

JOBS FOR VETERANS STATE GRANTS (JVSG)

Idaho Department of Labor

Idaho WIOA Combined State Plan (modification) for PY2026 and PY2027

(OMB Control Number: 1225-0086)

Jobs for Veterans State Grants (JVSG) recipients must provide a four-year state plan as a condition for the receipt of annual funding in accordance with 38 U.S.C. § 4102A(c). This plan must include responses to each of the components below.

- a. *Describe how the state intends to provide employment, training, and job placement services to veterans and eligible persons under the JVSG program (i.e., virtually and in-person).*

To improve employment outcomes for veterans and eligible persons, the Idaho Department of Labor (IDOL) deploys JVSG-funded staff statewide in accordance with current USDOL-VETS guidance, including VPL 05-24. IDOL utilizes a Consolidated DVOP/LVER (CODL) service delivery model to deliver the full range of JVSG program activities, ensuring coordinated, equitable access to individualized career services and employer engagement functions across the state in alignment with program intent and federal requirements.

Eight American Job Centers (AJCs) serve as regional hubs: Post Falls, Lewiston, Caldwell, Boise, Twin Falls, Burley, Pocatello, and Idaho Falls. Seven of these offices have permanently stationed JVSG-funded staff. Staff are assigned to locations with higher concentrations of registered veterans and areas supporting Veterans Readiness and Employment (VR&E) services. Veterans Readiness and Employment (VR&E) is a U.S. Department of Veterans Affairs (VA) program that provides employment and rehabilitation services to eligible veterans.

Many veterans and eligible persons access AJC services online. JVSG staff are fully equipped to case manage veterans and eligible persons virtually. Staff also have mobile office kits with two laptops, a printer, and internet capability to assist rural veterans and eligible persons who cannot visit a brick-and-mortar IDOL office.

At point of entry, front desk staff inquire about military service or connection to military service member or veteran. At which time front desk staff ask veterans or eligible persons to complete a screening tool to identify service needs and determine the appropriate referral, including individualized career services provided by JVSG staff or assistance from Employment Services (ES) staff.

If an AJC temporarily lacks on-site JVSG staff and encounters a veteran and eligible person requiring more than core services, AJC staff assess the veteran and eligible person's needs and determine whether to refer them to the nearest available CODL. If the veteran and eligible person cannot access services virtually, AJC staff schedule an appointment for the next rural outreach visit, where the veteran and eligible person

receives the same services available at larger offices.

The state maintains a shared internal website that includes all JVSG-related veteran services information and training documentation for department employment services staff. If there is staff turnover or AJCs are temporarily without JVSG staff, IDOL ensures each office has access to the same information, so veterans and eligible persons receive appropriate quality services in the absence of a JVSG-funded staff member.

JVSG staff provide individualized career services to veterans and eligible persons with employment barriers using a case management framework. Services include working collaboratively with veterans and eligible persons to develop targeted resumes, prepare for interviews, and create effective job search strategies. JVSG staff work closely with Employment Services (ES) staff, who engage employers, support job development activities, and recruit veterans and eligible persons for employment opportunities. Staff maintain information on job-ready veterans and eligible persons for use during employer outreach and review resumes and case management records to support appropriate employer referrals.

IDOL assigns JVSG staff to support service delivery across the state, including the largest labor market area encompassing Boise, Meridian, and Nampa. To maintain access to individualized career services statewide, staff conduct regular outreach to rural areas without permanently stationed JVSG staff, ensuring that veterans and eligible persons with employment barriers have access to individualized career services.

JVSG staff conduct training and workshops to help employers understand veterans and eligible persons unique skills and employment needs. Employers are trained in military terminology and culture and educated on the benefits of hiring veterans and eligible persons.

IDOL has established key partnerships and specialized initiatives in the following areas:

- **Veterans Readiness and Employment (VR&E) Partnership**

The Idaho Department of Labor (IDOL) directly supports the partnership established through the Memorandum of Understanding (MOU) between the U.S. Department of Labor (USDOL) and Veterans Readiness and Employment (VR&E). IDOL maintains a collaborative working relationship with VR&E to support eligible veterans' transition to employment. JVSG-funded staff may assist VR&E participants by providing individualized career services and labor market information, in compliance with VPL 01-26, to support vocational and employment outcomes. IDOL and VR&E coordinate efforts to support veterans' successful entry into employment consistent with the objectives of the federal partnership.

