

112TH CONGRESS  
1ST SESSION

# S. 951

To improve the provision of Federal transition, rehabilitation, vocational, and unemployment benefits to members of the Armed Forces and veterans, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

MAY 11, 2011

Mrs. MURRAY (for herself, Ms. MURKOWSKI, Mr. ROCKEFELLER, Mr. AKAKA, Mr. BAUCUS, Mr. BEGICH, Mrs. BOXER, Mr. BROWN of Ohio, Mr. CASEY, Mr. COONS, Mr. SANDERS, Mr. TESTER, Mr. LEAHY, and Mr. BROWN of Massachusetts) introduced the following bill; which was read twice and referred to the Committee on Veterans' Affairs

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## A BILL

To improve the provision of Federal transition, rehabilitation, vocational, and unemployment benefits to members of the Armed Forces and veterans, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Hiring Heroes Act of  
5       2011”.

1 **SEC. 2. TWO-YEAR EXTENSION OF AUTHORITY OF SEC-**  
 2 **RETARY OF VETERANS AFFAIRS TO PROVIDE**  
 3 **REHABILITATION AND VOCATIONAL BENE-**  
 4 **FITS TO MEMBERS OF THE ARMED FORCES**  
 5 **WITH SEVERE INJURIES OR ILLNESSES.**

6 Section 1631(b)(2) of the Wounded Warrior Act (title  
 7 XVI of Public Law 110–181; 10 U.S.C. 1071 note) is  
 8 amended by striking “December 31, 2012” and inserting  
 9 “December 31, 2014”.

10 **SEC. 3. EXPANSION OF AUTHORITY OF SECRETARY OF VET-**  
 11 **ERANS AFFAIRS TO PAY EMPLOYERS FOR**  
 12 **PROVIDING ON-JOB TRAINING TO VETERANS**  
 13 **WHO HAVE NOT BEEN REHABILITATED TO**  
 14 **POINT OF EMPLOYABILITY.**

15 Section 3116(b)(1) of title 38, United States Code,  
 16 is amended by striking “who have been rehabilitated to  
 17 the point of employability”.

18 **SEC. 4. TRAINING AND REHABILITATION FOR VETERANS**  
 19 **WITH SERVICE-CONNECTED DISABILITIES**  
 20 **WHO HAVE EXHAUSTED RIGHTS TO UNEM-**  
 21 **PLOYMENT BENEFITS UNDER STATE LAW.**

22 (a) ENTITLEMENT TO ADDITIONAL REHABILITATION  
 23 PROGRAMS.—

24 (1) IN GENERAL.—Section 3102 of title 38,  
 25 United States Code, is amended—

1 (A) in the matter before paragraph (1), by  
 2 striking “A person” and inserting the following:

3 “(a) IN GENERAL.—A person”; and

4 (B) by adding at the end the following new  
 5 paragraph:

6 “(b) ADDITIONAL REHABILITATION PROGRAMS FOR  
 7 PERSONS WHO HAVE EXHAUSTED RIGHTS TO UNEM-  
 8 PLOYMENT BENEFITS UNDER STATE LAW.—(1) A person  
 9 who has completed a rehabilitation program under this  
 10 chapter shall be entitled to an additional rehabilitation  
 11 program under the terms and conditions of this chapter  
 12 if—

13 “(A) the person is described by paragraph (1)  
 14 or (2) of subsection (a); and

15 “(B) the person—

16 “(i) has exhausted all rights to regular  
 17 compensation under the State law or under  
 18 Federal law with respect to a benefit year;

19 “(ii) has no rights to regular compensation  
 20 with respect to a week under such State or  
 21 Federal law; and

22 “(iii) is not receiving compensation with  
 23 respect to such week under the unemployment  
 24 compensation law of Canada; and

1           “(C) begins such additional rehabilitation pro-  
 2           gram within six months of the date of such exhaus-  
 3           tion.

