



# Veteran Readiness

## Veteran Readiness and Employment (VR&E)

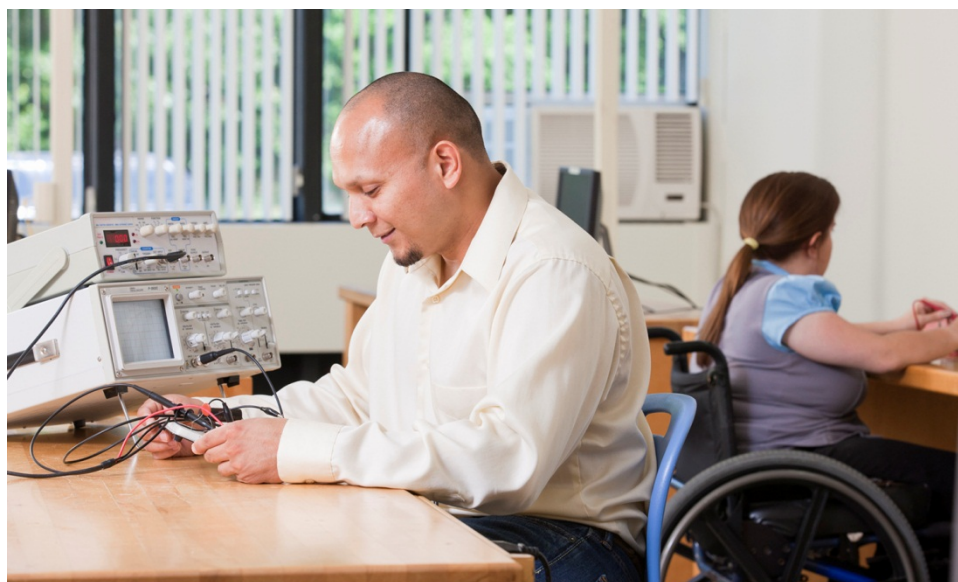
The VR&E Program operates under the mandate that for those Veterans who are unable to gain or secure employment due to their service-connected disabilities, the Nation they protected has a responsibility to help them build a new career.

VR&E meets this responsibility in a variety of ways.

First, Veterans are assisted in learning more about themselves: their interests, aptitudes, and disability needs. They also gather up-to-date career and labor market information in order to map their path to success.

Specialized counselors work with entitled and enrolled Veterans to design individualized service plans under five tracks of service. Veterans are provided training and services needed to help them achieve their goals. Services provided depend upon the track each Veteran is in:

1. Re-employment
2. Rapid access to employment
3. Self-employment
4. Employment through long-term services
5. Independent living



Over 350 locations nationwide, with 1,476 employees serving Veterans

### Mission:

The Veteran Readiness and Employment (VR&E) program provides comprehensive services and assistance necessary to enable Veterans with service-connected disabilities and an employment handicap to obtain stable and suitable employment. The VR&E program also assists Veterans to achieve maximum independence in daily living when the severity of their disability prohibits suitable employment.

### Activities:

- 123,490 Veteran Participants
- 158,216 Veterans Receiving Evaluation and Counseling Services
- 10,732 Veteran Rehabilitations



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### Release history

Version & changes

Date

Data as of

09/30/2020



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## Chapter 31 Services

1. **Re-employment:** For Veterans who have recently exited the military and are interested in returning to their previous employer, and for whom their previous job is suitable for their disability, VR&E provides services such as adjustment counseling, disability information and accommodation, and support in contacting their previous employer.
2. **Rapid access to employment:** For Veterans who possess the skills and abilities to obtain suitable employment, VR&E provides short-term training, counseling, job placement, and post-employment support.
3. **Self-employment:** For those Veterans interested in starting their own business, support in this track can include training, assistance with developing a viable business plan, and in certain circumstances, business startup support.
4. **Employment through long-term services:** The majority of Veterans with a disability require long-term support, typically to include college, on-the-job training, or an apprenticeship program. VR&E funds the cost of all tuition, books, fees, and necessary supplies, as well as a monthly subsistence allowance during training. The length of time Veterans are served under the VR&E program varies according to their disability needs, occupational choice, and pre-existing skills and abilities.
5. **Independent living:** For Veterans for whom employment is not currently reasonably feasible, independent living services assist in achieving more independence in their homes and communities.