- **Homeless Veteran Outreach**

IDOL continues developing strategies to reach homeless veterans and those at risk of becoming homeless. JVSG staff actively help support and participate in three Stand Down events throughout the state—Boise, Pocatello, and Post Falls. These events provide much-needed information, assistance, and supportive services to over 1,500 veterans and family members annually.

The Boise VA Regional Office administers the Grant Per Diem program, which helps shelter homeless veterans while attending education programs. The VA Homeless Coordinators work closely with JVSG staff to secure employment for participants. These partnerships benefit Idaho veterans significantly. Over recent years, the number and quality of facilities and services for the homeless have improved dramatically in Idaho's most populated area, the Treasure Valley. JVSG staff maintain active partnerships with staff at these facilities to provide individualized career services and employment referrals needed to help veterans break the cycle of homelessness. As these partnerships develop, IDOL plans to participate in service information days at shelters regularly.

- **Native American Veteran Services**

Idaho JVSG staff maintain connections with local Native American reservations. Outreach activities are conducted with tribal approval. A JVSG staff member located near the Shoshone Bannock reservation in Southeast Idaho provides outreach and individualized career services to disabled veterans in tribal lands.

In Lewiston, a JVSG staff member works with the Nez Perce Tribe in Lapwai, Idaho. Staff receive referrals from tribal veteran representatives, attend Tribal Homeless Veteran Stand Downs and Tribal Resource Fairs, and maintain an open dialogue with the Tribal Employment Rights Office (TERO).

In Post Falls, JVSG staff collaborate with JVSG eligible persons Coordinator representing the Coeur d'Alene Tribe based in Worley, Idaho. Engagement focuses on veteran hiring events, the Stand Down, and other special events.

- **Consolidated Service Delivery Model**

Effective October 2025, IDOL transitioned to a consolidated (CODL) service delivery model. Under this model, the agency placed at least one CODL position in each brick-and-mortar American Job Center statewide, with additional CODL positions strategically assigned to locations based on higher general population, greater veteran and eligible persons density, and workload demand. CODL staff perform both DVOP and LVER functions in compliance with 38 U.S.C. §§ 4103A and 4104. These staff maintain focus on providing individualized career services to veterans and eligible persons with employment barriers while also supporting employer outreach, veteran advocacy, and labor market engagement consistent with JVSG statutory and regulatory requirements.

- b. *List the populations to be served by Disabled Veterans' Outreach Program (DVOP) and consolidated position staff, including the eligibility criteria for referral for DVOP services.*

IDOL provides comprehensive services to veterans and eligible persons, with special emphasis on those with employment barriers. CODL staff provide individualized career services only to veterans and eligible persons who meet employment barrier criteria or additional priority populations identified in current USDOL-VETS guidance, including VPL 05-24. Veterans and eligible persons who do not meet eligibility

criteria receive priority of service through Wagner-Peyser Employment Services, WIOA Title I programs, or other appropriate partner programs.

To receive DVOP individualized career services, an eligible veteran (as defined by 38 U.S.C. § 4211(4)) must:

- Express interest in receiving one or more individualized career services; and
- Have employment barriers, or
- Belong to an additional priority population identified in current guidance.

DVOPs may serve the following populations of veterans per VPL 01-26, VPL 05-24 or current guidance:

- Special Disabled or Disabled Veterans -Special disabled or disabled veterans, as defined in 38 U.S.C. § 4211(1) and (3), are those;
 - Who are entitled to compensation (or those who would be entitled to compensation but are not receiving it due to the receipt of military retired pay) under laws administered by the Secretary of Veterans Affairs; or
 - Who were discharged or released from active duty because of a service-connected disability.
- Other Eligible Veterans-Other eligible veterans as defined under 38 U.S.C. § 4211(4); eligible veteran means a person who;
 - Served on active duty for a period of more than 180 days and was discharged with other than a dishonorable discharge.
 - Was discharged or released from active duty because of a service-connected disability.
 - As a member of a reserve component under an order to active duty pursuant to section 12301(a), (d), or (g), 12302, or 12304 of title 10, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge; or
 - Was discharged or released from active duty by reason of a sole survivorship discharge.
- Additional Priority Populations include;
 - A homeless person, as defined in Sections 103(a) and (b) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. § 11302(a) and (b)), as amended.
 - A recently separated service member, as defined in 38 U.S.C. § 4211(6).
 - An offender, as defined by WIOA Section 3(38), who is currently incarcerated or who has been released from incarceration.
 - A veteran lacking a high school diploma or equivalent certificate.
 - A low-income individual (as defined by WIOA Section 3(36)).
- Additional Eligible Populations include;
 - A veteran between the ages of 18 and 24 years old who possesses limited civilian work history.

