



Texas Workforce Commission

Report on the Transition from Military Service to Employment 2023



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HOUSE BILL 257 INTRODUCTION

House Bill (HB) 257, passed by the 85th Texas Legislature, Regular Session (2017), amended Texas Labor Code, Chapter 302, Division of Workforce Development, §302.020, to require the Texas Workforce Commission (TWC) to submit, no later than September 1 of each year, 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 service members who are transitioning from military service into employment;
 - the five occupations for which the most common military occupational specialties best provide 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 (CCH) program as useful for supporting the transition of service members and veterans into the occupations identified.



TWC developed this report with information provided by the United States Army's Soldier for Life Analytics and Research team. The team prepared the Soldier for Life Transition Overview Packet 2022. To fulfill the requirements set forth in HB 257, the Texas Veterans Leadership Program (TVLP) identified the top five transitioning military occupational specialties by matching the occupations across all branches of the military. The data was then cross matched with data compiled by CEB TalentNeuron, a source of global talent analytics, to derive the corresponding Standard Occupational Classification (SOC) codes used in the civilian and private sectors. The resulting data allowed TVLP to develop a comprehensive list of related certifications and occupations.

Military installations across Texas continue to adapt how they train Transitioning Service Members (TSMs) in order to meet the mandatory Career Readiness Standards in the following four tracks: Employment, Vocational Training, Education, and Entrepreneurship. Military transition centers offer

this mandatory training in person or through a virtual platform. The military installations also host in-person job fairs and other events. TWC, the 28 Local Workforce Development Boards (Boards), TVLP, and the Texas Veterans Commission (TVC) continue to work with the military installations and TSMs to provide in-person and virtual services.

TEXAS WORKFORCE COMMISSION AND COMMUNITY PARTNERS



TWC oversees a service delivery system comprising 28 Local Workforce Development Boards (Boards), which administer services in more than 180 Texas Workforce Solutions Offices across the state. TWC provides employment assistance, education, and training to individuals who are seeking employment. Additionally, 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 also available to the public, TWC operates under specific statutory direction to provide priority of service to veterans. This priority of service requirement is established in both federal and state law.



TVC employs 183 Veterans Employment Representatives operating at 90 locations, including Workforce Solutions Offices, Veterans Administration (VA) centers, American GI Forum programs, military installations, and statewide institutions of higher education (IHEs). TWC, TVC, and the Boards work collaboratively to coordinate and deliver employment and support services to veteran job seekers and their families.

THE TEXAS WORKFORCE COMMISSION'S COMMITMENT TO SERVING VETERANS

Texas is home to more than 1.5 million veterans. Yearly, between 22,000 and 25,000 military service members return to Texas or remain in Texas upon exiting military service. The numbers include Active Duty, Reserves, National Guard, and US Coast Guard TSMs. In 2022, 17,358 Fort Cavazos (formerly Fort Hood) soldiers transitioned from service—9,871 Active Duty, 4,179 Army Reserve, and 3,308 National Guard. The soldiers were eligible to receive priority service and participate in TWC programs designed to facilitate their transition from military into civilian life. As part of its commitment to serve veterans, TWC provides employment and training services to veterans to help them become gainfully employed.

1.5 million
Veterans in Texas

22,000+
Texans exit military service
each year

183
Veterans Employment Reps

VETERAN UNEMPLOYMENT

The chart below compares the unemployment rates for veterans and non-veterans, including the rates for veterans of Gulf Wars I and II. The comparison shows that in each veteran category the veteran unemployment rate was higher than that of non-veterans from April 2022 through April 2023, with the exception of Gulf War I veterans.

The unemployment rate for Gulf War I–Era Veterans in Texas in April 2022 was 4 percent, compared to 3.4 percent in April 2023. The Rolling Unemployment Rate Average from April 2022 through April 2023 is 3.9 percent for Gulf War I–Era Veterans.

