National Veterans'
Technical Assistance Center

Homeless Veterans' Reintegration Program (HVRP) Information Session

Veteran-Friendly Employers

Today's Presentation

- This session is being recorded
- A copy of this slide deck and the recording will be provided to attendees via email and posted to NVTAC's website
- Please keep microphones muted during the presentation
- There will be a questions and answers (Q&A) section at the end of the presentation
- Any questions not addressed during the session will be answered in a Q&A document provided to all attendees
- AI recording or transcription is not authorized

Today's Presenter



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Role of the Outreach Coach

- Work with the NVTAC Data Analyst to identify regions with high populations of homeless and at-risk veterans not currently served by an HVRP grant
- Educate organizations about the services and benefits of HVRP
- Inform communities of the HVRP grant recipients in their area and how to collaborate with them

NVTAC Overview

NVTAC Role

- Provide technical assistance designed to increase grant recipients' ability to establish and operate successful HVRP grants
- Support HVRP grant recipients throughout their period of performance to ensure that challenges are resolved quickly
- Provide effective training and peer-to-peer learning opportunities that result in increased knowledge and adoption of innovative practices among HVRP programs nationwide

HVRP Overview

HVRP Overview

- What is HVRP?
  - A job-focused federal grant
- Who funds HVRP?
  - U.S. Department of Labor's Veterans' Employment and Training Service (DOL/VETS)
- How long does HVRP funding last?
  - The grant lasts for three years, with funding provided yearly. All start-up, implementation and follow-up activities are included in this time
- Why HVRP?
  - To provide veterans experiencing and at risk of homelessness with the training and tools they need to obtain high-quality career outcomes

Title 38 United States Code (U.S.C.) Sections 2021, 2021A, and 2023 and the Public Law under which funding is appropriated for this program

HVRP Goals

- Deliver career exploration opportunities, placement, and supportive services to veterans experiencing or at risk of homelessness, empowering them to secure employment in stable, high-demand occupations paying wages consistent with the relevant market
- Establish strong partnerships with public, private, and nonprofit organizations to assist veterans in overcoming barriers to employment
- Provide job-driven training targeted at in-demand occupations to enable veterans to become employable or seek a higher employment grade

For more information, please see the About HVRP section of the HVRP website.

HVRP Core Services (1 of 4)

- **Outreach:** Grant recipients use a flexible, non-threatening approach to meet veterans where they are. Outreach also includes activities to engage partners and employers.
- **Intake:** Grant recipients screen each veteran to determine program eligibility, provide program information, and determine participation in the program.

HVRP Core Services (2 of 4)

- **Assessment:** Grant recipients conduct a comprehensive assessment to collect the participant's education and employment history, identify barriers to employment, including skill deficits, and determine service needs as well as strengths.
- **Case Management:** Grant recipients use a veteran-centered approach in the delivery of individualized career services designed to develop comprehensive employment plans for participants, assist participants to overcome barriers to employment, ensure access to the necessary training and supportive services that impart relevant skills and connect participants with high-quality career opportunities, and provide support during program participation and after job placement.

HVRP Core Services (3 of 4)

- **Job-Driven Training (JDT):** Grant recipients provide training that is targeted to the specific industries, occupations, and skills that are in demand locally. Training services can be provided in-house, through partners in the community, or through the local American Job Center.
- **Placement:** Grant recipients assist participants to secure or attain employment in accordance with the participant's employment goals.

HVRP Core Services (4 of 4)

- **Follow-Up:** Grant recipients provide post-exit follow-up services to participants enrolled and placed into employment for four quarters after exit, to increase the participant's success in employment retention.
- **Collaboration:** Grant recipients collaborate with public and private partners at all levels (federal, state and local) to provide supportive services and access to housing.

For more information, please see the Services section of the HVRP website.

HVRP Participant Eligibility

HVRP Participant Eligibility

To qualify for HVRP services, an individual must:

1. Meet the definition of a “veteran”; **and**
2. Be experiencing homelessness or at risk of homelessness or participating in a qualifying partner service, or transitioning from certain institutions; **and**
3. Be in need of or would benefit from employment services.

HVRP Participant Eligibility: Veteran

- Eligible participants must be a “veteran,” which is a person who served in the United States Armed Forces with at least one day of federal active duty.
- More information on the veteran definition can be found in 38 U.S.C. § 101.