- A Vietnam-era veteran. Vietnam-era veterans are those whose active military, naval, or air service was during the Vietnam era (the period beginning February 28, 1961, and ending May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period, and the period beginning August 5, 1964, and ending May 7, 1975, in all other cases).
 - Eligible Transitioning Service Members, Spouses, and Caregivers -In annual appropriations acts, Congress has authorized Jobs for Veterans State Grant (JVSG) funding to support services to certain transitioning service members, spouses, and caregivers consistent with VPL 05-24;
 - Transitioning members of the Armed Forces who have been identified as in need of individualized career services.
 - Members of the Armed Forces who are wounded, ill, or injured and receiving treatment in Military Treatment Facilities (MTFs) or Warrior Transition Units (WTUs); and
 - The spouses or other family caregivers of such wounded, ill, or injured members.
 - Priority of Service - Priority of service will be provided to all eligible persons at the point of entry in accordance with 38 U.S.C. § 4215 and current guidance
- c. *Describe the roles and responsibilities assigned to Disabled Veterans' Outreach Program (DVOP) specialists, Local Veterans' Employment Representative (LVER) staff, and consolidated DVOP/LVER positions by the state. These must be consistent with 38 U.S.C. 4103A and 4104.*

- Duties of the DVOP

DVOPs provide individual career services to veterans and eligible persons population outlined in VPL 05-24. These positions provide workforce services to veterans and eligible persons with employment barriers, with primary focus on providing individualized career services to those as described in current guidance. DVOP staff utilize the case management approach to serve veterans and eligible persons with employment barriers and special workforce needs. These services include, but are not limited to:

- Assessment, including documented Individual Employment Plans (IEP) and consistent, continual contact
- Outreach to locate veterans in need of individualized career services
- Counseling, group counseling, and career/vocational guidance
- Referral to supportive or remedial services
- Coordination with Veterans Readiness and Employment (VR&E), WIOA services and other partner programs as appropriate
- Referral to job-focused and outcome-driven training and certification
- Job development services
- Referral to employment opportunities

- Duties of the LVER

The Local Veterans Employment Representative (LVER) must perform only the duties outlined in 38 USC 4104(b), which states that the LVER's principal duties are to;

- Conduct outreach to employers in the area to assist veterans and eligible persons in gaining employment, including conducting seminars for employers and, in conjunction with employers, conducting job search workshops and establishing job search groups; and
- Facilitate employment, training, and placement services furnished to veterans and eligible persons in a state under the applicable state employment service delivery systems.

LVERs promote the advantages of hiring veterans and eligible persons to employers, employer associations, and business groups. When employer outreach is conducted by a state "business services team" or similar entity, the LVER must be included as a member of that team. As advocates for all veterans and eligible persons served by the AJC in conjunction with business, industry, and other community-based organizations, LVERs participate in appropriate activities such as:

- Planning and participating in job and career fairs
- Conducting employer outreach and carrying a DVOP-produced list of job-ready veterans and eligible persons
- In conjunction with employers, conducting job searches and workshops, and establishing job search groups
- Coordinating with unions, apprenticeship programs, and businesses or business organizations to promote and secure employment and training programs for veterans and eligible persons
- Informing federal contractors of the process to recruit qualified veterans and eligible persons
- Promoting credentialing and licensing opportunities for veterans and eligible persons
- Coordinating and participating with other business outreach efforts
- Educating employers about IdahoWorks, a system that allows employers to post job openings and search for veterans and eligible persons resumes
- Making employers aware of the HIRE Vets Medallion program and Work Opportunity Tax Credit

- Duties of the Consolidated CODL Position

The consolidated position has the same roles and responsibilities as the DVOP and LVER positions listed above. Time allocation between DVOP and LVER functions is flexible and based on workload demand and local area need. CODL positions may be assigned on a full-time or part-time basis.

- d. *Demonstrate the manner in which DVOP, LVER and consolidated DVOP/LVER staff are integrated into the state's employment service delivery systems or American Job Center (AJC). This demonstration should show*

active engagement between JVSG and other AJC staff, such as through participation in staff meetings and cross-training opportunities.

To initiate services through the One-Stop system, all eligible persons are registered in the IdahoWorks system, IDOL's customer registration and job-matching platform. Because effective job matching depends on accurate customer-provided information, veteran and eligible persons registration records are routinely reviewed for completeness and updates to experience or skills. Eligible persons needing assistance are contacted by email, telephone, or mail, informed of available services, and invited to engage with the office for further support.

