



Veterans' Employment
and Training Service

HVRP Listening Session: Updated Guidance on HVRP Performance, Management, and Reporting

December 9, 2025

Today's Speaker



Chris Brown

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Topics Covered

- Housekeeping
- Subscribing to emails and bookmarking sites
- Publication of Veterans' Program Letter (VPL) 02-25
- What's new in this updated guidance
- 2026 Funding Opportunity Announcement Chart of Past Performance and VETS' High Risk Policy
- Questions

Housekeeping



- **This session is being recorded.**
- Please mute all microphones.
- Please raise your hand.
- Place all questions or comments in the “chat” for discussion at the end of the presentation, if time permits. If we do not get to your question today, it will be answered within the Q&A document provided to attendees.
- A copy of the slide deck, recording, and Q&A document will be provided to attendees within two weeks via email and will be posted on the [NVTAC website](#).
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Publication of Veterans' Program Letter (VPL) 02-25

VPL 02-25 Homeless Veterans' Reintegration Program Performance, Management, and Reporting – Purpose



- Provides guidance to HVRP grant recipients on their requirements for:
 - Records management
 - Quarterly performance and financial reporting, including due dates
 - Program risk management
 - End of grant reporting

U.S. Department of Labor

Veterans' Employment and Training Service
Washington, D.C. 20210



VETERANS' PROGRAM LETTER NO. 02-25

TO: ALL VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS) HOMELESS VETERANS' REINTEGRATION PROGRAM GRANT RECIPIENTS
ALL VETS STAFF

FROM: JESSIE JANE DUFF
Deputy Assistant Secretary of Policy

SUBJECT: Homeless Veterans' Reintegration Program Performance, Management, and Reporting

Digitally signed by
JESSIE JANE DUFF
Date: 2025.09.02
15:24:51 -04'00'

I. Purpose

This Veterans' Program Letter (VPL) provides guidance on submitting and managing performance and financial reports for VETS' Homeless Veterans' Reintegration Program (HVRP) grant recipients.

II. References

- 38 United States Code (U.S.C.) Chapter 20, as amended, specifically:
 - 38 U.S.C. § [2021](#), Homeless Veterans' Reintegration Programs
 - 38 U.S.C. § [2021A](#), Homeless Women Veterans and Homeless Veterans with Children reintegration grant program
 - 38 U.S.C. § [2023](#), Referral and Counseling Services: Veterans at Risk of Homelessness who are Transitioning from Certain Institutions
- [2 Code of Federal Regulations \(C.F.R.\) Part 200 § 200.301](#) Performance Measurement, [§ 200.328](#) Financial Reporting, and [§ 200.329](#) Monitoring and Reporting Program Performance
- [2 C.F.R. Part 2900](#), DOL-Specific Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
- [VPL 06-24](#), Homeless Veterans' Reintegration Program Requirements and Functions
- Terms and Conditions attached to each HVRP grant award

VPL 02-25 Homeless Veterans' Reintegration Program Performance, Management, and Reporting



- Rescinds:
 - VPL 03-24, Homeless Veterans' Reintegration Program Performance, Management and Reporting, dated November 28, 2023
 - Attachment 1: HVRP Corrective Action Plan Technical Assistance Guide, dated November 28, 2023
 - Attachment 2: HVRP High Risk Designation Technical Assistance Guide, dated November 28, 2023

You can find these in the [Inactive Policy Directory](#)

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VPL 02-25 Homeless Veterans' Reintegration Program Performance, Management, and Reporting, cont.



Find VPLs in [the Active Policy Directory](#).

↑↓	Date ↑↓	Type ↑↓	Number ↑↓	Subject	↑↓
01	2025/09/08	VPL	02-25	Homeless Veterans Reintegration Program Performance Management and Reporting.(PDF) Tags: hvrp, quarterly, performance, financial, reporting, high risk, CAP, closeout Related Resource: HVRP Resources	
02	2025/09/08	VPL	02-25 Att. 1	HVRP Corrective Action Plan Technical Assistance Guide (PDF) Tags: hvrp, quarterly, performance, financial, reporting, high risk, CAP, closeout Related Resource: HVRP Resources	
03	2025/09/08	VPL	02-25 Att. 2	HVRP High Risk Designation Technical Assistance Guide (PDF) Tags: hvrp, quarterly, performance, financial, reporting, high risk, CAP, closeout Related Resource: HVRP Resources	



What's New in This Updated Guidance?



VPL 02-25 What's new?

