

2019

REPORT ON THE TRANSITION FROM MILITARY SERVICE TO EMPLOYMENT



**TEXAS WORKFORCE
COMMISSION**



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House Bill 257 Introduction

House Bill 257, passed by the 85th Texas Legislature, Regular Session (2017), amended the Texas Labor Code, Chapter 302, Division of Workforce Development, Section 302.020, to require the Texas Workforce Commission (TWC), no later than September 1 of each year, submit to the governor, lieutenant governor, speaker of the house of representatives, and chairs of the legislative committees with appropriate jurisdiction, a report that:

- identifies:
 - the five most common military occupational specialties of servicemembers who are transitioning from military service to employment;
 - the five occupations for which the most common military occupational specialties best offer transferable skills that meet the needs of employers; and
 - any industry-based certifications that align with the military occupational specialties identified; and
- includes any other data or other information identified by TWC in administering the College Credit for Heroes program as useful for supporting the transition of servicemembers and veterans into the occupations identified

This report was developed with information extracted from the Texas Veterans Leadership Program's (TVLP) DD-214 database and supporting information derived from CEB TalentNeuron, which provides a comprehensive source of global talent analytics.

TVLP identified the top five transitioning military occupational specialties by matching across all branches of the military. The data was then cross-matched with CEB TalentNeuron data to derive corresponding Standard Occupational Codes (SOC) used in the civilian and private sectors to arrive at a comprehensive list of related certifications and occupations.



The Texas Workforce Commission's Commitment to Serving Veterans

Texas is home to over 1.7 million veterans. Each year, 22,000 to 28,000 military service members return to Texas or remain in Texas upon exiting the US Military. These numbers include Active Duty, Reserve, National Guard, and US Coast Guard transitioning service members.

Texas Workforce Commission and Community Partners

TWC oversees a service delivery system comprising 28 Local Workforce Development Boards (Boards) that administer services in more than 186 Texas Workforce Solutions Offices across the state. TWC provides employment assistance and education and training to individuals who are seeking employment. TWC collaborates with community and technical colleges and trains providers across the state to train veterans and other eligible individuals in target and in-demand occupations. Although services are available to the public, TWC has specific statutory direction to provide priority of service to veterans. This priority of service requirement is established in both federal and state law.