Once the Veteran and the Vocational Rehabilitation Counselor (VRC) agree on an individualized plan of services, a supportive partnership begins. Throughout their training Veterans receive continued support and advocacy. Once they are ready to begin their new careers, VR&E assists them with job search preparation and placement support.

VR&E participants include all Veterans who were in a rehabilitation plan of service or an extended evaluation plan during FY 2020, including those who were successfully rehabilitated or who discontinued their program of services in FY 2020.

Because Veterans can receive rehabilitation services over multiple years, participants may have started their rehabilitation program in a previous fiscal year.



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## Chapter 36 Services

Veteran Readiness and Employment also provides career and vocational counseling to transitioning Servicemembers within six months of leaving the military, to Veterans who have left the military within the past 12 months, or at any time to individuals eligible to use a VA education benefit. In 2020, 5,407 Servicemembers and Veterans applied for Chapter 36 services.

These services are designed to provide Servicemembers and Veterans with personalized counseling and support to help guide career paths, ensure the most effective use of VA benefits, and achieve educational and career goals.

## Services Provided Through Other Benefit Chapters

Veteran Readiness and Employment also supports other beneficiaries, such as those receiving Dependents Educational Assistance (Chapter 35), children of Vietnam Veterans born with certain birth defects (Chapter 18), Veterans entitled to services under the Montgomery GI Bill Selected Reserve (Chapter 1606) and the Reserve Educational Assistance Program (Chapter 1607). In 2020, 190 beneficiaries and Veterans applied for services under these benefit chapters.



**Veteran Readiness and Employment (VR&E) Activities FY 2020**

**Veterans enrolling**

|   |        |
|---|--------|
| Total applicants <sup>1</sup>                                       | 96,957 |
| Eligible applicants   | 68,216 |
| Completed evaluation (including prior year carry over) <sup>2</sup> | 67,853 |
| Entitled applicants (including prior year carry over)               | 54,546 |
| Entitled applicants (2020 only)                                     | 38,903 |
| New plans of service (enrollments) <sup>3</sup>                     | 33,163 |

**Veterans enrolled in a plan of services at the end of FY2020<sup>4</sup>**

|   |                |
|---|----------------|
| New plans of service (enrollments)                  | 32,847         |
| Persisting from prior years                         | 63,796         |
| Independent living rehabilitations                  | 438            |
| Employment rehabilitations                          | 9,541          |
| Education rehabilitations                           | 753            |
| Maximum Rehabilitation Gain (MRG) – employed        | 857            |
| Maximum Rehabilitation Gain (MRG) – employable      | 4,626          |
| Discontinued  | 10,632         |
| <b>Veterans participating in a plan of services</b> | <b>123,490</b> |

<sup>1</sup> Unique count of Chapter 31 only applicants.

<sup>2</sup> Prior year carry over represents applications or evaluations completed by VR&E in FY 2020 from Veterans that applied in FY 2019.

<sup>3</sup> Includes Veterans who entered a plan of services more than once in the same fiscal year.

<sup>4</sup> Unique count of participants. Does not include 1 participant who rehabilitated twice in FY 2020.





### Veterans receiving evaluation and counseling services

|  |                |
|--|----------------|
| Veterans participating in a plan of services   | 123,490        |
| Veterans that received evaluation and counseling services – did not enter a plan of services | 34,726         |
| <b>Veterans that received evaluation and counseling services</b>                             | <b>158,216</b> |

### Total VR&E Veterans served

| Status   | Total          |
|--|----------------|
| Veterans receiving counseling services                 | 158,216        |
| Veterans applying – did not pursue counseling services | 49,265         |
| <b>Total VR&amp;E Veterans served</b>                  | <b>207,481</b> |

