101

Panelists:

Tonja Maas
DOL-VETS

Peter “P.J.” Stigers
VA Greater LA Healthcare System

NCHV Annual Conference

Employment Services 101

Tonja Pardo – Oregon, Director DOL VETS





Discussion topics

- **Priority of Service (PoS) in USDOL Employment and Training Programs**
- **Jobs for Veterans State Grant (JVSG)**
- **Homeless Veterans Reintegration Program (HVRP)**



What is Priority of Service at America's Job Centers (AJC)?



It means “eligible” Veterans and covered persons **take precedence** over “eligible” non-covered persons in obtaining DOL-funded services.

This means:

1. Veterans and Covered persons receive access to the employment and/or training service or resource **earlier in time** than the non-covered persons; or
2. If the service or resource is limited, the covered person receives access to the service or resource **instead of or before** the non-covered person.

Priority of Service



What to expect at AJC point of entry

“Did you serve in the armed forces or are the spouse of an eligible veteran”*.

- Encourage self- identification if veteran is not asked.
- Registration in automated workforce system.
- Triage to determine veteran eligibility for DVOP.
- Multiple employment and training services provided on-site or virtually
- Note: Some states hold job orders for veterans per their state policy, although not a federal POC requirement.

[Link to Career OneStop AJCs](#)

JVSG Employment Services

Jobs for Veterans State Grant (JVSG)

- DVOP: Disabled Veteran Outreach Program specialist
- LVER: Local Veteran Employment Representatives
- Consolidated staff: provide both DVOP and LVER services



JVSG Employment Services

DVOP: Employment services to veterans in a case management framework

- Vet must meet eligibility with a Significant Barrier to Employment.
- Myriad of employment services to overcome employment challenges.
- Seek training opportunities and link to federally funded training.



JVSG Employment Services



LVER: Employer/business outreach

- Seek job development opportunities with companies
- Conduct workshops for employers seeking to hire veterans
- On-site visits to companies to learn about vacancies to promote jobs
- Connect employers to qualified veterans through DVOP.

Consolidated: Case management and employer outreach.

HVRP



- Competitively awarded yearly, on PY basis
- Eligible: experiencing homelessness or at-risk.
- Dual purpose: 1) Reintegration into the workforce and 2) Build Strong Workforce partnerships
- Services provided:
 - Case Management
 - Partnerships and Support services
 - Retention and Follow-up



HVRP Employment Services

What to expect:

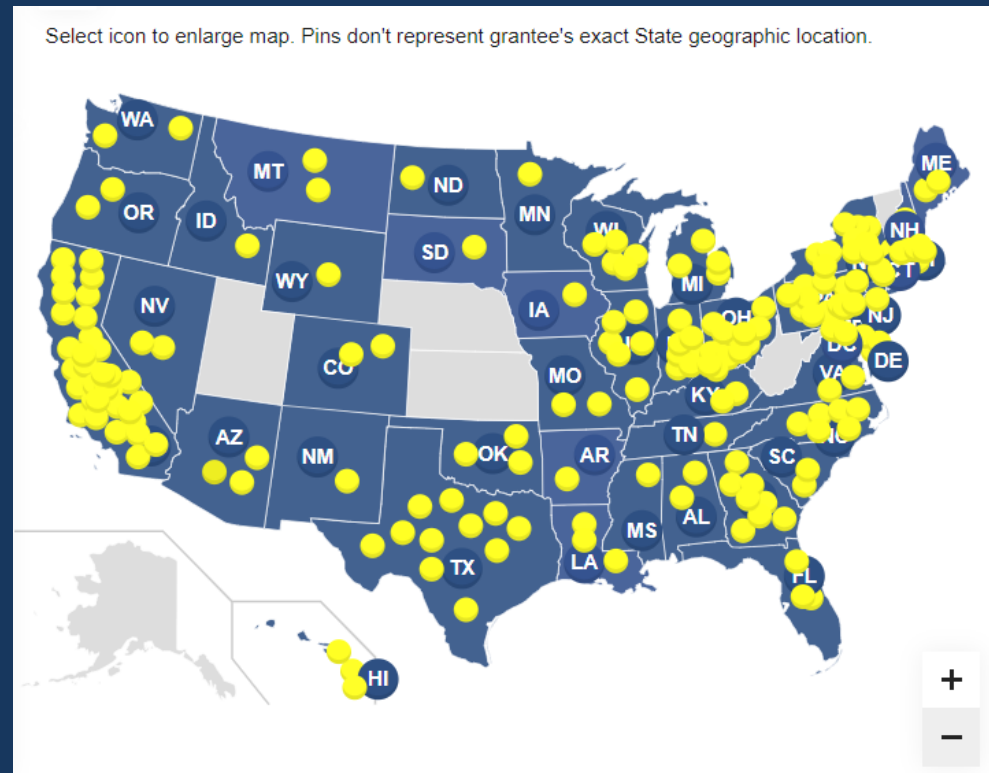
- Must meet 1) veteran (1 day of AD) and 2) experiencing homelessness eligibility.
- Assessment for employment readiness
- Case Management approach from enrollment, barrier reduction, job placement and follow up
- Myriad of employment services
 - Employment Plan, foundational skills, training, Housing referrals, job search
 - MOTIVATION in job search!
- Co-enrollment of HVRP veterans into the local AJC
 - Shared employment services