4           “(2) For purposes of paragraph (1)(B)(i), a person  
 5           shall be considered to have exhausted such person’s rights  
 6           to regular compensation under a State law when—

7           “(A) no payments of regular compensation can  
 8           be made under such law because such person has re-  
 9           ceived all regular compensation available to such  
 10          person based on employment or wages during such  
 11          person’s base period; or

12          “(B) such person’s rights to such compensation  
 13          have been terminated by reason of the expiration of  
 14          the benefit year with respect to which such rights  
 15          existed.

16          “(3) In this subsection, the terms ‘compensation’,  
 17          ‘regular compensation’, ‘benefit year’, ‘State’, ‘State law’,  
 18          and ‘week’ have the respective meanings given such terms  
 19          under section 205 of the Federal-State Extended Unem-  
 20          ployment Compensation Act of 1970 (26 U.S.C. 3304  
 21          note).”.

22                 (2) DURATION OF ADDITIONAL REHABILITA-  
 23                 TION PROGRAM.—Section 3105(b) of such title is  
 24                 amended—

1 (A) by striking “Except as provided in  
2 subsection (c) of this section,” and inserting  
3 “(1) Except as provided in paragraph (2) and  
4 in subsection (c),”; and

5 (B) by adding at the end the following new  
6 paragraph:

7 “(2) The period of a vocational rehabilitation pro-  
8 gram pursued by a veteran under section 3102(b) of this  
9 title following a determination of the current reasonable  
10 feasibility of achieving a vocational goal may not exceed  
11 24 months.”.

12 (b) EXTENSION OF PERIOD OF ELIGIBILITY.—Sec-  
13 tion 3103 of such title is amended—

14 (1) in subsection (a), by striking “in subsection  
15 (b), (c), or (d)” and inserting “in subsection (b), (c),  
16 (d), or (e)”;

17 (2) by redesignating subsection (e) as sub-  
18 section (f); and

19 (3) by inserting after subsection (d) the fol-  
20 lowing new subsection (e):

21 “(e)(1) The limitation in subsection (a) shall not  
22 apply to a rehabilitation program described in paragraph  
23 (2).

1 “(2) A rehabilitation program described in this para-  
 2 graph is a rehabilitation program pursued by a veteran  
 3 under section 3102(b) of this title.”.

4 (c) EXCEPTION TO LIMITATION ON RECEIPT OF AS-  
 5 SISTANCE UNDER CHAPTER 31 AND ONE OR MORE PRO-  
 6 GRAMS.—Section 3695(b) of such title is amended—

7 (1) by striking “No person” and inserting “Ex-  
 8 cept as provided in paragraph (2), no person”; and

9 (2) by adding at the end the following new  
 10 paragraph:

11 “(2) Paragraph (1) shall not apply with respect to  
 12 a rehabilitation program described in section 3103(e)(2)  
 13 of this title.”.

14 **SEC. 5. ASSESSMENT AND FOLLOW-UP ON VETERANS WHO**  
 15 **PARTICIPATE IN DEPARTMENT OF VETERANS**  
 16 **AFFAIRS TRAINING AND REHABILITATION**  
 17 **FOR VETERANS WITH SERVICE-CONNECTED**  
 18 **DISABILITIES.**

19 (a) IN GENERAL.—Section 3106 of title 38, United  
 20 States Code, is amended—

21 (1) by adding at the end the following new sub-  
 22 section:

23 “(g) For each rehabilitation program pursued by a  
 24 veteran under this chapter, the Secretary shall contact  
 25 such veteran not later than 180 days after the date on

1 which such veteran completes such rehabilitation program  
 2 or terminates participation in such rehabilitation program  
 3 and not less frequently than once every 180 days there-  
 4 after for a period of one year to ascertain the employment  
 5 status of the veteran and assess such rehabilitation pro-  
 6 gram.”; and

7 (2) in the section heading, by adding “; **pro-**  
 8 **gram assessment and follow-up**” at the end.