### Veterans receiving VR&E benefits at the end of FY 2020

|   |                |
|---|----------------|
| Veterans participating in the VR&E program who are male                   | 93,667         |
| Veterans participating in the VR&E program who are female                 | 29,628         |
| Veterans participating in the VR&E program with gender data not available | 195            |
| <b>Total</b>  | <b>123,490</b> |



## Employment Handicaps



### Veterans with serious employment handicaps during FY 2020

| Case status         | Veterans with a serious employment handicap | Veterans with an employment handicap | All Veterans |
|---------------------|---|--------------------------------------|--------------|
| Entitled applicants | 33,013                                      | 21,533                               | 54,546       |
| Participants        | 86,996                                      | 36,494                               | 123,490      |
| Rehabilitated       | 7,116                                       | 3,616                                | 10,732       |

Seventy percent of the Veterans participating in the VR&E program have a serious employment handicap. A serious employment handicap means there is significant impairment of a Veteran's ability to prepare for, pursue, or retain employment. Veterans with a serious employment handicap may receive additional supportive services, which may include adaptive equipment, job coaching, and independent living services.

## Beneficiary Payments

For Veterans who require training as part of their rehabilitation services, VR&E pays for tuition, fees, books, and necessary supplies. Veterans who are enrolled in training receive a monthly subsistence allowance to assist them with living expenses.

### FY 2020 VR&E appropriations

| Obligations                    | 2020 Actual<br>(dollars in thousands) |
|--------------------------------|---------------------------------------|
| Subsistence Allowance          | \$613,663                             |
| Books, Tuition, Supplies, Fees | \$838,913                             |
| <b>Total</b>                   | <b>\$1,452,576</b>                    |



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### Veterans who received subsistence as part of a training program during FY 2020

| Program                                | Total         | Percent of total <sup>5</sup> |
|--|---------------|-------------------------------|
| Undergraduate                          | 62,220        | 72.1%                         |
| Graduate                               | 14,064        | 16.3%                         |
| Vocational/Technical                   | 4,799         | 5.6%                          |
| College, Non-Degree                    | 2,140         | 2.5%                          |
| Extended Evaluation/Independent Living | 906           | 1.1%                          |
| Improvement of Rehab Potential         | 732           | 0.8%                          |
| Non-paid Work Experience in Government | 724           | 0.8%                          |
| Apprenticeship                         | 271           | 0.3%                          |
| Paid On-the-Job Training               | 255           | 0.3%                          |
| Farm Co-op                             | 100           | 0.1%                          |
| Non-paid On-the-Job Training           | 40            | 0.0%                          |
| <b>Total</b>                           | <b>86,251</b> |                               |

VR&E participants who did not receive subsistence allowance payments during the fiscal year received other forms of rehabilitation services. For example, Veterans who have appropriate training and skills, or who have completed their training, receive job-search assistance and job-accommodation services to transition them into the workforce.

Services include most independent living services, career counseling, medical referrals, and non-training evaluation services such as assistive technology evaluations.

Through outreach and early intervention efforts, some VR&E participants are still on active duty and in the process of separating from the military. VR&E can assist Servicemembers with a disability by providing evaluation, rehabilitation services, training, and case management. Servicemembers are not eligible for subsistence allowance payments until they have completed their separation from the military and are considered a Veteran.

<sup>5</sup> Percentages may not equal to 100% due to rounding.







## Veterans by prior education level

|               | Data not available | Below high school | High school | Post high school | Four-year degree | Graduate degree training | Total   |
|---------------|--------------------|-------------------|-------------|------------------|------------------|--------------------------|---------|
| Applicants    | 3                  | 1,839             | 57,967      | 13,457           | 4,896            | 18,795                   | 96,957  |
| Participants  | 12                 | 1,633             | 63,329      | 31,585           | 8,543            | 18,388                   | 123,490 |
| Rehabilitated | 0                  | 142               | 4,696       | 3,323            | 1,115            | 1,456                    | 10,732  |