When an eligible person indicates that individualized services are requested, an assessment is conducted, including completion of a veteran intake form, to identify service needs and determine the appropriate level of support. Eligible person whose needs can be met through basic career services are served by Employment Services (ES) staff, while those requesting or identified as needing individualized career services are referred to JVSG staff performing DVOP functions for case management support. JVSG staff regularly participate in ES and WIOA meetings, coordinate referrals to WIOA as appropriate, and maintain a list of job-ready veterans and eligible persons for ES staff to support employment referrals.

All the state's AJC managers have attended NVTI training; all are aware of the role of the DVOP, LVER, and CODL. They promote priority of service for all covered persons, through training and facilitation, in all federally funded programs, primarily Wagner-Peyser and WIOA. All office staff are familiar with the full array of veteran services and are instructed to provide priority of service to all covered persons.

All local offices train non-JVSG-funded staff to refer to the department's internal website to provide basic veterans' information. The IDOL website also has a veterans' link specifically to help self-service veterans navigate job search functions and available services.

Non-JVSG-funded AJC staff are trained to screen customers for veteran status as they arrive. Staff assess career services such as job referral, resume assistance, job search guidance, layoff assistance needs, or more intensive WIOA services. If the assessment indicates a need for more than core services and JVSG eligible person is eligible to meet with a DVOP, they are referred to JVSG staff performing DVOP functions. JVSG staff inform JVSG eligible person of all available services and determine if enrollment in WIOA is beneficial and appropriate. Staff concentrate their efforts on serving veterans and eligible persons with special employment and training needs by focusing on the facilitation of individualized career services through case management.

Other partners are made aware of veteran services available through IDOL's ongoing outreach efforts.

IDOL assigns JVSG staff to perform employer outreach and job development functions in support of veteran and eligible person employment. These staff conduct outreach to local employers, promote job development activities, and market IDOL services with the goal of facilitating employment opportunities for veteran and eligible person. Some JVSG staff perform employer outreach functions on a part-time basis while also carrying out other JVSG service delivery responsibilities. Staff collaborate with partner organizations to jointly host job search workshops, hiring events, and other employer-focused activities in

local offices. During these activities, staff promote qualified veteran and eligible person to employers using IDOL marketing materials.

JVSG staff periodically visit employers within their areas of responsibility to explain the benefits of using IDOL services, highlight the advantages of hiring veterans and eligible persons, and promote the availability of a job-ready pool of qualified veterans and eligible persons. Staff also participate in quarterly employer committee meetings hosted by AJCs across the state to promote veteran and eligible persons hiring. Through these activities, IDOL works to understand employer practices and tailor department services to meet employer needs.

JVSG staff work closely with Employment Services (ES) staff to promote the hiring of veterans and eligible persons by private and public employers. During employer outreach visits, staff inform employers about IDOL services available to support veteran and eligible persons employment, including individualized career services. ES staff also help build employer awareness of JVSG services and coordinate with JVSG staff to support veterans and eligible persons job development activities. This coordinated approach supports the creation of employment opportunities for veterans and eligible persons.

Staff regularly distribute eligible person and employer information packets to employers, either electronically or in person. These materials highlight the benefits of hiring eligible person and encourage employers to post job openings through IDOL systems, allowing employers to connect with eligible person who have expressed interest in their industry.

- e. *Describe the state's performance incentive award program to encourage individuals and/or employment service offices to improve and/or achieve excellence in the provision of services to veterans, including:*
 - 1. *the nomination and selection process for all performance incentive awards to individuals and/or offices;*

This award shall be used in accordance with VPL 01-24 and Title 38 U.S.C. § 4102A(c) or the most recent guidance from USDOL-VETS. The objective of the JVSG cash incentive award program, known as Veterans Service Performance Incentive Award Program, is to recognize, promote, and reward exceptional performance in the provision of service to veterans and eligible persons within the context of statutes and regulations. The award program creates awareness and interest regarding the importance of providing high-quality outreach and services for veterans and eligible persons and promoting an environment that fosters continuous improvement in the broad-spectrum encompassing service delivery to veterans and eligible persons. The award system shall continue to operate as defined in the applicable State Plan and as approved by USDOL.

The state anticipates that individuals and teams will recognize the value of the awards program and develop a healthy sense of competition within the agency that supports a team esprit de corps designed to sharpen service delivery to eligible persons. Incentive awards shall be expended up to and including one percent of the total grant amount for the fiscal year, which is set aside by the fiscal department of IDOL solely for this purpose. The individual amounts awarded shall be determined based on a percentage of the total award amount available for that fiscal year (not to exceed one percent of the state's total fiscal year allocation or the most current USDOL guidance on grant-funded incentive award amounts).