9 (b) CLERICAL AMENDMENT.—The table of sections  
 10 at the beginning of chapter 31 of such title is amended  
 11 by striking the item relating to section 3106 and inserting  
 12 the following new item:

“3106. Initial and extended evaluations; determinations regarding serious em-  
 ployment handicap; program assessment and follow-up.”.

13 **SEC. 6. MANDATORY PARTICIPATION OF MEMBERS OF THE**  
 14 **ARMED FORCES IN THE TRANSITIONAL AS-**  
 15 **SISTANCE PROGRAM OF THE DEPARTMENT**  
 16 **OF DEFENSE.**

17 (a) IN GENERAL.—Section 1144(c) of title 10,  
 18 United States Code, is amended by striking “shall encour-  
 19 age” and all that follows and inserting “shall require the  
 20 participation in the program carried out under this section  
 21 of the members eligible for assistance under the pro-  
 22 gram.”.

23 (b) REQUIRED USE OF EMPLOYMENT ASSISTANCE,  
 24 JOB TRAINING ASSISTANCE, AND OTHER TRANSITIONAL

1 SERVICES IN PRESEPARATION COUNSELING.—Section  
 2 1142(a)(2) of such title is amended by striking “may” and  
 3 inserting “shall”.

4 **SEC. 7. FOLLOW-UP ON EMPLOYMENT STATUS OF MEM-**  
 5 **BERS OF ARMED FORCES WHO RECENTLY**  
 6 **PARTICIPATED IN TRANSITIONAL ASSIST-**  
 7 **ANCE PROGRAM OF DEPARTMENT OF DE-**  
 8 **FENSE.**

9 For each individual who participates in the Transi-  
 10 tional Assistance Program (TAP) of the Department of  
 11 Defense, the Secretary of Labor shall contact such indi-  
 12 vidual not later than 180 days after the date on which  
 13 such individual completes such program and not less fre-  
 14 quently than once every 90 days thereafter for a period  
 15 of 180 days to ascertain the employment status of such  
 16 individual.

17 **SEC. 8. COLLABORATIVE VETERANS’ TRAINING, MEN-**  
 18 **TORING, AND PLACEMENT PROGRAM.**

19 (a) IN GENERAL.—Chapter 41 of title 38, United  
 20 States Code, is amended by inserting after section 4104  
 21 the following new section:

22 **“§ 4104A. Collaborative veterans’ training, mentoring,**  
 23 **and placement program**

24 “(a) GRANTS.—The Secretary shall award grants to  
 25 eligible nonprofit organizations to provide training and

1 mentoring for eligible veterans who seek employment. The  
2 Secretary shall award the grants to not more than 3 orga-  
3 nizations, for periods of 2 years.

4 “(b) COLLABORATION AND FACILITATION.—The Sec-  
5 retary shall ensure that the recipients of the grants—

6 “(1) collaborate with—

7 “(A) the appropriate disabled veterans’  
8 outreach specialists (in carrying out the func-  
9 tions described in section 4103A(a)) and the  
10 appropriate local veterans’ employment rep-  
11 resentatives (in carrying out the functions de-  
12 scribed in section 4104); and

13 “(B) the appropriate State boards and  
14 local boards (as such terms are defined in sec-  
15 tion 101 of the Workforce Investment Act of  
16 1998 (29 U.S.C. 2801)) for the areas to be  
17 served by recipients of the grants; and

18 “(2) based on the collaboration, facilitate the  
19 placement of the veterans that complete the training  
20 in meaningful employment that leads to economic  
21 self-sufficiency.