- Records Management (Section V): No Changes
- Quarterly Performance Reports (Section VI): **language revision consistent with use of VETS' Grantee Reporting System (VGRS)**
- Quarterly Financial Reports (Section VII): **Removed statement on when VETS will begin requiring financial reports on an accrual basis**
- Quarterly Report Due Dates (Section VIII): No changes
- Program Risk Management (Section IX): **We've got slides for that!**
- End of Grant Reporting (Section X): **We've got slides for that!**

Program Risk Management (Section IX)



Changes:

- Clarifies that administrative and managerial Corrective Action Plans (CAP) are not automatically removed at the end of the period of performance (PoP)
- Changed the performance indicators that will result in a CAP or HR **from five to three:** 1) Number of Participants Enrolled, 2) Placement Rate, and 3) Cost per Placement
- States that VETS will *request* that the Grant Officer (GO) designate the grant recipient as “high risk” versus using the word *recommend*

Program Risk Management (Section IX)



Changes continued:

- Declares that placement of a grant recipient on a drawdown restriction (requiring payments to the grant recipient through the Payment Management System (PMS) be on a reimbursement basis, rather than advance payments) is a financial high risk (HR) restriction
- Added Stop Work Order—the GO restricts the grant recipients' authority to incur additional expenditures until receipt of evidence of acceptable performance



End of Grant Reporting (Section X)



Updated the policy's stated de minimis rate from 10% to 15%



Clarified that Indirect costs must be reported on the Final Federal Financial Report (FFR) only

Attachment 1: HVRP Corrective Action Plan Technical Assistance Guide (TAG)



Purpose:

- Explains why grant recipients may be placed on a CAP
 - Two types: 1) poor performance and 2) administrative and managerial
- Outlines the process VETS utilizes for notification, approval, additional monitoring by the Grant Officer's Technical Representative (GOTR), follow-up, and removal

Attachment 1: HVRP Corrective Action Plan Technical Assistance Guide, cont.



Changes from previous policy's CAP TAG:

- Language revision consistent with use of VGRS
- Removed the Action Indicator Scored by Quarter tables. We renamed the tables “performance indicator scoring thresholds” and added them to the Quarterly Performance Report Desk Guide on the [HVRP Resources website](#) (see Table 3A)

Attachment 1: HVRP Corrective Action Plan Technical Assistance Guide, FAQ 1



- Q: Does a grant recipient continue a CAP from one program year (PY) to another, or do we wait to see how we do at the end of Q1 of the next PY?
- A:
 - Failure to meet one or more of the performance indicators provided in Table 3A of the HVRP Quarterly Performance Report Desk Guide in PoP quarters 1 through 11 will require a CAP within the performance narrative section of the quarterly report for that quarter.
 - CAPs can span multiple program years until performance indicators achieve acceptable performance or an administrative or managerial CAP has come into compliance.

Remember: The only indicators subject to CAPs are Number of Participants Enrolled, Placement Rate, and Cost per Placement.

Attachment 1: HVRP Corrective Action Plan Technical Assistance Guide, FAQ 2



Performance Indicator	Indicator Score	Goal Met	Goal Partially Met	Goal Not Met
1. Number of Participants Enrolled or "Enrollments" – Percent of Cumulative Goal Achieved CAP Indicator Scored PoP Q1 – PoP Q12	% of Goal Achieved	100.0 percent or greater than goal	85.0 to 99.9 percent of goal	0 to 84.9 percent of goal
2. Placement Rate – Percent of Cumulative Goal Achieved CAP Indicator Scored PoP Q1 – PoP Q12	% of Goal Achieved	100.0 percent or greater than goal	85.0 to 99.9 percent of goal	0 to 84.9 percent of goal
3. Cost per Placement – Percent of Cumulative Goal Achieved CAP Indicator Scored PoP Q1 – PoP Q12	% of Goal Achieved	75.0 to 105.0 percent of goal	0 to 74.9 percent of goal; or 105.1 to 120.0 percent of goal	120.1 percent or greater than goal
4. Average Hourly Wage at Placement – Percent of Cumulative Goal Achieved Scored PoP Q1 – PoP Q12	% of Goal Achieved	100.0 percent or greater than goal	85.0 to 99.9 percent of goal	0 to 84.9 percent of goal
5. Percentage of Enrollments with Completed Training – Percent of Cumulative Goal Achieved Scored PoP Q1 – PoP Q12	% of Goal Achieved	100.0 percent or greater than goal	85.0 to 99.9 percent of goal	0 to 84.9 percent of goal

- Q: Which quarters do the color-coded symbols apply to for the different measures?
- A: All 12

Source: HVRP Quarterly Report Desk Guide on the HVRP Resources [website](#)

Attachment 1: Performance Indicator Clarification



- VETS still has 8 performance indicators for HVRP. You establish your planned goals.
- Enrollments, Placement Rate, and Cost per Placement require a CAP within the narrative section of the performance narrative for the failed quarter(s). **Now called “CAP Indicators” to distinguish these from goals that are not subject to a CAP.**
- CAPs are not punitive in nature.
- You identify the root causes of issues affecting programmatic, financial, or other areas of concern.
- Develop a plan to overcome the identified issues and develop a timeline for its implementation.



Attachment 2: HVRP High Risk Designation Technical Assistance Guide



- Outlines VETS' high-risk designation (HR) procedural steps for notification, approval, additional monitoring by GOTR, removal, and/or continued non-compliance.
- Changes From Previous Policy's HR TAG:
 - Language revisions to change the performance indicators that will result in HR from five to three: Number of Participants Enrolled, Placement Rate, and Cost per Placement.