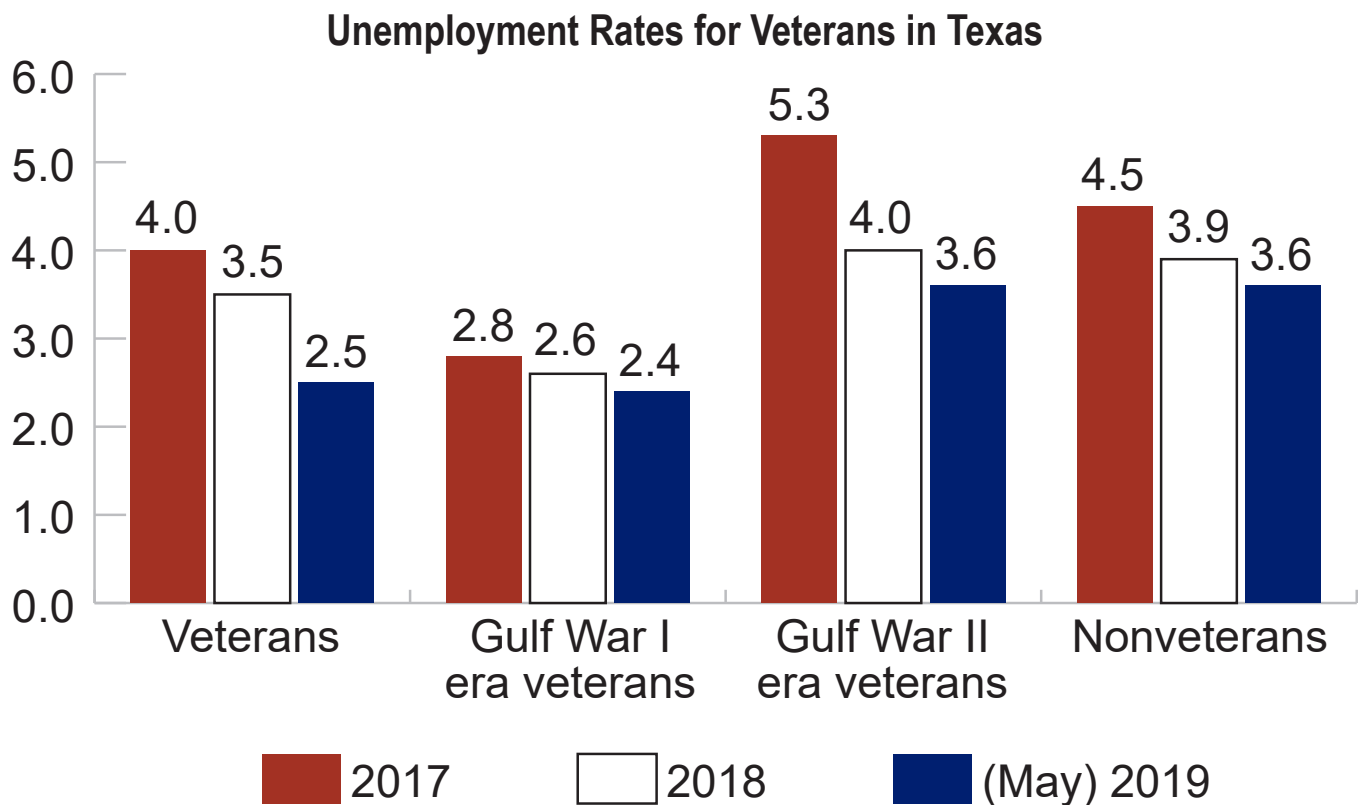
The Texas Veterans Commission (TVC) also provides 158 Veterans Employment Representatives located in 78 Workforce Solutions Offices across the state. TWC, TVC, and the 28 Boards work collaboratively to coordinate and deliver employment and other supportive services to all veteran job seekers and their families.



Veteran Unemployment

Figure 1 compares unemployment rates for veterans and nonveterans, including the rates for veterans of Gulf Wars I and II. The comparison shows that over the last three years, veterans in Texas have consistently had a lower unemployment rate than that of nonveterans, with the exception of Gulf War II veterans. There is also a notable contrast between the unemployment rate for Gulf War I veterans when compared to the more recent war in the Gulf. A likely cause is the longer time frame that Gulf War I veterans have had to work and gain experience, when compared to that of their Gulf War II counterparts.

Figure 1: Unemployment Rates for Veterans in Texas



Data Source: Local Area Unemployment Statistics and Current Population Survey

Texas Veterans Leadership Program

TVLP, established in 2008, is a resource and referral network for veterans from Iraq and Afghanistan (OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA) who are transitioning back into civilian life.

- OEF—Operation Enduring Freedom (Afghanistan)
- OIF—Operation Iraqi Freedom (Iraq)
- OND—Operation New Dawn (Iraq)
- OFS—Operation Freedom's Sentinel (Afghanistan)
- OIR—Operation Inherent Resolve (Syria and Iraq)
- ORS—Operation Resolute Support (Afghanistan)
- CJTF HOA—Combined Joint Task Force Horn of Africa

TVLP employs 20 Veterans Resource and Referral Specialists (VRRSs) across the state who outreach veterans and transitioning service members to ensure that they are directed to any help they need in order to eventually return to work. This program puts special attention on those individuals facing specific or complex challenges as they reintegrate into the workforce.

All VRRSs were Iraq or Afghanistan service members, so they understand the unique needs these individuals are facing. Since July 2008, TVLP has contacted 34,210 and has provided services to 30,348 OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA veterans. Although not the primary focus, TVLP also assists non-OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA veterans, if assistance is requested. The total number of Texas veterans assisted is 31,795.



Texas Operation Welcome Home

On March 7, 2016, Governor Greg Abbott established the Tri-Agency Workforce Initiative to assess local economic activities, examine workforce challenges and opportunities, and consider innovative approaches to meeting the state's workforce goals. Included in the Tri-Agency's charge was an evaluation of gaps in services to Texas veterans.