HVRP Employment Services

HOW DO I FIND HVRP IN MY GEO AREA?

<https://nvtac.org/find-a-grantee/>



[Link to HVRP Program guide](#)



CONTACT

Tonja Maas

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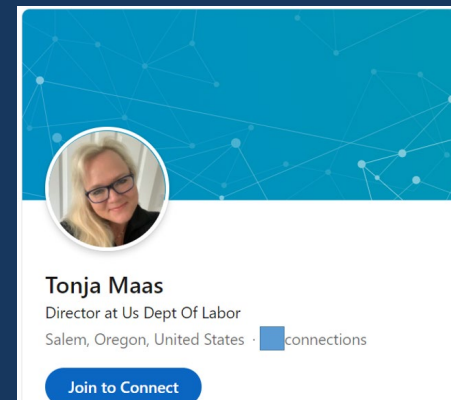
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Resources



US Dept of Labor – VETS – [Click here](#)



Veterans National website: [Click here](#)



National Veterans Technical Assistance Center (NVTAC): [Click here](#)



O-NET Online - Tool for career exploration and job analysis: [Click here](#)



My Next Move - How Military jobs translate to civilian: [Click here](#)



CareerOneStop - Source for career exploration, training and JOBS: [Click here](#)

THANK YOU!

VA



U.S. Department
of Veterans Affairs

Veterans Healthcare Administration Employment Services 101

NCHV Conference 2021

Peter (P.J.) Stigers, LCSW, CRC
Section Chief, Vocational Rehabilitation
VA Greater Los Angeles Healthcare System



- Recognizing Work As A Priority
- Overview of VHA Programs
 - Homeless Veterans Community Employment Services
 - VHA Vocational Rehabilitation Services
- Resources & Contacts



RECOGNIZING WORK AS A PRIORITY

“Yet, many professionals believe that work is too stressful for people with serious mental illness; they fear that people could relapse if they return to work. There is little research to support that claim. In fact, it is the other way around.”

Recognizing Work as a Priority in Preventing or Ending Homelessness

Gary Shaheen & John Rio - June 2007



RECOGNIZING WORK AS A PRIORITY

Permanent, stable housing is the benchmark of efforts to end homelessness among Veterans, but housing alone may not be enough. In these and other ways, employment can be a key element in helping Veterans climb out of homelessness or avoid it all together:

- Improve quality of life and community integration
- Increase self-confidence and independence
- Decrease reliance on institutional care



HVCES

- HVCES provides a range of site-specific employment services rather than being a discrete program. There are no eligibility requirements for Veterans to receive assistance from HVCES other than participation in a Veterans Health Administration (VHA) homeless program.
- HVCES staff ensure a range of employment services are accessible to Veterans who have experienced homelessness. These Veterans may need individualized support to overcome barriers preventing them from returning to work such as: a poor work history; lack of transportation and appropriate clothing; history of justice involvement; and co-occurring substance use and/or mental health issues.