22 “(c) APPLICATION.—To be eligible to receive a grant  
23 under this section, a nonprofit organization shall submit  
24 an application to the Secretary at such time, in such man-

1 ner, and containing such information as the Secretary may  
2 require. At a minimum, the information shall include—

3 “(1) information describing how the organiza-  
4 tion will—

5 “(A) collaborate with disabled veterans’  
6 outreach specialists and local veterans’ employ-  
7 ment representatives and the appropriate State  
8 boards and local boards (as such terms are de-  
9 fined in section 101 of the Workforce Invest-  
10 ment Act of 1998 (29 U.S.C. 2801));

11 “(B) based on the collaboration, provide  
12 training that facilitates the placement described  
13 in subsection (b)(2); and

14 “(C) make available, for each veteran re-  
15 ceiving the training, a mentor to provide career  
16 advice to the veteran and assist the veteran in  
17 preparing a resume and developing job inter-  
18 viewing skills; and

19 “(2) an assurance that the organization will  
20 provide the information necessary for the Secretary  
21 to prepare the reports described in subsection (d).

22 “(d) REPORTS.—(1) Not later than 6 months after  
23 the date of enactment of the Hiring Heroes Act of 2011,  
24 the Secretary shall prepare and submit to the appropriate  
25 committees of Congress a report that describes the process

1 for awarding grants under this section, the recipients of  
2 the grants, and the collaboration described in subsections  
3 (b) and (c).

4 “(2) Not later than 18 months after the date of en-  
5 actment of the Hiring Heroes Act of 2011, the Secretary  
6 shall—

7 “(A) conduct an assessment of the performance  
8 of the grant recipients, disabled veterans’ outreach  
9 specialists, and local veterans’ employment rep-  
10 resentatives in carrying out activities under this sec-  
11 tion, which assessment shall include collecting infor-  
12 mation on the number of—

13 “(i) veterans who applied for training  
14 under this section;

15 “(ii) veterans who entered the training;

16 “(iii) veterans who completed the training;

17 “(iv) veterans who were placed in meaning-  
18 ful employment under this section; and

19 “(v) veterans who remained in such em-  
20 ployment as of the date of the assessment; and

21 “(B) submit to the appropriate committees of  
22 Congress a report that includes—

23 “(i) a description of how the grant recipi-  
24 ents used the funds made available under this  
25 section;

1 “(ii) the results of the assessment con-  
2 ducted under subparagraph (A); and

3 “(iii) the recommendations of the Sec-  
4 retary as to whether amounts should be appro-  
5 priated to carry out this section for fiscal years  
6 after 2013.

7 “(e) AUTHORIZATION OF APPROPRIATIONS.—There  
8 is authorized to be appropriated to carry out this section  
9 \$4,500,000 for the period consisting of fiscal years 2012  
10 and 2013.

11 “(f) DEFINITIONS.—In this section—

12 “(1) the term ‘appropriate committees of Con-  
13 gress’ means the Committee on Veterans’ Affairs of  
14 the Senate and the Committee on Veterans’ Affairs  
15 of the House of Representatives; and

16 “(2) the term ‘nonprofit organization’ means an  
17 organization that is described in section 501(c)(3) of  
18 the Internal Revenue Code of 1986 and that is ex-  
19 empt from taxation under section 501(a) of such  
20 Code.”

21 (b) CONFORMING AMENDMENT.—Section 4103A of  
22 title 38, United States Code, is amended—

23 (1) in paragraph (1), by inserting “and facili-  
24 tate placements” after “intensive services”; and

25 (2) by adding at the end the following:

1       “(3) In facilitating placement of a veteran under this  
 2 program, a disabled veterans’ outreach program specialist  
 3 shall help to identify job opportunities that are appro-  
 4 priate for the veteran’s employment goals and assist that  
 5 veteran in developing a cover letter and resume that are  
 6 targeted for those particular jobs.”.

7       (c) CLERICAL AMENDMENT.—The table of sections  
 8 at the beginning of chapter 41 of such title is amended  
 9 by inserting after the item relating to section 4104 the  
 10 following new item:

“4104A. Collaborative veterans’ training, mentoring, and placement program.”.