- Eligibility Criteria

Veterans Service Performance Awards will be presented to eligible employment service offices that demonstrate exceptional service to veterans and eligible persons, including specific activities or initiatives that promote successful employment of veterans and eligible persons. Nominations must detail the activities that meet this aim and may also include descriptions of how the office achieved one or more of the following:

- System improvements that result in improved services for veterans and other eligible persons under JVSG
- Outstanding case management on behalf of JVSG participants
- Exceptional effort expended to assist a homeless veteran, formerly incarcerated veteran, or other hard-to-place JVSG participant
- Activities that led to improved performance, reduced time or cost, or promote collaboration around service to veterans and eligible persons
- Outstanding outreach or placement efforts on behalf of veterans and eligible persons and JVSG participants
- Extraordinary community relations efforts to increase awareness of veterans' issues
- Development of a program, for which the impact may not be directly measurable (i.e., resume skills building program), targeted to support veterans and eligible persons

- Selection and Award Process

The solicitation for nominations shall be published in IDOL's monthly newsletter each March. The application must be completed, signed, scanned, and sent to the State Veterans Coordinator by April 1 of each grant year. Each nomination will be screened to ensure the recipient is eligible to receive the award under state and department merit award policies.

The State Veterans Coordinator will convene an award review committee of not less than five members of the agency to include one area manager, two office managers, one central office employee, and one ES staff member to review nominations and make award recommendations to the division administrator. Nominations will be scored based on information provided in response to the seven questions on the nomination form and may use a scoring rubric established by the State Veterans Services Coordinator. After review by the division administrator, award recommendations will be forwarded to the Director by April 17 of each calendar year. The Director will have final approval of awardees.

Winners will be announced in May of that year, with the distribution of awards to take place in July of that year.

IDOL will provide an annual incentive award report in accordance with VPL 01-24 or the most current policy guidance on this subject.

2. *the approximate number and value of cash awards using the one percent incentive award allocation;*

Idaho elects to use one percent of the Jobs for Veterans State Grant (JVSG) allocation to provide cash performance awards to eligible employment service offices. IDOL's team vision allows all members to strive for excellence in all aspects of service delivery to our nation's veterans. The cash awards will go to the top two or three offices, depending upon funding availability. This is the reasoning behind awarding the cash incentive awards to the top two or three highest-performing eligible employment service offices—by performing together, the team is awarded together. The awards program is intended to encourage and incentivize the improvement and modernization of veteran employment, training, and placement services. It recognizes eligible employment service offices for their excellence in veteran service provision or those having made demonstrable improvements in the provision of services to veterans and eligible persons.

- Award Amounts

The state shall request one percent of its annual allocation for each year's JVSG grant as performance incentive awards for eligible employment service offices that will be paid in cash.

Eligible Employment Service Office Award amounts if two offices are selected;

- 1st Place Employment Service Office Winner (approximately $\frac{1}{2}$ of the annual allocation)
- 2nd Place Employment Service Office Winner (approximately $\frac{1}{2}$ of the annual allocation)

Eligible Employment Service Office Award amounts if three offices are selected;

- 1st Place Employment Service Office Winner (approximately $\frac{1}{3}$ of the annual allocation)
- 2nd Place Employment Service Office Winner (approximately $\frac{1}{3}$ of the annual allocation)
- 3rd Place Employment Service Office Winner (approximately $\frac{1}{3}$ of the annual allocation)

3. *the general nature and approximate value of non-cash performance incentive awards to be charged to the base allocation; and*

Idaho Department of Labor will not charge non-cash incentive awards to the base allocation.

4. *any challenges the state may anticipate to carrying out a performance incentive award program as mandated by 38 U.S.C. § 4102A(c). This should include any state laws or policies that prohibit such awards, if applicable. Describe the state's efforts in overcoming those challenges.*

There are no anticipated challenges in carrying out the performance incentive award.

- f. *List the performance targets for direct services to veterans provided by JVSG staff, as measured by participants':*
 - employment rate in the second quarter after exit from the program;

- employment rate in the fourth quarter after exit; and
- median earnings in the second quarter after exit.

Idaho's JVSG Performance Targets for Direct Services are as follows:

Employment Rate – 2nd Quarter After Exit: **59%**

Employment Rate – 4th Quarter After Exit: **56%**

Median Earnings – 2nd Quarter After Exit: **\$7,163**