



VR&E



NPWE



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Introduction

The purpose of this training is to inform you of the benefits of implementing a Non-Paid Work Experience (NPWE) program at your facility.

Non-Paid Work Experience



- What is Non-Paid Work Experience?
 - Provides eligible veterans with practical job experiences
 - Placement can be at any government facility that will provide the veteran with a work experience consistent with their vocational rehabilitation goals
 - There is no cost to the employer; the veteran receives a subsistence allowance from the VA

(Authorized by Public Law 94-502)

Non-Paid Work Experience



- Benefits for Employers...
 - High quality worker at no expense
 - No “red tape” to hire or fire
 - Minimal paperwork

Non-Paid Work Experience



- Benefits for Veterans...
 - Establishes employment history
 - Provides exposure to employment opportunities
 - Monthly subsistence allowance
 - Easy access to public sector employment

Non-Paid Work Experience



- Limitations of a NPWE...
 - Veteran can not be placed in a position involving religious or political activity {CFR 21.299(d)}
 - Placement of veteran cannot result in the displacement of currently employed workers {CFR 21.299(d)}

Non-Paid Work Experience



- Five Steps to Developing a NPWE
 1. Determine NPWE is necessary
 2. Select a site
 3. Visit site
 4. Complete paperwork
 5. Obtain final approval

Non-Paid Work Experience



Visit NPWE Site

- Case manager/EC visits site and conducts survey to determine if the employer meets the CFR criteria as a training site (CFR 21.290-299 and MP28-1, Part III, 2.02)
 - Are equipment, tools, educational resource materials, etc. adequate?
 - Is facility accessible – is there a need for worksite accommodations?
 - Interview managers/trainers
 - Review positions descriptions
 - Are supplies needed?

NOTE: if it is a new job site, a facility code will need to be obtained

Non-Paid Work Experience



Complete the Paperwork

- Allow enough lead time between commitment from employer to the veteran's start date so all needed paperwork can be completed and approval obtained from the VR&E Officer

Non-Paid Work Experience



- Case Management
 - VR&E Letter 28-08-20
 - Initial Supervision (Within 30 days)
 - Supervision During 1st 6 mo. (monthly)
 - Supervision After 1st 6 mo. (monthly)
 - Be sure to discuss veteran's progress with supervisor

Non-Paid Work Experience



- Additional Information
 - Veterans in a NPWE are *not* federal employees except for purposes of compensation for work injuries. They don't receive leave or other employee benefits (see VA Form 28-1905h)
 - A veteran may pursue a NPWE in a Federal, State or local government agency at the full time, three-quarter-time or half-time rate [CFR 21.4270, footnote 5]



Questions???