## Veterans by age

|               | 17 - 21 | 22 - 29 | 30 - 39 | 40 - 44 | 45 - 49 | 50 - 54 | 55 - 59 | 60 and above | Total <sup>6</sup> |
|---------------|---------|---------|---------|---------|---------|---------|---------|--------------|--------------------|
| Applicants    | 677     | 15,148  | 36,937  | 13,620  | 10,646  | 8,950   | 5,816   | 5,163        | 96,957             |
| Participants  | 416     | 15,999  | 50,893  | 16,889  | 14,046  | 11,693  | 7,538   | 6,014        | 123,490            |
| Rehabilitated | 1       | 859     | 4,997   | 1,515   | 1,251   | 993     | 596     | 520          | 10,732             |

## Veterans by branch of service

|               | Air Force | Army   | Coast Guard | Marine Corps | Navy   | Other | Total   |
|---------------|-----------|--------|-------------|--------------|--------|-------|---------|
| Applicants    | 13,101    | 49,688 | 932         | 15,574       | 17,563 | 99    | 96,957  |
| Participants  | 16,036    | 64,834 | 1,135       | 20,841       | 20,583 | 61    | 123,490 |
| Rehabilitated | 1,511     | 5,349  | 94          | 2,008        | 1,765  | 5     | 10,732  |

## Veterans by period of service

|               | World War II | Korean Conflict | Vietnam Era | Peacetime | Gulf War Era | Other | Total <sup>7</sup> |
|---------------|--------------|-----------------|-------------|-----------|--------------|-------|--------------------|
| Applicants    | 16           | 10              | 672         | 2,671     | 56,543       | 5,052 | 96,957             |
| Participants  | 24           | 20              | 1,059       | 5,201     | 96,743       | 7,011 | 123,490            |
| Rehabilitated | 4            | 8               | 149         | 341       | 8,493        | 616   | 10,732             |

<sup>6</sup> Totals include 2 participants unidentifiable by age.

<sup>7</sup> Totals include 31,993 applicants, 13,432 participants, and 1,121 rehabilitations where period of service was not available.



## Veterans by length of service

|                          | Applicants    | Participants   | Rehabilitated |
|--------------------------|---------------|----------------|---------------|
| Less than 3 mos.         | 462           | 576            | 26            |
| 3 - 6 mos.               | 1,509         | 1,918          | 116           |
| 6 mos. to 2 years        | 7,868         | 10,655         | 661           |
| 2 - 4 years              | 18,073        | 23,991         | 1,859         |
| 4 - 10 years             | 40,504        | 51,960         | 4,825         |
| 10 - 15 years            | 9,000         | 11,596         | 1,064         |
| 15 - 20 years            | 3,929         | 5,168          | 462           |
| 20 - 30 years            | 12,495        | 15,232         | 1,581         |
| > 30 years               | 1,238         | 1,407          | 138           |
| In service               | 1,836         | 985            | 0             |
| <b>Total<sup>8</sup></b> | <b>96,957</b> | <b>123,490</b> | <b>10,732</b> |

## Veterans by combined service-connected disability rating

|                           | Applicants    | Participants   | Rehabilitated |
|---------------------------|---------------|----------------|---------------|
| 0%                        | 268           | 32             | 6             |
| 10%                       | 4,571         | 2,563          | 210           |
| 20%                       | 3,433         | 4,494          | 400           |
| 30%                       | 4,986         | 6,909          | 723           |
| 40%                       | 5,853         | 8,323          | 793           |
| 50%                       | 5,729         | 8,234          | 770           |
| 60%                       | 8,904         | 12,490         | 1,217         |
| 70%                       | 11,378        | 15,515         | 1,380         |
| 80%                       | 12,358        | 17,541         | 1,636         |
| 90%                       | 12,334        | 16,930         | 1,498         |
| 100%                      | 23,499        | 29,213         | 2,099         |
| Memo rating <sup>9</sup>  | 2,128         | 1,246          | 0             |
| <b>Total<sup>10</sup></b> | <b>96,957</b> | <b>123,490</b> | <b>10,732</b> |

<sup>8</sup> Includes 43 applicants and 2 participants unidentifiable by length of service.

<sup>9</sup> A memorandum rating is an interim rating decision to determine VR&E benefit eligibility before a final decision is made on a compensation disability claim.

