



U.S. Department of Labor Program Highlights

Veterans' Employment and Training Service

FEDERAL CONTRACTOR PROGRAM

VETS-100 2007 Report

This VETS-100 Report is due on September 30, 2007. VETS is encouraging online submission of reports through our website at <http://vets.dol.gov/vets100>.

Background

Pursuant to the provisions of Title 38, United States Code, Section 4212(d), the U.S. Department of Labor (DOL), Veterans' Employment and Training Service (VETS) collects and compiles data on the Federal Contractor Program Veterans' Employment Report (VETS-100 Report) from Federal contractors and subcontractors who receive a Federal contract at the threshold amount as noted below.

Public Law 107-288 (PL 107-288), defined as the Jobs for Veterans Act (JVA), amends the Vietnam Era Veterans' Readjustment Assistance Act of 1974, (VEVRAA) changing the Federal contractor VETS-100 reporting requirements for contracts entered on or after December 1, 2003. These changes (1) raise the reporting threshold from \$25,000 to \$100,000, and (2) modify the veterans' categories in the report.

VETS-100 Reporting:

Prior to amendment by JVA, VEVRAA and its implementing regulations at 41 CFR 61.250 required all contractors and subcontractors with Federal contracts in excess of \$25,000 to report their efforts toward hiring and employing veterans in four specified categories: veterans of the Vietnam era; special disabled veterans; other protected veterans; and recently separated veterans.

JVA raised the VETS-100 reporting threshold from \$25,000 to \$100,000 for contracts awarded on or after December 1, 2003, and modified the report categories of veterans to: disabled veterans, other protected veterans, Armed Forces service medal veterans, and recently separated veterans (41 CFR 61.300 in clearance). Additionally, JVA requires Federal contractors and subcontractors to report the total number of all current employees in each job category and at each hiring location.

NOTE: JVA amendments became effective December 1, 2003 and apply only to contracts entered on or after December 1, 2003. Contracts awarded prior to this date are governed by the current regulations and reporting categories as defined by VEVRAA. Reporting on the new target groups of veterans is not yet in effect pending regulatory clearance.

Mandatory Job Listings

Generally, qualified targeted veterans are entitled to priority for referral to Federal contractor job openings. Any contractor or subcontractor with a contract with the Federal Government meeting the criteria must take affirmative action to hire and promote qualified targeted veterans. The JVA states specifically that each contractor (and subcontract) shall list job openings with the appropriate employment service delivery system and may also post listings under the Workforce Investment Act, or other appropriate delivery points or the America's Job Bank. This requirement is fulfilled by listing job openings with the nearest State Job Service (also known as State Workforce Agency locations, previously State Employment Service Agency) or One Stop Office. This requirement applies to vacancies at all contractor and subcontractor locations not otherwise exempt under Federal contractor provisions. Exemptions include positions which are to be filled in top management or executive staff and/or positions which are to be filled from within the contractor's organization, and positions lasting three days or less. <http://www.dol.gov>. <http://www.dol.gov/elaws/ofccp.htm>.

Affirmative Action

Federal contractors generally must meet affirmative action plan mandates as set forth through the Office of Federal Contractor Compliance Programs (OFCCP). Contractors must have a written affirmative action plan in place demonstrating non-discrimination policies for veterans and other covered groups. Federal contractors must also show active recruitment of targeted veterans as well as dissemination of all promotion information internally

regarding promotion activities. Additional information is available at http://www.dol.gov/dol/allcfr/Title_41/Chapter_60.htm.

Summary

Federal contractors meeting the thresholds must each file an annual VETS-100 Report which identifies these efforts on targeted veterans hired and employed during the reporting period covered annually. Any contractor receiving a new contract on or after December 1, 2003 in excess of \$100,000 are still required to file reports using the current VETS-100 Report form until VETS has completed its regulatory clearance process and new regulations for the new job categories modification.

If an active contract was awarded before December 1, 2003 at or above \$25,000, the contractor is required to file a 2007 VETS-100 Report. Any Federal contractor meeting both of the above criteria thresholds will be required to report for 2007 on the data currently identified in regulations at 41 CFR 61-250. The report collection remains the same as in 2003 during this regulatory clearance period until new regulations are implemented at 41 CFR 61-300.

Technical Assistance and Guidance

Specific instructions, information and follow-up assistance is available at the VETS100 web site at <http://vets.dol.gov/vets100>, the VETS-100 Processing Center at (301) 306-6752, or e-mail helpdesk@vets100.com. VETS encourages online website submission of all reports.

Federal contractors are also required to list employment openings with the local employment service or one stop service center locations. For information about how to list a job opening, contact the nearest State Job Service office or One-Stop Center listed in the telephone book or the website links at <http://www.doleta.gov/etainfo/contacts.cfm>

For copies of Affirmative Action Obligations of Contractors and Subcontractors for Disabled Veterans and Veterans of the Vietnam Era, Rules and Regulations, contact:

<http://www.dol.gov/esa/ofccp/> Office of Federal Contract Compliance Programs Employment Standards Administration 200 Constitution Ave, NW
U.S. Department of Labor Washington, D.C. 20210

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This VETS-100 Report is due on September 30, 2007. VETS is encouraging online submission of reports through our website at <http://vets.dol.gov/vets100>. We will, however, accept mailed and disk filings, also. Please contact the VETS-100 Help Desk at (301) 306-6752 or email helpdesk@vets100.com for assistance.

PLEASE NOTE: JVA made these changes effective December 1, 2003. JVA has raised the VETS-100 reporting threshold from \$25,000 to \$100,000 and modified categories of veterans to be reported for contractor receiving contracts on or after December 1, 2003. JVA amendments apply only to contracts entered on or after December 1, 2003. Reporting collection on the new target groups of veterans is not yet in effect pending regulatory clearance.

The VETS-100 Report is due annually on September 30. VETS implementing regulations are currently in process for final clearance. These changes, therefore, will not take effect for the 2007 VETS-100 Report period. The VETS-100 data collection will continue with no revision as per the 2003 VETS-100 Report.

For more information about U.S. Department of Labor employment and training programs for veterans, contact the [Veterans' Employment and Training Service](#) office nearest you, listed in the phone book in the United States Government under the Labor Department or visit our site:

<http://www.dol.gov/vets/aboutvets/contacts/main.htm>