The Texas Operation Welcome Home program was developed by the Tri-Agency Workforce Initiative, in conjunction with 28 Boards, TVC, and military installations that include nine active duty, two reserves, and one National Guard. The program is designed to better meet the education, training, and employment needs of transitioning service members, recently separated veterans, and military spouses in Texas.

Texas Operation Welcome Home is comprised of multiple components, including:

- **Welcome Home Texas Transition Alliance**

The Welcome Home Texas Transition Alliance is a group of stakeholders who meet on a quarterly basis to discuss best practices, cross-train on one another's programs, collaborate on addressing the needs of transitioning service members, and facilitate ongoing coordination to improve employment outcomes. The Welcome Home Texas Transition Alliance stakeholders include the key staff from TWC, TVLP, TVC, Military Transition Center Managers, Garrison/Base Commanders, employers, employer associations, designated Boards, and Workforce Solutions Offices.

The Welcome Home Texas Transition Alliance has met five times since its inception. One of the best practices that has been replicated is military installations conducting a needs assessment of transitioning service members and military spouses. The needs assessment has highlighted the types of training, certifications, or licensures transitioning service members and military spouses are seeking. The assessment has also identified gaps in services for the Texas workforce system partners to address use of resources.



- **Skills for Transition Program**

The Skills for Transition Program funds the training component of Operation Welcome Home. Funds are made available through the Skills Development Fund and awarded to local community colleges working in partnership with local Workforce Solutions Offices and local military installations.

- Training up to \$2,750 per trainee will be made available to participants deemed eligible for participation.
- Training programs shall be for those high-demand and in-demand occupations identified and verified by the Board.
- Short-term certificate or licensure attainment is the goal of the program.
- Funding can be used to pay for certification exams for participants who successfully complete training or have acquired the necessary knowledge and skills, through military experience, for these certifications.

As of June 2019, there have been more than 290 transitioning service members who have enrolled in the Skills for Transition Program. Based on the information provided by employers and institutions of higher education, the list provided below shows the majority of the transitioning service members are using the Skills to Transition Program to earn certifications in high-demand career occupations.

- Heavy Equipment Operator
- Computer Network Support Specialist
- Network Computer Systems Administrator
- Project Management Professional
- Lean Six Sigma Practitioner
- Automotive Body and Repair Technician
- Automotive Service Technician
- Emergency Medical Technician
- Law Enforcement Officer
- Heating, AC, and Refrigeration Mechanics and Installer
- Welder, Cutter, Solder, and Brazier
- Human Resource Specialist
- Registered Nurse
- Electrician
- Pharmacy Technician
- Management Analyst

- **We Hire Vets Campaign**

We Hire Vets is an employer recognition program that recognizes Texas employers for their commitment to hiring veterans. Employers whose workforces are composed of at least 10 percent military veterans are eligible to receive a “We Hire Vets” employer recognition decal to display on their storefronts and an electronic decal to display on their websites. Employers who qualify for the We Hire Vets program also receive a letter signed by the Chair of TWC’s three-member Commission and the Chair of TVC.

We Hire Vets, sponsored by TWC and TVC, has issued 463 We Hire Vets decals and letters to Texas employers. Chair Ruth Hughs recognizes all employers at local Texas Business Conferences throughout the state who participate in the We Hire Vets program. Several We Hire Vets ceremonies have been conducted in cities across the state, including El Paso, Killeen, and Houston.

Employers participating in the We Hire Vets program include the following:

- Dennis Eakin Kia
- Department of the Army-III Corps and Fort Hood
- General Dynamics Land Systems
- Lockheed Martin
- Lubbock Police Department
- Southwest Airlines
- Texas VFW
- Travis County ESD No. 2
- Union Pacific Railroad
- US Department of Veterans Affairs
- Webb County Veterans Service Office
- Workforce Solutions Capital Area
- Workforce Solutions of Central Texas



- **Military Family Support Pilot Program**

The Military Family Support Pilot Program provides military spouses with enhanced job search assistance, assessment of skills, labor market information, résumé writing, and interview skills. If funding is available, military spouses can receive certification or licensure training in targeted occupations.