<sup>10</sup> Includes 1,516 applicants unidentifiable by combined service-connected disability rating.

## Rehabilitated Veterans



### Number of Veterans who were rehabilitated during FY 2020

| Category   | Number <sup>11</sup> | Percent of total |
|--|----------------------|------------------|
| Number of female Veterans who were rehabilitated                           | 2,445                | 22.8%            |
| Number of male Veterans who were rehabilitated                             | 8,271                | 77.1%            |
|  |                      |                  |
| Disabled Veterans with serious employment handicaps who were rehabilitated | 7,116                | 66.3%            |
| Disabled Veterans with employment handicaps who were rehabilitated         | 3,616                | 33.7%            |
|  |                      |                  |
| Total number of employment rehabilitations                                 | 9,541                | 88.9%            |
| Total number of education rehabilitations                                  | 753                  | 7.0%             |
| Total number of independent living rehabilitations                         | 438                  | 4.1 %            |
|  |                      |                  |
| <b>Total number of Veterans rehabilitated in FY 2020</b>                   |                      | <b>10,732</b>    |

<sup>11</sup> Excludes 16 rehabilitations where gender data was not available.

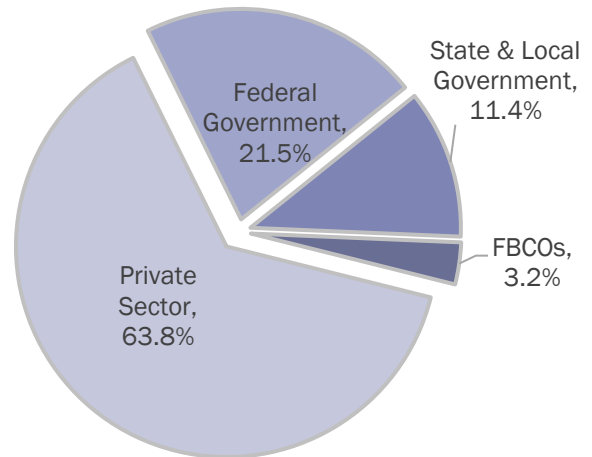




## VR&E Employment Outcomes

### FY 2020 employment placements<sup>12,13</sup>

The chart on the right shows the percentages of the career fields where VR&E Veterans found work in FY 2020.



### FY 2020 career categories of rehabilitated Veterans

| Category                                     | Number of Veterans | Avg. annual wages at rehabilitation <sup>14</sup> |
|--|--------------------|---|
| Professional, Technical, and Managerial      | 8,364              | \$62,746  |
| Machine Trades                               | 307                | \$41,275  |
| Services                                     | 303                | \$39,332  |
| Clerical                                     | 273                | \$42,661  |
| Miscellaneous                                | 257                | \$42,780  |
| Structural (Building Trades)                 | 184                | \$44,669  |
| Sales  | 85                 | \$45,906  |
| Agricultural, Fishery and Forestry           | 33                 | \$34,389  |
| Processing (Butcher, Meat Processor etc.)    | 20                 | \$35,123  |
| <b>Total number and average wage</b>         | <b>9,826</b>       | <b>\$59,631</b>                                   |
| Rehabs without full-time wages <sup>15</sup> | 468                | NA  |
| <b>Total</b>                                 | <b>10,294</b>      |   |