Attachment 2: HVRP High Risk Designation Technical Assistance Guide, FAQ 1



Q: How many measures must a grant recipient fail to be considered High Risk?



A: VETS lists three indicators. The grant recipient fails to meet minimum performance expectations (red score**) for all three for three consecutive quarters.**

- Number of Participants Enrolled
- Placement Rate
- Cost per Placement

Attachment 2: HVRP High Risk Designation Technical Assistance Guide



High Risk Designation Measures	PoP Q1 Score	PoP Q2 Score	PoP Q3 Score	PoP Q4 Score	PoP Q5 Score	PoP Q6 Score	PoP Q7 Score
Number of Participants Enrolled	Yellow	Green	Green	Yellow	Red	Red	Red
Placement Rate	Red	Red	Red	Yellow	Red	Red	Red
Cost per Placement	Red	Yellow	Green	Yellow	Red	Red	Red
# of Measures failed	2	1	1	0	3	3	3
Failed 3 indicators for 3 consecutive quarters?	No	No	No	No	No	No	Yes

Source: HVRP Quarterly Performance Report Desk Guide on the HVRP Resources [website](#)

Attachment 2: HVRP High Risk Designation Technical Assistance Guide, FAQ 2



Q: What if I am designated HR under VPL 03-24?

VPL 03-24

1. Enrollments
2. Average Hourly Wage at Placement
3. Placement Rate
4. Cost per Placement
5. Percentage of Enrollments Trained

Vs.

VPL 02-25

1. Enrollments
2. Placement Rate
3. Cost per Placement

A: Your report period ending 9-30-2025 performance reports will be evaluated against VPL 02-25 HR criteria.

- **May result in removal**
- **Could result in continuation**
- **Will result in GOTR requesting HR designation if the criterion is met**

Attachment 2: HVRP High Risk Designation Technical Assistance Guide, FAQ 3.



Q: What if I am HR eligible according to VGRS, but my grant isn't designated as HR?



A: Your report period ending 9-30-2025 performance reports will be evaluated against VPL 02-25 HR criteria.

- Will result in GOTR requesting HR designation if the criterion is met**

Attachment 2: HVRP High Risk Designation Technical Assistance Guide, FAQ 4.



Q: How do I get off HR (for performance)?



A: Your performance is evaluated on a quarterly basis. If the criteria is no longer met, the GOTR will recommend removal.



Questions?

What questions do you have regarding this updated guidance?

Q: Do you know where to find our Active Policy Directory?

A: On the VETS [Policy Guidance](#) page.

Q: Do you know where to find HVRP Program Information, documents, resources, and partners?

A: On the VETS' [HVRP Recipient Information website](#).

Q: Have you subscribed to VETS' Policy Update Email Newsletter, and NVTAC?

A: Let's hope so; if not, [Subscribe](#) to the newsletter and email your request to subscribe to NVTAC@dol.gov.



Upcoming Policy Releases and Events

- Policy Release – Grant Officer’s Memorandum on Incremental Funding Procedures for Program Year 2026 – Estimated Policy Release January 2026
 - Be on the lookout for a Listening Session invitation for January 29, 2026
- **PY26 HVRP Bidder’s Conference:**
 - Provides a comprehensive overview of the HVRP program, the types of organizations and partners that are often successful, and steps organizations can take to prepare to submit a competitive application.
 - NVTAC sent out an email invite on November 19, 2025.
 - [December 10, 2025, 3 – 4 p.m. ET Registration](#)
 - [December 16, 2025, 2 – 3 p.m. ET Registration](#)



Funding Opportunity Announcement (FOA) Chart of Past Performance (CoPP) & High Risk Policy

FOA CoPP & VETS High Risk Policy



VPL 02-25 will apply to PY26 FOA applicants. Past performance will be scored using the policy that was in place for the applicable program year(s) and quarters during the grant's period of performance up to the date of FOA publication.

High Risk Designation Eligibility by Program Year

PY23 & PY24 (VGRS)	PY21 & PY22 (TPR)
<p>A grant is eligible for a high risk designation if it failed at least three (3) of the following indicators for three (3) consecutive quarters:</p> <ol style="list-style-type: none">1. Enrollments2. Average Hourly Wage at Placement3. Placement Rate4. Cost per Placement or Placement Rate Episodically Homeless5. Percentage of Enrollments with Completed Training <p>Sources: VPL 03-24 HVRP Performance, Management, and Reporting. VPL 03-24 Attachment 2, High Risk Designations TAG.</p>	<p>A grant is high risk if it failed at least three (3) of the following indicators in Quarters 2 or 3 of the program year:</p> <ol style="list-style-type: none">1. Enrollments2. Average Hourly Wage at Placement3. Placement Rate4. Placement Rate Episodically Homeless <p>Source: VPL 02-17 Attachment 1.</p>

Questions





Thank you!
