



Employment Training Panel

Memorandum

To: ETP Policy Committee
Gretchen Newsom, Chairperson
Janice Roberts, Member
Rick Smiles: Member

Date: December 17,
2020

CC: Executive Staff
Reg Javier, Executive Director
Peter Cooper, Assistant Director

From: Lis Testa, Policy Manager

Subject: ETP Policy Committee Meeting Agenda Item 3.a.2.
Report to Policy Committee Re: Veterans Guidelines

I. Brief Issue Statement: ETP's Veterans Guidelines were originally issued in October, 2008. The Guidelines were most recently revised in December, 2019, when transitioning active duty service members were added to the definition of 'veteran'. Additional changes to the ways that the veteran population can be served through our Veterans Guidelines and other practices were discussed at the October, 2020 Policy Committee meeting. This memo is an update following that discussion.

II. Summary:

At the October Policy Committee meeting, we discussed five possible options for the Veteran population: adding additional alternate retention periods, increasing the Veteran reimbursement rate, adding a component to the Veterans Guidelines for serving spouses/widows/widowers of veterans, creating a higher minimum wage for veterans, and addressing common barriers that veterans face in hiring practices.

The discussion ended with the following decisions:

- Our Economic Development Unit should increase referrals for ETP contractors to various veteran hiring organizations.
- Our Economic Development Unit should increase referrals for ETP contractors to other state and federal programs for companies who hire veterans, such as programs that provide tax relief to these companies.
- Staff should ensure that veterans are not paid at a lower wage than other trainees in the same contract, and especially in the same occupation.

- More information should be added to the Panel Proposals about the participating veteran population, to assist Panel in their review of proposed projects. This information can include statistics on how many veterans a contractor employs, how many more veterans they employ at the time of a second contract as compared to their first, the specific veteran organizations they work with, and how the number of veteran trainees have changed in their second contract as compared to their previous contract.

III. Status:

- The Economic Development Unit is in the process of setting up the needed referral systems. They will soon be able to begin referring contractors looking to hire veterans to some veteran hiring organizations and other veteran programs, and will be adding information on this referral system to their marketing materials. Contact information for EDU's referral process have been added to the Veterans Guidelines to serve as a reference for staff.
- Staff has formed a workgroup, and is in the process of adding the additional veteran information questions to the Applications. This information will be incorporated both into the veteran's narrative area, and to the prior performance area of the Panel Proposals. We hope to have these changes in place so that Panel will begin to see this additional information in spring, 2021.

IV. Request:

Staff would like to know if Committee has any questions on this item. No action by Committee is necessary.