The Military Family Support Pilot Program has been funded for three years, with a \$1 million-dollar allocation per fiscal year. Currently, there are eight military installations throughout the state that have signed memoranda of understanding (MOUs) with their respective Local Workforce Development Board (Board) to participate in the program. The Military Family Support Pilot Program has connected more than 600 military spouses to local business leaders, peers, and career development support programs.

Military Family Support Pilot Program Highlights:

- Assisted 455 military spouses with career skills and enhanced employment services, including résumé writing and interviewing techniques
- Enrolled 115 military spouses in job certification training
- Connected 112 military spouses to employment
- Outreached 150 employers to support and hire military spouses

College Credit for Heroes

The College Credit for Heroes (CCH) initiative seeks to maximize college credits awarded to veterans and service members for their military experience in order to expedite their transition into the Texas workforce. The initiative's goal is to eliminate obstacles to attaining licensing, certification and accreditation, and degree awards at state and national levels so veterans transition more quickly from college classrooms to the workforce.

Since 2011, CCH has focused on three primary aspects: the online web portal, the network of partner schools, and acceleration curricula.



- **Web Portal**

In April 2012, Central Texas College launched www.CollegeCreditforHeroes.org, an online application and database through which veterans and transitioning service members (TSMs) can receive an official evaluation of credit to be used at colleges and universities throughout the state. Results from the first five years show that Texas veterans and service members have been recommended an average of 25 credit hours per evaluation issued through the College Credit for Heroes website. With the recognition that a majority of colleges and universities have developed local evaluation and credit-award programs, the portal will close in August 2019. Going forward, TWC will maintain a web-based list of participating CCH institutions and assist in connecting veterans and TSMs to the school(s) of their choice.

- **Network of College Credit for Heroes Partner Schools**

Since the award of academic credit is contingent upon approval of the receiving Texas college or university, increasing awareness and encouraging participation is imperative. In the early years of the program, schools signed MOUs, thereby agreeing to review CCH portal evaluations, and made a commitment to award as many credits as possible and as applicable. As the program matured, many schools developed their own evaluation systems based on local criteria and programs of study. As of 2018, the CCH program was recognized as a robust network of schools with localized evaluation and credit programs. These Texas schools recognize the value of military experience and remain committed to supporting veterans as they enter and complete postsecondary education.

- **Acceleration Curricula**

College Credit for Heroes seeks proposals from eligible offerors to develop, modify, or replicate streamlined programs that translate military experience, education, and training into civilian credentials to accelerate degree, certificate, and licensing programs that allow veterans and service members to more easily reenter the workforce. Programs developed under this proposal must:

- result in academic credit that leads to an associate degree or higher, which may include continuing education units or other similar workforce training certifications or credentials; and
- provide a pathway toward one or more high-demand occupations, other than occupations predominately found in the public sector, as confirmed by the Board in the local workforce development area where the program will be implemented.

Top Five Military Occupational Specialties for 2019

The top five military occupational specialties in Texas for 2019 are as follows:

1. Infantryman/Rifleman
2. Health Care Specialist/Hospital Corpsman
3. Automated Logistical Specialist/Material Management/Logistics Specialist Supply Basic/
Maintenance Management Specialist
4. Human Resources Specialist
5. Wheeled Vehicle Mechanic

Details on the military occupational specialties and related occupations and industry-based certifications are included on the following pages.



1. Infantryman / Rifleman

SOC Code	55-3016
Description	Supervises, leads, or serves as a member of an infantry activity in support of combat operations. Responsible for the use, maintenance, and accountability of weapons, vehicles, and equipment. Develops and leads training for daily tasks. Vets access to secured areas. Operates and maintains communication equipment.
Certifications	Law Enforcement Officer Texas Peace Officer License Associate Safety Professional (ASP) Certified Construction Manager (CCM) Certified Ethical Hacker (CEH) Certified Associate in Project Management (CAPM) Project Management Professional (PMP) Certified Professional in Learning and Performance (CPLP)
Occupations	33-3051—Police and Sheriff's Patrol Officers 33-9093—Transportation Security 11-9199—Loss Prevention Managers 11-3131—Training and Development Managers 43-1011—First-Line Supervisors of Office and Administrative Support Workers 47-1011—First-Line Supervisors of Construction Trades and Extraction Workers



