

2018

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 that 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 190 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 156 Veterans Employment Representatives located in 75 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.



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) 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 (Islamic State)
- ORS—Operation Resolute Support (Islamic State of Afghanistan)

TVLP employs 18 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 32,000 and has provided services to 25,908 OEF/OIF/OND/OFS/OIR/ORS veterans. Although not the primary focus, TVLP also assists non-OEF/OIF/OND/OFS/OIR/ORS veterans, if assistance is requested. The total number of Texas veterans assisted is 29,670.



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 wto Texas veterans.

The Texas Operation Welcome Home program was developed by the Tri-Agency 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.

Below are a few of the components of Texas Operation Welcome Home:

- **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.



- **Skills for Transition Program**

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

- Training up to \$2,000 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.

- **We Hire Vets Campaign**

We Hire Vets is an employer recognition program that recognizes Texas employers for their commitment to hiring veterans. Employers whose workforce is composed of at least 10 percent military veterans are eligible to receive a “We Hire Vets” employer recognition decal to display on their storefront. Eligible employers will have an electronic decal to display on their website.



- **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.

College Credit for Heroes

The College Credit for Heroes 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 that veterans transition more quickly from college classrooms to the workforce.

Since 2011, College Credit for Heroes has focused on three primary aspects: the online web portal, the network of partner schools, and accelerated curriculum.

- **Web Portal**

In April 2012, Central Texas College launched www.CollegeCreditforHeroes.org, an online application and database through which veterans and service members 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.

- **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 a memorandum of understanding to review College Credit for Heroes 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 College Credit for Heroes program is 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's 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 2018

The top five military occupational specialties in Texas for 2018 are as follows:

1. Infantryman/Rifleman
2. Health Care Specialist/Hospital Corpsman
3. Motor Transport Operator/Motor Vehicle Operator/Petroleum Supply Specialist
4. Human Resources Specialist
5. Unit Supply Specialist/Logistics

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



1. Infantryman / Rifleman

Total Number of

Transitioning Service

Members in Texas 1,541

SOC Code 55-3016

Description Supervises, leads, or serves as a member of an infantry activity that employs individual or crew-served weapons in support of offensive and defensive combat operations.

Certifications Driver's License
Law Enforcement Officer
Security Clearance
First Aid Certification
Texas Peace Officer License
Secret Security Clearance
First Responder
Public Trust Security Clearance
Private Investigator

Occupations 33-3011—Bailiffs
33-9092—Lifeguards, Ski Patrol, and Other Recreational Protective
Service Workers
33-9032—Security Guards
33-9093—Transportation Security Screeners
11-9199—Loss Prevention Managers
33-9099—Retail Loss Prevention Specialists

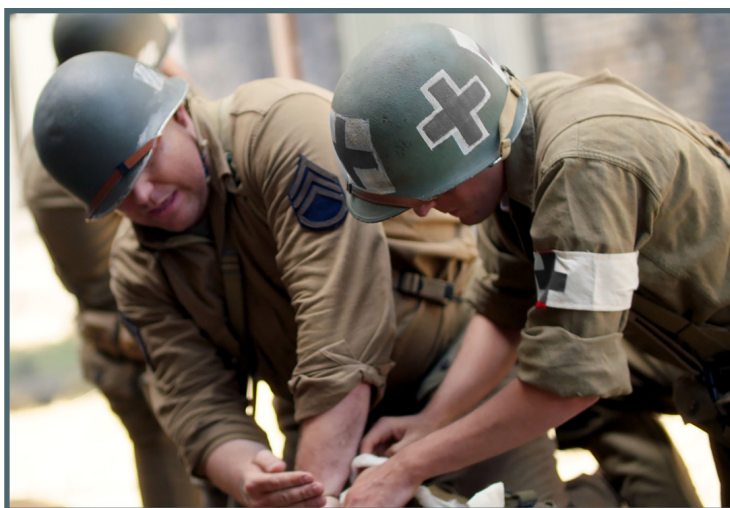


2. Health Care Specialist / Hospital Corpsman

Total Number of Transitioning Service Members in Texas	681
SOC Code	31-1015 31-1014
Description	Provides emergency medical treatment, limited primary care, force health protection, and evacuation in a variety of operational and clinical settings from point-of-injury or illness through the continuum of military health care.
Certifications	Certified Nursing Assistant Basic Life Support Certification in Cardiopulmonary Resuscitation Emergency Medical Technician (EMT) Certified Medical Assistant Basic Cardiac Life Support Certified Registered Nurse Certified Practical Nurse Licensed Vocational Nurse First Aid Certification
Related Occupations	29-1071—Physician Assistants 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 (HM) 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 new 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. Motor Transport Operator / Motor Vehicle Operator / Petroleum Supply Specialist

Total Number of
Transitioning Service

Members in Texas 555

SOC Code 53-3000

53-7072

Description Supervises or operates wheel vehicles to transport personnel and cargo.
Supervises or receives, stores, accounts for, cares for, dispenses, issues,
and ships bulk or packaged petroleum, oils, and lubricants products.