11 **SEC. 9. INDIVIDUALIZED ASSESSMENT FOR MEMBERS OF**  
 12 **THE ARMED FORCES UNDER TRANSITION AS-**  
 13 **SISTANCE ON EQUIVALENCE BETWEEN**  
 14 **SKILLS DEVELOPED IN MILITARY OCCUPA-**  
 15 **TIONAL SPECIALITIES AND QUALIFICATIONS**  
 16 **REQUIRED FOR CIVILIAN EMPLOYMENT**  
 17 **WITH THE PRIVATE SECTOR.**

18       (a) STUDY ON EQUIVALENCE REQUIRED.—

19       (1) IN GENERAL.—The Secretary of Defense,  
 20 the Secretary of Veterans Affairs, and the Secretary  
 21 of Labor shall jointly enter into a contract with a  
 22 qualified organization or entity jointly selected by  
 23 the Secretaries, to conduct a study to identify any  
 24 equivalences between the skills developed by mem-  
 25 bers of the Armed Forces through various military

1 occupational specialties (MOS) and the qualifications  
2 required for various positions of civilian employment  
3 in the private sector.

4 (2) COOPERATION OF FEDERAL AGENCIES.—

5 The departments and agencies of the Federal Gov-  
6 ernment, including the Office of Personnel Manage-  
7 ment, the General Services Administration, the Gov-  
8 ernment Accountability Office, and other appropriate  
9 departments and agencies, shall cooperate with the  
10 contractor under paragraph (1) to conduct the study  
11 required under that paragraph.

12 (3) REPORT.—Upon completion of the study

13 conducted under paragraph (1), the contractor  
14 under that paragraph shall submit to the Secretary  
15 of Defense, the Secretary of Veterans Affairs, and  
16 the Secretary of Labor a report setting forth the re-  
17 sults of the study. The report shall include such in-  
18 formation as the Secretaries shall specify in the con-  
19 tract under paragraph (1) for purposes of this sec-  
20 tion.

21 (4) TRANSMITTAL TO CONGRESS.—The Sec-

22 retary of Defense, the Secretary of Veterans Affairs,  
23 and the Secretary of Labor shall jointly transmit to  
24 Congress the report submitted under paragraph (3),

1       together with such comments on the report as the  
2       Secretaries jointly consider appropriate.

3       (b) INDIVIDUALIZED ASSESSMENT OF CIVILIAN PO-  
4       SITIONS AVAILABLE THROUGH MOS SKILLS.—The Sec-  
5       retary of Defense shall ensure that each member of the  
6       Armed Forces who is participating in the Transition As-  
7       sistance Program (TAP) of the Department of Defense  
8       receives, as part of such member's participation in that  
9       program, an individualized assessment of the various posi-  
10      tions of civilian employment in the private sector for which  
11      such member may be qualified as a result of the skills  
12      developed by such member through such member's mili-  
13      tary occupational specialty. The assessment shall be per-  
14      formed using the results of the study conducted under  
15      subsection (a) and such other information as the Secretary  
16      of Defense, in consultation with the Secretary of Veterans  
17      Affairs and the Secretary of Labor, considers appropriate  
18      for that purpose.

19      (c) FURTHER USE IN EMPLOYMENT-RELATED  
20      TRANSITION ASSISTANCE.—

21           (1) TRANSMITTAL OF ASSESSMENT.—The Sec-  
22      retary of Defense shall transmit the individualized  
23      assessment provided a member under subsection (a)  
24      to the Secretary of Veterans Affairs and the Sec-  
25      retary of Labor.

1           (2) USE IN ASSISTANCE.—The Secretary of  
 2       Veterans Affairs and the Secretary of Labor may  
 3       use an individualized assessment with respect to an  
 4       individual under paragraph (1) for employment-re-  
 5       lated assistance in the transition from military serv-  
 6       ice to civilian life provided the individual by such  
 7       Secretary and to otherwise facilitate and enhance  
 8       the transition of the individual from military service  
 9       to civilian life.