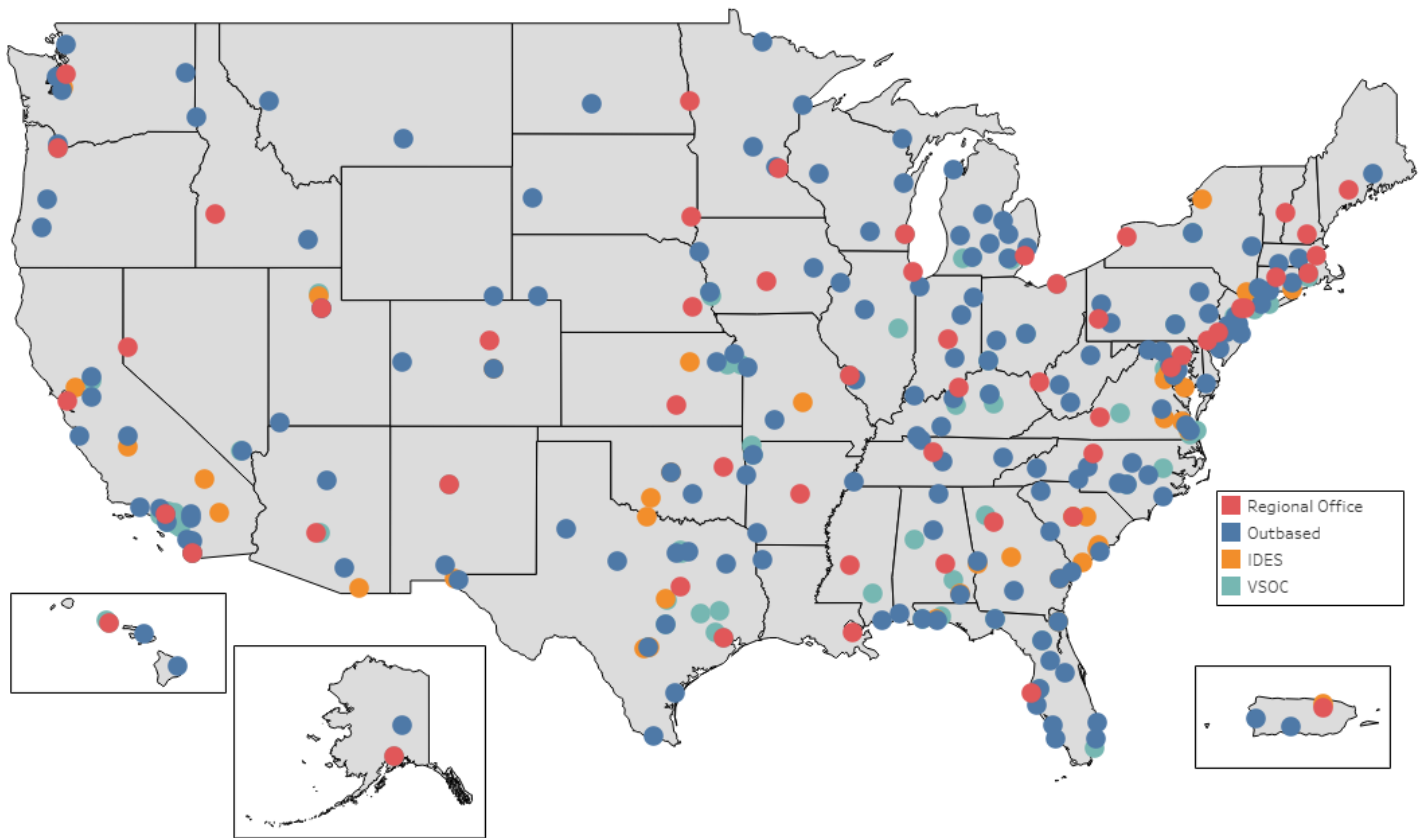
<sup>12</sup> FBCOs: Faith-Based & Community Organizations.

<sup>13</sup> Percentages may not equal to 100% due to rounding.

<sup>14</sup> Excludes Veterans rehabilitated in independent living.

<sup>15</sup> Includes continuing education, part-time employment, volunteer, and unknown.

## Appendix – Map of VR&E Locations



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## Contact Information

### **Veteran Readiness and Employment Information:**

1-800-827-1000

### **Annual Benefits Report (Office of Performance Analysis & Integrity)**

202-461-9040

### **Department of Veterans Affairs home page**

[www.va.gov](http://www.va.gov)

### **Veterans Benefits Administration home page**

[benefits.va.gov](http://benefits.va.gov)

### **eBenefits (Online forms and applications)**

[www.ebenefits.va.gov](http://www.ebenefits.va.gov)

### **VR&E home page**

[www.benefits.va.gov/vocrehab](http://www.benefits.va.gov/vocrehab)



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