



POLICY: Priority of Service

The Cumberland Salem Cape May Workforce Development Board (WDB) subscribes to the Training and Employment Guidance Letter TEGL 10-09 which requires a priority of service given to eligible veterans in qualified job training programs. Veterans and eligible spouses, including widows and widowers as defined in the statute and regulations, are eligible for priority of service. For the purposes of implementing priority of service, the Final Rule requires that program operators use the broad definition of veteran found in 38 U.S.C. 101(2).

Under this definition, the term "veteran" means a person who served at least one day in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable, as specified in 38 U.S.C. 101(2). Active service includes full-time Federal service in the National Guard or a Reserve component. This definition of "active service" does not include full-time duty performed strictly for training purposes (i.e., that which often is referred to as "weekend" or "annual" training), nor does it include full-time active duty performed by National Guard personnel who are mobilized by State rather than Federal authorities (State mobilizations usually occur in response to events such as natural disasters).

"Eligible spouse" as defined at section 2(a) of the JVA (38 U.S.C. 4215[a]) means the spouse of any of the following:

- a. Any veteran who died of a service-connected disability;
- b. Any member of the Armed Forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been so listed for a total of more than 90 days:
 - i. Missing in action;
 - ii. Captured in the line of duty by a hostile force; or
 - iii. Forcibly detained or interned in the line of duty by a foreign government or power;
- c. Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs; or
- d. Any veteran who died while a disability was in existence. A spouse whose eligibility is derived from a living veteran or service member (i.e., categories b. or c. above) would lose his or her eligibility if the veteran or service member were to lose the status that is the basis for the eligibility (e.g. if a veteran with a total service-connected disability were to receive a revised disability rating at a lower level). Similarly, for a spouse whose eligibility is derived from a living veteran or service member, that eligibility would be lost upon divorce from the veteran or service member.

The priority of service regulations refer to those veterans and spouses who are eligible for priority of service as "covered persons" and refer to those not eligible for priority of service as "non-covered persons." In the interest of specificity, this guidance refers to those eligible as "veterans and eligible spouses." However, in the interest of brevity, this guidance also adopts the regulatory terminology by referring to those who are not eligible as "non-covered persons."

The Cumberland Salem Cape May WDB will also implement the directives of NJ WINS #11-16 which stipulates priority requirement with respect to funds allocated to a local area for adult employment and training activities. Under this section, One-Stop Center staff responsible for these funds must give priority to recipients of public assistance, other low income individuals, and individuals who are basic skills deficient in the provision of individualized career services and training services. Under WIA, priority was required to be given to public assistance recipients and low-income individuals when States and local areas determined that allocated funds were limited. Under WIOA, priority must be provided regardless of the level of funds. WIOA also expanded the priority to include individuals who are basic skills deficient as defined in WIOA section 3(5).

As a particular note of coordination and support for priority service regulations, the Cumberland Veterans Affairs Department is located in the Center for Workforce Development. In addition, all three member counties of the WDB have committed to reviewing barriers to Veterans services with their respective partner agencies and to address those barriers in order to enhance service delivery.

The WDB recognizes that there are many priority populations to be served as part of this plan and the WIOA Planning Guidelines. The prioritization process will occur as follows and will be tracked using the metrics defined in this plan.

The New Jersey Workforce Innovation Notice (WIN) outlines the priority populations to be served through the Workforce Development Board's programs and services. They include:

- Recipients of Public Assistance;
- Other Low Income Individuals;
- Basic Skills Deficient Individuals;
- Veterans; and
- Individuals with Barriers to Employment.

These populations will be served as defined by the details found in the WIN Guidelines attached to this plan as Appendix E. The Disabled Veterans Outreach Program (DVOP) serves veterans with significant barriers to employment. The LVER staff further functions to provide business services that promote veterans. These agency services will be coordinated with the work of the WDB and the One Stop Offices.

The WDB also recognizes that the service provided to the various priority populations will have to be promoted at all steps of the planning and program implementation process. These include:

1. Intake. Veterans and particularly veterans with barriers to employment will be identified and engaged as priority placements. Other priority populations as defined by the WIOA Planning Guidance Framework will follow sequentially.
2. Priority Populations of the Local WDB. These populations, as identified in the plan will also be prioritized accordingly and moved ahead of non-covered individuals for placement in job training programs and employment opportunities.
3. Tracking and Placement Metrics. In addition to the various strategies for tracking success and defining metrics outlined in this plan, the chart below further commits the WDB to an integrated and quantifiable implementation strategy.

Signage

Signage that appropriately directs veterans and other individuals to intake and job training representatives will be placed at all One-Stop Career Centers. Veteran priority information will be identified on the WDB website, with instructions on where and how to access information at the appropriate One- Stop Center.

Summary

This Plan represents the vision of the Cumberland-Salem-Cape May Workforce Development Board for the coming years, through 2020. It reflects both the administrative and programmatic goals needed to integrate Cape May County

Approved	
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