10 **SEC. 10. APPOINTMENT OF HONORABLY DISCHARGED**  
 11 **MEMBERS AND OTHER EMPLOYMENT ASSIST-**  
 12 **ANCE.**

13       (a) APPOINTMENT OF HONORABLY DISCHARGED  
 14 MEMBERS OF THE UNIFORMED SERVICES TO CIVIL SERV-  
 15 ICE POSITIONS.—

16       (1) IN GENERAL.—Chapter 33 of title 5, United  
 17 States Code, is amended by inserting after section  
 18 3330c the following:

19 **“§ 3330d. Honorably discharged members of the uni-**  
 20 **formed services**

21       “The head of an executive agency may appoint a  
 22 member of the uniformed services who is honorably dis-  
 23 charged to a position in the civil service without regard  
 24 to sections 3301 through 3330c during the 180-day period  
 25 beginning on the date that the individual is honorably dis-

1 charged, if that individual is otherwise qualified for the  
2 position.”.

3 (2) TECHNICAL AND CONFORMING AMEND-  
4 MENT.—The table of sections for chapter 33 of title  
5 5, United States Code, is amended by adding after  
6 the item relating to section 3330c the following:

“3330d. Honorably discharged members of the uniformed services.”.

7 (b) EMPLOYMENT ASSISTANCE: OTHER FEDERAL  
8 AGENCIES.—

9 (1) DEFINITIONS.—In this subsection—

10 (A) the term “agency” has the meaning  
11 given the term “Executive agency” in section  
12 105 of title 5, United States Code; and

13 (B) the term “veteran” has the meaning  
14 given that term in section 101 of title 38,  
15 United States Code.

16 (2) RESPONSIBILITIES OF OFFICE OF PER-  
17 SONNEL MANAGEMENT.—The Director of the Office  
18 of Personnel Management shall—

19 (A) designate agencies that shall establish  
20 a program to provide employment assistance to  
21 members of the armed forces who are being  
22 separated from active duty in accordance with  
23 paragraph (3); and

24 (B) ensure that the programs established  
25 under this subsection are coordinated with the

1 Transition Assistance Program (TAP) of the  
2 Department of Defense.

3 (3) ELEMENTS OF PROGRAM.—The head of  
4 each agency designated under paragraph (2)(A), in  
5 consultation with the Director of the Office of Per-  
6 sonnel Management, and acting through the Vet-  
7 erans Employment Program Office of the agency es-  
8 tablished under Executive Order 13518 (74 Fed.  
9 Reg. 58533; relating to employment of veterans in  
10 the Federal Government), or any successor thereto,  
11 shall—

12 (A) establish a program to provide employ-  
13 ment assistance to members of the Armed  
14 Forces who are being separated from active  
15 duty, including assisting such members in seek-  
16 ing employment with the agency;

17 (B) provide such members with informa-  
18 tion regarding the program of the agency estab-  
19 lished under subparagraph (A); and

20 (C) promote the recruiting, hiring, training  
21 and development, and retention of such mem-  
22 bers and veterans by the agency.

23 (4) OTHER OFFICE.—If an agency designated  
24 under paragraph (2)(A) does not have a Veterans  
25 Employment Program Office, the head of the agen-

1 cy, in consultation with the Director of the Office of  
 2 Personnel Management, shall select an appropriate  
 3 office of the agency to carry out the responsibilities  
 4 of the agency under paragraph (3).