HVCES – HUD-VASH EMPLOYMENT SPECIALISTS

The HUD-VASH employment specialist
“operates on the principle that every individual, regardless of abilities, has the right to learn, work, and contribute to his or her community. Similarly, every individual has the right to seek an education and to find meaningful employment that will improve his or her quality of life.”

*Housing First: The Pathways Model to End Homelessness for People with
Mental Health and Substance Use Disorders*

Sam Tsemberis- 2010



HVCES – COMMUNITY EMPLOYMENT COORDINATORS

- CECs increase Veterans' likelihood of employment success by connecting them to job-related resources and career opportunities and a range of supports from VA and the community, including health care, housing and social services.
- CECs collaborate with VA and non-VA partners—[Compensated Work Therapy](#), [VR&E](#), [American Job Centers](#), [Department of Labor homeless Veteran grantees](#), workforce agencies, and faith-based and community organizations—to identify gaps in competitive employment services for homeless Veterans.
- CECs welcome opportunities to engage with community partners and local employers on efforts to end and prevent homelessness among Veterans.



VHA VR- MISSION & GOAL

- The mission of VHA VR is to provide high quality vocational rehabilitation services to all Veterans living with mental illness or physical impairment with barriers to employment and who want to secure and maintain meaningful community-based competitive employment that fosters self-esteem, dignity, respect, and independence.
- VHA VR provides an array of therapeutic and individualized supports and services highly integrated within clinical treatment to assist Veterans to achieve and maintain meaningful competitive employment. VHA VR has prioritized community-based competitive employment as the primary goal of VHA VR participation.



VHA VR – PROGRAM COMPONENTS

Compensated Work Therapy (CWT) is a recovery-oriented, vocational model in the continuum of the Veterans Health Administration's (VHA) work restoration services authorized by 38 USC Section 1718.

- **CWT/Transitional Work (TW)** TW is a transitional therapeutic work program in VA Medical Centers or in the community to enable participants to gain work experience and work hardening while in CWT therapeutic rehabilitation treatment that will prepare Veteran participants for community employment.
- **CWT/Supported Employment (SE)** follows the evidence-based Individual Placement and Support model of supported employment and provides Veterans with intensive support needs necessary ongoing support to secure and maintain meaningful, paid, competitive employment.
- **CWT/Community Based Employment Services (CBES)** is a program that provides a range of job support services leading to direct placement in competitive employment for Veterans with mental health and/or physical disabilities who require support to obtain or maintain competitive work, and who do not have a clinically indicated need for CWT/TW or CWT/SE.



VHA VR – PROGRAM COMPONENTS

- **CWT/Supported Education (SEd)** - CWT/SEd provides clinical vocational care to Veterans in CWT programs that promotes achieving desired career results. Individualized supports for Veterans engaged in education and training programs and linkages with educational facilities that facilitate successful achievement of educational goals.
- **CWT/Supported Self-Employment (SSE)** - CWT/SSE provides guidance on business practices, training, networking opportunities, and linkages with community financial institutions that will assist Veterans with disabilities in achieving self-employment. Integration with clinical care and time unlimited support is provided.
- **Vocational Assistance** - A set of assessment, guidance, counseling or other related services that may be offered to groups or individuals. Services enable Veterans to realize skills, resources, and expectations needed to search for employment and successfully interview for employment. Veterans served in Vocational Assistance do not have a need for CWT staff to provide job search, job development or ongoing follow-up support.



RESOURCES AND CONTACTS

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Homeless Veterans Community Employment Services (HVCES)

<https://www.va.gov/HOMELESS/HVCES.asp>

VHA Vocational Rehabilitation (VHA VR)

<https://www.va.gov/health/cwt/>

VBA Vocational Readiness & Employment (VBA VR&E)

<https://www.benefits.va.gov/vocrehab/index.asp>

Q&A



Contact Information

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**THANK
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