Certifications Commercial Driver's License
Class A Commercial Driver's License
HAZMAT
Driver's License
DOT Medical Card
Tanker and HAZMAT Endorsement
Class B Commercial Driver's License
Transportation Worker Identification Credential
Occupational Safety and Health Administration Certification
First Aid Certification

Related Occupations 43-5021—Couriers and Messengers
53-3031—Driver/Sales Workers
53-6021—Parking Lot Attendants
53-6061—Transportation Attendants, except Flight Attendants
53-3033—Light Truck or Delivery Services Drivers
53-7072—Pump Operators, Except Wellhead Pumpers

Notes: A Federal Motor Carrier Safety Administration (FMCSA) rule will provide military personnel with a time extension to apply for a skills test waiver and permit active duty military personnel to apply and be tested for their commercial learner's permits and commercial driver's license (CDL) in the state where they are stationed. FMCSA will establish a process that allows veteran operators to obtain their Department of Transportation medical certification exams from their Department of Veterans Affairs physician.

The Commercial Motor Vehicle Operator Safety Training Grant Program will provide grant funds to commercial driver training schools that train veterans to transition into civilian motor carrier careers. The FAST Act military pilot program will allow select military personnel ages 18, 19, and 20 to operate a commercial motor vehicle in interstate commerce.

Military Skills Test Waiver Program

In May 2011, FMCSA finalized the Commercial Learner's Permit rule. Within that rule is a provision that gives State Driver Licensing Agencies (SDLAs) the authority to substitute two years of experience safely operating trucks or buses equivalent to civilian commercial vehicles for the skills test portion of the CDL test. US Military drivers must apply within one year of leaving a military position requiring operation of a commercial vehicle. Currently, every state offers the military skills test waiver. The latest information (February 2017) indicates that more than 19,000 current and former military have taken advantage of the skills test waiver, making them immediately eligible for employment.

Federal Motor Carrier Safety Regulation 49 CFR 383.77 requires the applicant to certify the following to an SDLA:

- His/her safe driving experience;
- He or she has not held more than one license (except a U.S. Military driver's license) in the past two years;
- He or she has not had his/her base state-issued driver's license suspended, revoked, or cancelled; and
- He or she has not had convictions in any type of motor vehicle for the disqualifying CDL offenses listed elsewhere in the regulations.

States must also meet other requirements to give veterans the option of this skills test waiver, but the process allows states to assist veterans and active duty personnel in their transition from their US Military occupation to a civilian career. As more troops transition from active duty, the US Department of Transportation and FMCSA have joined with the US Departments of Defense, Labor, and Veterans Affairs to facilitate this process.

FMCSA, in collaboration with the US Department of Defense, the US Army, and the American Association of Motor Vehicle Administrators, generated a standardized Application for Military Skills Test Waiver form. This document addresses all of the issues captured in the new regulation, including:

- violations that can void the waiver;
- the specific type(s) of vehicle which the service member was licensed to drive; and
- an endorsement by the service member's commanding officer of his or her safe driving record.

Applicants considering taking advantage should note that each state manages its own skills test waiver. To determine the specific requirements and apply for your state's waiver program, visit your state's CDL website.



4. Human Resources Specialist

Total Number of
Transitioning Service

Members in Texas 535

SOC Code 13-1141

Description The human resources specialist supervises or performs personnel and administrative functions in support of company, battery, and troop; detachments at division, corps, and echelons above corps; in brigade and battalion SI's or in other similar organizations, activities, and units, and advises the commander, the staff, and unit soldiers on human resources matters. The human resources specialist also participates in occupational classification and management of human resources. The human resources specialist supervises personnel management of human resources or supervises personnel management activities to include maintaining officer and enlisted personnel records and processing personnel actions concerning soldiers and their families

Certifications |Health Insurance Portability and Accountability Act of 1996 (HIPAA)
Certified Employee Benefits Specialist
Professional in Human Resources
Driver's License
Certified Compensation Professional
Advanced Certification Administrator
Cloudera Certified Professional
Senior Professional in Human Resources
Security Clearance
Society for Human Resource Management Senior Certified Professional

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. Unit Supply Specialist/Logistics

Total Number of

Transitioning Service

Members in Texas 505

SOC Code 13-1081

Description Supervises or performs duties involving requests, receipt, storage, issue, accountability, and preservation of individual, organizational, installation, and expendable supplies and equipment.

Certifications Secret Security Clearance

Driver's License

Top Secret Clearance

Top Secret Sensitive Compartmented Information

Occupational Safety & Health Administration Certification

HAZMAT

Certified in Production and Inventory Management

Forklift Certification

Public Trust Security Clearance

Certified Purchasing Manager

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