5 **SEC. 11. OUTREACH PROGRAM FOR CERTAIN VETERANS**  
 6 **RECEIVING UNEMPLOYMENT COMPENSA-**  
 7 **TION.**

8 (a) IN GENERAL.—The Secretary of Labor shall  
 9 carry out a program through the Assistant Secretary of  
 10 Labor for Veterans' Employment and Training, the dis-  
 11 abled veterans' outreach program specialists employed  
 12 under section 4103A of title 38, United States Code, and  
 13 local veterans' employment representatives employed  
 14 under section 4104 of such title to provide outreach to  
 15 covered veterans and provide them with assistance in find-  
 16 ing employment.

17 (b) COVERED VETERANS.—For purposes of this sec-  
 18 tion, a covered veteran is a veteran who—

19 (1) recently separated from service in the  
 20 Armed Forces; and

21 (2) has been in receipt of assistance under the  
 22 Unemployment Compensation for Ex-  
 23 servicemembers program under subchapter II of  
 24 chapter 85 of title 5 for more than 105 days.

1 **SEC. 12. DEPARTMENT OF DEFENSE PILOT PROGRAM ON**  
2 **WORK EXPERIENCE FOR MEMBERS OF THE**  
3 **ARMED FORCES ON TERMINAL LEAVE.**

4 (a) IN GENERAL.—The Secretary of Defense may es-  
5 tablish a pilot program to assess the feasibility and advis-  
6 ability of providing to covered individuals work experience  
7 with civilian employees and contractors of the Department  
8 of Defense to facilitate the transition of the individuals  
9 from service in the Armed Forces to employment in the  
10 civilian labor market.

11 (b) COVERED INDIVIDUALS.—For purposes of this  
12 section, a covered individual is any individual who—

- 13 (1) is a member of the Armed Forces;
- 14 (2) the Secretary expects to be discharged or  
15 separated from service in the Armed Forces and is  
16 on terminal leave;
- 17 (3) the Secretary determines has skills that can  
18 be used to provide services to the Department that  
19 the Secretary considers critical to the success of the  
20 mission of the Department; and
- 21 (4) the Secretary determines might benefit from  
22 exposure to the civilian work environment while  
23 working for the Department in order to facilitate a  
24 transition of the individual from service in the  
25 Armed Forces to employment in the civilian labor  
26 market.

1 (c) DURATION.—The pilot program shall be carried  
 2 out during the two-year period beginning on the date of  
 3 the commencement of the pilot program.

4 (d) REPORT.—Not later than 540 days after the date  
 5 of the enactment of this Act, the Secretary shall submit  
 6 to the Committee on Armed Services and the Committee  
 7 on Veterans’ Affairs of the Senate and the Committee on  
 8 Armed Services and the Committee on Veterans’ Affairs  
 9 of the House of Representatives a report on the pilot pro-  
 10 gram that includes the findings of the Secretary with re-  
 11 spect to the feasibility and advisability of providing cov-  
 12 ered individuals with work experience as described in sub-  
 13 section (a).

14 **SEC. 13. ENHANCEMENT OF DEMONSTRATION PROGRAM**  
 15 **ON CREDENTIALING AND LICENSING OF VET-**  
 16 **ERANS.**

17 Section 4114 of title 38, United States Code, is  
 18 amended—

19 (1) in subsection (a), by striking “may” and in-  
 20 serting “shall”;

21 (2) in subsection (b)(1)—

22 (A) by striking “Assistant Secretary shall”  
 23 and inserting “Assistant Secretary of Veterans’  
 24 Employment and Training shall, in consultation

1 with the Assistant Secretary for Employment  
2 and Training,”;

3 (B) by striking “10 military” and inserting  
4 “five military”; and

5 (C) by inserting “of Veterans’ Employment  
6 and Training” after “selected by the Assistant  
7 Secretary”; and

8 (3) by striking subsections (d) through (h) and  
9 inserting the following:

10 “(d) PERIOD OF PROJECT.—The period during which  
11 the Assistance Secretary shall carry out the demonstration  
12 project under this section shall be the two-year period be-  
13 ginning on the date of the enactment of the Hiring Heroes  
14 Act of 2011.”.

○