



**ÁREA LOCAL**  
**DE DESARROLLO LABORAL**  
**GUAYNABO / TOA BAJA**

*PO BOX 7885, GUAYNABO PUERTO RICO 00970*  
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## **Veterans Priority of Service Policy #16-03**

In general, a veteran is an individual who served in the active military, naval, or air service and was discharged or released from such service under conditions other than dishonorable. This may include National Guard or Military Reserve members who have been discharged from active duty service, but not necessarily from other reserve commitments such as training.

The workforce system and other program operators must enable veterans and eligible spouses to identify themselves at the point of entry to the system or program and veterans and eligible spouses must be given the opportunity to take full advantage of the priority. The status of a veteran or eligible spouse can be verified by referring to a variety of documents. Form DD-214 is the most common source of documentation used to determine veteran discharge status. If a veteran does not have a DD-214, a free copy can be provided. Please refer to Attachment 4 for information about how to help a veteran obtain a free copy of their DD-214.

Veterans' priority of service means that veterans and eligible spouses are given priority over non-covered persons for the receipt of employment, training, and placement services provided under a qualified job training program. Veterans' preference applies to all USDOL-funded employment and training programs, not just when a local area is in limited funds status. Federal law requires that the individual receiving priority must first meet the program's existing eligibility requirements. TEGs 10-09 and 22-04 provide guidance on implementing priority of service, including priority of service for veterans' spouses.

### **Eligible Spouses for Veterans' Priority of Service**

Pursuant to 38 United States Code (U.S.C). 4215, all ETA workforce programs provide priority of service to veterans and certain spouses of veterans who qualify as "covered persons." A "covered person" is defined in 20 CFR 1010.110 as a "veteran or an eligible spouse." It further defines "eligible spouse" as the "spouse" of any of the following:

1. Any veteran who died of a service-connected disability;
2. Any member of the Armed Forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been so listed for a total of more than 90 days:
  - i. Missing in action;
  - ii. Captured in line of duty by a hostile force; or
  - iii. Forcibly detained or interned in line of duty by a foreign government or power.
3. Any veteran who has total disability status resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs;

"Somos un patrono / programa con igualdad de oportunidades. Tenemos servicios de apoyo para personas con impedimentos, que así lo soliciten."



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4. Any veteran who died while a disability, as indicated above in #3 of this section, was in existence.

The regulation does not further define “spouse.” Consistent with the ETA’s policy, workforce grantees are required to include as a “covered person” the same-sex spouse of a veteran who is in one of the categories as identified above.

**Applicability**

Approved today, 1-22-2014, in Guaynabo, Puerto Rico.

Sr. Oriel Ramírez Rodríguez  
Chairman  
Workforce Development Board