HVRP Participant Eligibility: Homeless and At Risk of Homelessness

- Veterans served by HVRP include:
  - Veterans experiencing homelessness as defined in the Homeless Emergency Assistance and Rapid Transition to Housing (HEARTH) Act of 2009
  - Veterans at risk of homelessness
  - Veterans participating in a partner program
  - Veterans transitioning from certain institutions:
    - Is a resident of a penal institution or an institution that provides long-term care for mental illness
    - Is at risk of homelessness absent referral and counseling services provided under the program

HVRP Outcomes

HVRP National Outcomes

In Program Year (PY) 2024:

- VETS awarded over $57 million to 32 new and 123 continuation HVRP grants.
- HVRP grant recipients served 15,888 participants.
- 64 percent of HVRP exiters were placed into employment with an average hourly wage of $19.49.

Want to Collaborate With a Current HVRP Grant Recipient?

HVRP and Collaboration

- HVRP grant recipients are encouraged to collaborate with other organizations to support their participants.
- Collaboration with other resource providers enhances the effectiveness of employment services and improves job retention.
- Partnerships provide access to job training, soft skills training, counseling, housing, transportation, child care, health/mental health services, etc.
- Working with a variety of resource providers ensures services are well coordinated, non-duplicative, and create a positive experience for the veteran.
- Collaboration can be fruitful for both HVRP grant recipients and the external organizations that partner with them by establishing resource networks and bi-directional referral pipelines that connect individuals with vital services.

HVRP and Employers (1 of 2)

HVRP Grant Recipients:

- Provide access to veterans across the nation actively seeking employment
- Establish a no-cost talent pipeline to help businesses fill their urgently needed roles
- Pre-screen participants for job readiness and training and service needs
- Offer talent with individualized case management, job training, and supportive services

HVRP and Employers (2 of 2)

HVRP Grant Recipients:

- Provide veterans with ongoing support to promote successful onboarding and employment retention
- Allow programs to reach veterans they are not currently accessing
- Create an opportunity for employers to play a direct role in addressing a nationwide problem

Participant Support Costs

- Provided to assist the HVRP participant in overcoming barriers to employment and finding and maintaining employment
- Examples of historically allowable participant support costs:
  - Transportation
  - Uniforms/Work attire/Work-related tools
  - Books/Fees/Supplies for job-driven training
  - Fees for employment and training applications, tests, and certifications
  - Automobile repair
  - Child care/Dependent care assistance
  - Housing assistance
  - Other reasonable and necessary costs

Employer Benefits/Resources

- Work Opportunity Tax Credit (WOTC): A federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment. Employers may meet their business needs and claim a tax credit if they hire an individual who is in a WOTC targeted group.
- Federal Bonding Program: Provides Fidelity Bonds for "at-risk," hard-to-place job seekers that cover the first six months of employment at no cost to the job applicant or the employer.

How to Find an HVRP Near You

- A full list of PY25 HVRP grant recipients is available.
  - Search for an HVRP by state, county, or CoC
  - Find contact information for each grant

Eligible Applicants

Historically, the following organizations have been eligible to apply:

- State governments
- County governments
- City or township governments
- Special district governments
- Public and state-controlled institutions of higher education
- Native American tribal governments (federally recognized)
- Public housing authorities/Indian housing authorities
- Native American tribal organizations (other than federally recognized tribal governments
- Nonprofits having a 501(c)(3) status with the Internal Revenue Service (IRS), other than institutions of higher education
- Nonprofits without 501(c)(3) status with the IRS, other than institutions of higher education
- Private institutions of higher education
- For profit organizations (other than small businesses)
- Small businesses
- U.S. Territories or Possessions, Native American Tribally designated organizations
- State and Local Workforce Development Boards (SWDBs/LWDBs) established under the Workforce Innovation and Opportunity Act (WIOA)
- Faith-based organizations
- Other state and local government agencies

Want to Spread the Word?

How to Spread the Word

- Refer interested organizations to the NVTAC Outreach Coach
- Request a meeting or presentation on HVRP
- Share information about HVRP among your network
- Invite colleagues and partners to attend HVRP Information Sessions

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Questions?

Thank you!

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