2. Health Care Specialist/Hospital Corpsman

SOC Code	31-9092
Description	Assists outpatient and inpatient care and treatment, instructs first-responder training, and maintains medical supplies and equipment. Performs emergency medical and dental treatment in remote locations. Helps administer medications, including immunizations and intravenous fluids. Maintains patient treatment records, conducts research, and performs clinical tests.
Certifications	Certified Nursing Assistant (CNA) Advanced Emergency Medical Technician (AEMT) Registered Medical Assistant (RMA) Emergency Medical Technician (EMT) Certified Clinical Medical Assistant (CMA)
Related Occupations	31-9092—Medical Assistants 29-2071—Medical Records and Health Information Technicians 29-1122—Occupational Therapists 29-1123—Physical Therapists 29-1141—Clinical Nurse Specialists 29-1171—Nurse Practitioners

Notes: The US Army has the 68W (Health Care Specialist) and the US Air Force has the 4N0X1 as their respective services' "medics." It is a condition of employment for both the 68W and the 4N0X1 to maintain certification from the National Registry of Emergency Medical Technicians (NREMT) to stay in the military as a medic. The use of the NREMT is to verify cognitive and psychomotor competencies at a national level.

Navy corpsmen do not have this requirement, which has left many corpsmen without the ability to gain civilian employment upon leaving military service. Currently, corpsmen graduate from an approved EMT course while attending their "A" school, or initial job-specific training in Joint Base San Antonio. This training meets the entry requirement for national certification, but the Navy does not require sailors to test at that time. Historically, Navy corpsmen have problems paying for their certifications, but a Department of Navy program may change that issue. The Navy COOL, or Credentialing Opportunities On-Line, offers a funding stream for active and reserve (less inactive ready reserve) service members to gain their NREMT certification without cost.

3. Automated Logistical Specialist/Material Management/Logistics Specialist Supply Basic/Maintenance Management Specialist

SOC Code	13-1081
Description	Oversees the receipt, storage, documentation, transport, and quality assurance of supplies and equipment. Conducts inventory control using automated or manual methods and keeps detailed records of the quantity and condition of supplies and equipment. Prepares reports on supply and equipment availability, storage space, and relocation of material.
Certifications	Certified in Production and Inventory Management (CPIM) Certified Logistics Associate (CLA) Certified Professional in Supply Management (CPSM) Certified Purchasing Manager (CPM)
Related Occupations	11-3061—Purchasing Managers 11-3071—Transportation Managers 11-3071—Logistics Managers—Green 13-1023—Purchasing Agents, except Wholesale, Retail, and Farm Products 13-1081—Logistics Analysts



4. Human Resources Specialist

SOC Code 13-1071

Description Supervises or performs personnel and administrative functions in support of department, division, and/or section-equivalent activities, and advises executives, managers, and employees on human resources matters. Performs maintenance and processing of personnel records, including performance monitoring, training, evaluation, pay, transfers, leaves, and promotions. Prepares personnel and pay transaction documents using automatic data processing systems.

Certifications Health Insurance Portability and Accountability Act of 1996 (HIPAA)

Certified Records Manager (CRM)

Certified Professional (SHRM-CP)

Professional in Human Resources (PHR)

Global Professional in Human Resources (GPHR)

Related Occupations

11-3121—Human Resources Managers

13-1111—Management Analysts

13-1151—Training and Development Specialists

13-2099—Fraud Examiners, Investigators, and Analysts

27-3031—Public Relations Specialists



5. Wheeled Vehicle Mechanic

SOC Code	49-3023
Description	Supervises and performs maintenance and recovery operations on wheeled vehicles and associated items as well as heavy-wheeled vehicles and select armored vehicles.
Certifications	Certified Hazardous Material Manager (CHMM) Engine Machinist Technician Cylinder Head Specialist (Gas or Diesel) Automobile Technician: Automatic Transmission/Transaxle Automobile Technician: Manual Drive Train and Axles Automobile Technician: Electrical/Electronic Systems
Related Occupations	49-3023.01—Automotive Master Mechanics 49-3023.02—Automotive Specialty Technicians



