

WIOA Desk Reference

Uniform National Threshold Entered Employment Rate (UNTEER)

About the UNTEER

The Department of Labor is required, through 20 CFR 1001.160-167, to establish a uniform national threshold entered employment rate (EER) for veterans and eligible persons by the state employment service delivery systems. The Department of Labor (DOL) has implemented this requirement by creating the UNTEER, which is a national threshold EER for those veterans and eligible persons served in either the Wagner-Peyser Act Employment Service (ES) or Jobs for Veterans State Grants (JVSG) programs. The UNTEER is set each program year (PY), and is a standard by which DOL makes determinations of potential deficiencies in services to veterans and eligible persons.

CALCULATING THE UNTEER

The Workforce Innovation and Opportunity Act (WIOA) changed the performance indicators from the Workforce Investment Act (WIA), included is the change from EER to Employment Rate 2nd Quarter after exit. EER is no longer calculated for the purposes of performance negotiations with states for the ES or JVSG programs. However, the data elements to calculate the EER are still collected under WIOA and are used for the purposes of calculating the UNTEER. The EER is the percentage of exiters who were unemployed at program entry and employed during the first quarter after program exit. The UNTEER for Veterans and Eligible Persons is an identifier of potential deficiencies in outcomes for veterans and eligible persons served in the ES or JVSG programs. The UNTEER for each PY is equal to ninety percent (90%) of a PY's national average veterans' entered employment rate (VEER), rounded to the nearest tenth of a percentage point. The VEER is the entered employment rate for veterans and eligible persons for a single state. Unlike negotiated targets which are set before the start of a new PY, the UNTEER for each PY will be calculated after the PY has completed. For example, the UNTEER for PY 2019 is not calculated until after PY 2019 has ended and the reports for PY 2019 have been submitted.

Each state's PY VEER is compared to the UNTEER for that PY. The VEER calculation includes covered persons identified in 20 CFR 1010. State agencies that do not achieve a VEER that equals or exceeds the UNTEER are subject to a review by the Veterans' Employment and Training Service (VETS), with input from the Employment and Training Administration (ETA), to determine whether each state agency's VEER is deficient. Each state's PY VEER is compared to the UNTEER for that PY. VETS and ETA will evaluate as part of this review whether factors out of the state's control--such as regional economic conditions--resulted in the state's low VEER and will determine what actions might be necessary to improve the outcomes of veterans and eligible persons served in the state.

IMPLEMENTING THE UNTEER

The UNTEER for each program year will be different because the National EER for veterans and eligible persons will be different for each PY. Every UNTEER will be a "look back" on the previous year's performance, and is **not** be used as a new PY goal for the State's EER for veterans and eligible persons. The UNTEER is a performance calculation for States that does not replace or modify annual WIOA performance negotiations that take place between VETS and state JVSG recipients or between ETA and Wagner-Peyser Act grantees.



The Workforce Innovation and Opportunity Act

The Department calculates the UNTEER, using the "priority of service" definition of "veteran" specified in 38 U.S.C. 101(2) and reported in Participant Individual Record Layout (PIRL) data element number 301. (See TEGL 10-09, *Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor (DOL)*).

States with VEERs below the UNTEER for the respective PY are subject to a review, conducted by the VETS' Director for Veterans' Employment and Training (DVET) assigned to that state and ETA's Federal Project Officer (FPO). Because the UNTEER analysis is retrospective - that is, based on performance of the last completed PY - the review will evaluate whether the low VEER in that state was attributable to factors beyond the state's control and whether the state needs to take action to ensure that the state will meet or exceed the UNTEER in the current PY.

The review will consider the degree of difference between the state's VEER and the UNTEER, as well as annual unemployment data for the state as compiled by the Bureau of Labor Statistics. The review may also consider other relevant measures of prevailing economic conditions and regional economic conditions, as well as other measures of the performance of workforce programs and/or any information the state may submit. In addition, the review will include consultation with VETS' and ETA's staff about findings from their on-site reviews and desk audits of state agency implementation of policies and procedures for services to veterans and also may include consultation with staff affiliated with other agencies of the Department, as appropriate. Based on the recommendations of the reviewers, the appropriate VETS Regional Administrator (RAVET) will notify a state if it is determined that the state's VEER was deficient.

PUBLICATION OF THE UNTEER

ETA and VETS post each state's VEER and UNTEER calculated for the previous PY. This posting will occur by December 31 of each year, or whenever practicable thereafter. States will be notified of its publication without the need for directives to be issued annually. To find the most recent posting of the UNTEER, please visit the following links:

- ETA's website - https://doleta.gov/performance/results/wagner-peyser_act.cfm.
- VETS' website - <https://www.dol.gov/agencies/vets/programs/grants/state/jvsg>

Additional Resources

- ◆ TEGL 22-14 - *Applying the Uniform National Threshold Entered Employment Rate (UNTEER) to States' Program Year (PY) Veterans' Entered Employment Rates (VEERs) to Determine Compliance and Identify Need for Remedial Actions* (https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5096)
- ◆ TEGL 2-13 - *Implementation of the Uniform National Threshold Entered Employment Rate (UNTEER) for Veterans and Eligible Persons in the Wagner-Peyser Employment Service and Jobs for Veterans State Grants (JVSG)*. (https://wdr.doleta.gov/directives/corr_doc.cfm?docn=7064)
- ◆ TEGL 10-09 - *Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor (DOL)* (https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816.)
- ◆ For most recent UNTEER posting - https://doleta.gov/performance/results/wagner-peyser_act.cfm
- ◆ DOL-only PIRL (see PIRL link for OMB Control No. 1205-0521) (<https://doleta.gov/performance/reporting/>)

