

Veteran's Policy

It is the policy of the Cumberland Workforce Development Area to adhere to the regulations giving priority of service to veterans and eligible spouses as provided by the Jobs for Veterans Act (JVA) and as specified by the Veterans' Benefits, Health Care, and Information Technology Act of 2006. The JVA calls for priority of service to be implemented by all "qualified job training programs," defined as "any workforce preparation, development or delivery program or service that is directly funded, in whole or in part, by the Department of Labor."

Any veteran or spouse as defined at 38 U.S.C. 101(2) must be identified at the point of entry to programs/or services so they can take full advantage of priority of service. Point of entry includes physical locations, such as One-Stop Career Centers, as well as virtual service delivery resources. This policy pertains to member of all military branches of service.

All veterans and spouses must be made aware of their entitlement of priority of services, the full array of programs and services are available to them and any applicable eligibility requirements for those programs and/or services. A veteran or spouse have priority of service that takes precedent over eligible non veterans in obtaining services. Precedence means that they have access to the service or resources earlier in time and if the service or resource is limited, the veteran or spouse receive access to the service or resource instead or before a non-veteran.

Priority of service is to be applied across three different types of qualified job training programs. Universal access to programs that do not target specific groups, discretionary targeting programs that focus on certain groups but are not mandated to serve target group members before other eligible; and statutory targeting programs that are mandated by federal law to provide priority of preference to certain groups.

For a veteran to be served as a dislocated worker they must meet the eligibility criteria to qualify them as a dislocated worker and then, if the participant is a veteran or a spouse of a certain veterans, must be given priority over dislocated workers who are not veterans. Under DOL policy it is determined that being discharged (under honorable circumstances) either voluntarily or involuntarily terminates and employment relationship between and individual and the military and thus falls within the scope of the termination component of the WIOA definition of dislocated worker. The separated veteran must also satisfy the criteria for dislocated eligibility that state an individual is "unlikely to return to a previous industry of occupation." If these are met then they will be afforded priority over non-veterans.

A military spouse who leaves his/her job to follow his/her spouse can be served with dislocated worker formula grant funds in certain circumstances. When the spouse is unable to continue an employment relationship because of the service member's permanent change of military station, or the military spouse loses employment as a result of the spouse's discharge

from the military, then the cessation of employment can be considered to meet the termination component of the WIA definition of dislocated worker. The military spouse must also satisfy the other criteria for dislocated worker eligibility, including the requirement that the spouse is unlikely to return to a previous industry or occupation. When these criteria is met, the military spouse is eligible to be served as a dislocated worker if he/she meets the definitional requirements for a displaced homemaker.

Surviving spouses of veterans and military service members may also be served with WIOA funds. If a surviving spouse qualifies as a dislocated worker or displaced homemaker, he/she could be served as a dislocated worker. If a surviving spouse does not meet those requirements, he/she could be served as a WIOA Adult. In either program, a surviving spouse of a veteran may receive priority of service if he/she qualifies for priority under the JVA.