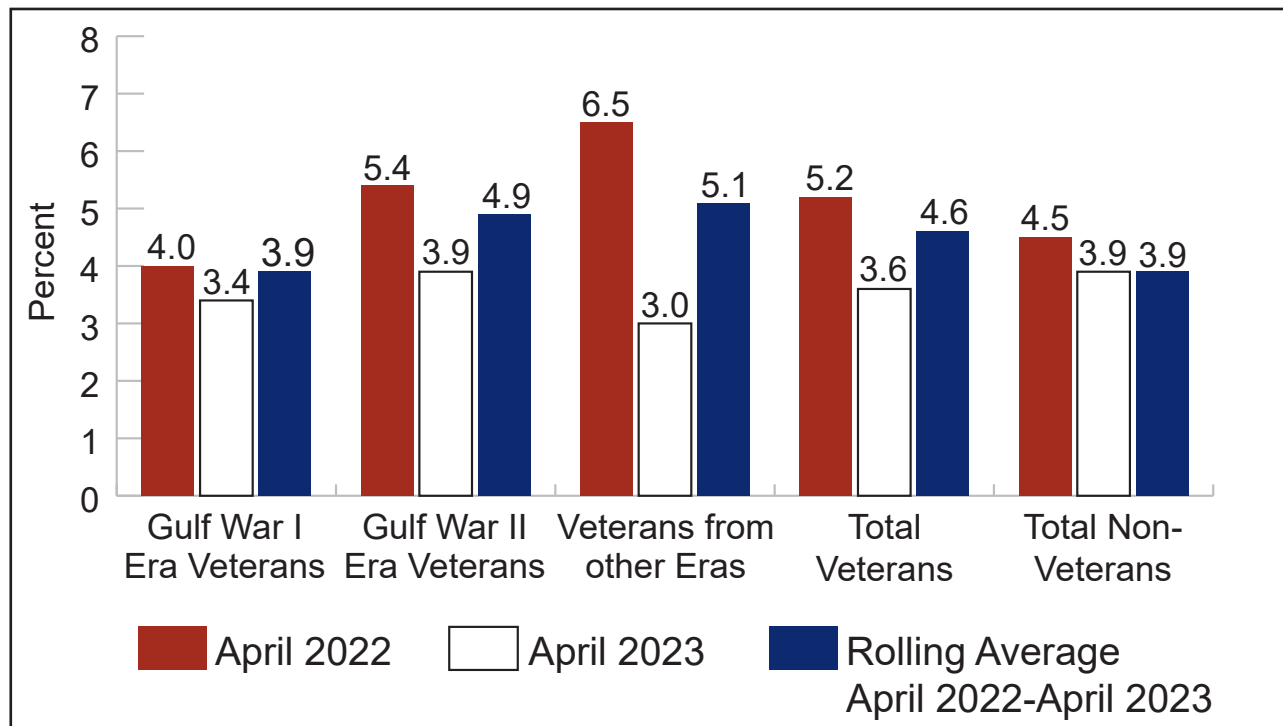
The unemployment rate for Gulf War II–Era Veterans in Texas in April 2022 was 5.4 percent, compared to 3.9 percent in April 2023. The Rolling Unemployment Rate Average from April 2022 through April 2023 is 4.9 percent for Gulf War II–Era Veterans.

The unemployment rate for Veterans from Other Eras in Texas in April 2022 was 6.5 percent, compared to 3 percent in April 2023. The Rolling Unemployment Rate Average from April 2022 through April 2023 is 5.1 percent for Veterans from Other Eras.

The unemployment rate for Total Veterans in Texas in April 2022 was 5.2 percent, compared to 3.6 percent in April 2023. The Rolling Unemployment Rate Average from April 2022 through April 2023 is 4.6 percent for Total Veterans.

The unemployment rate for Total Non-Veterans in Texas in April 2022 was 4.5 percent, compared to 3.9 percent in April 2023. The Rolling Unemployment Rate Average from April 2022 through April 2023 is 3.9 percent for Total Non-Veterans. See Figure 1 below.

Figure 1: Veteran Unemployment Rates in Texas



Source: Data compiled from Current Population Survey.

TEXAS VETERANS LEADERSHIP PROGRAM

The Texas Veterans Leadership Program (TVLP) is a resource and referral network for veterans from Iraq and Afghanistan who are transitioning back into civilian life.

Acronyms for specific campaigns are the following:

- 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
- OSS—Operation Spartan Shield

TVLP employs 17 Veterans Resource and Referral Specialists (VRRSs) across the state, in addition to three who work at the transition centers on military installations. VRRSs outreach veterans and TSMs and direct them to the help they need in order to obtain employment. The program emphasizes serving individuals facing specific or complex challenges as they reintegrate into the workforce.

All VRRSs were Iraq or Afghanistan service members and understand the unique needs of transitioning individuals. Since July 2008, TVLP has contacted 53,830 veterans and has provided services to 44,548 OIF and OEF veterans. Although not the primary focus, TVLP also helps non-OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA/OSS veterans if assistance is requested. Since its inception, TVLP has assisted 50,064 Texas veterans. TVLP provides and coordinates various employment services and events for veterans, including virtual career fairs.

TVLP staff members participate in veteran treatment courts and serve on homeless veteran committees, veteran suicide prevention committees, and the

Department of Veterans Affairs’ community veterans engagement boards across the state.

TVLP partners with the national and state offices of the American Legion, Texas Veterans of Foreign Wars (VFW), Boards, and TVC in hosting in-person and virtual job fairs. Since the fall of 2022, TVLP and TVC, in partnership with the American Legion and VFW, have conducted one virtual and three in-person job fairs. The American Legion also conducted an all-day employment workshop at Fort Cavazos before the Fort Cavazos Mega Job Fair. The workshop included training on résumé writing, the federal hiring process, applicant tracking systems, interview skills, and dressing for success. More than 60 TSMs attended the training.

TVLP submitted veterans’ job applications to TWC Human Resources staff members for consideration for TWC veteran direct-hire positions. TVLP staff members worked directly with the veterans throughout the process, and in April 2023, five veterans were hired using the veteran direct-hire preference.

The TWC IT team created an internship within the Fort Cavazos Individualized Career Skills Internship Program for a TSM. The TSM completed the nine-week internship program and was hired as a TWC IT staff member in June 2023.

Fort Cavazos Veteran Resource and Referral program is partnering with Samsung Austin Semiconductor through the Army Career Skills Program to pilot an individual internship initiative. During the three-month internship, participants will receive a hands-on introduction to advanced semiconductor manufacturing as well as fabrication protocol and safety training. Interns will complete at least one entry-level certification before completing the training. The inaugural class of interns is projected to begin 12-week internships in the fall of 2023.

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. One component of the initiative was the evaluation of gaps in services to Texas veterans.



Texas Operation Welcome Home
Transitioning Texas Troops

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

WELCOME HOME TEXAS TRANSITION ALLIANCE

The Welcome Home Texas Transition Alliance is a group of stakeholders that meet on a semiannual basis to discuss best practices, cross-train on one another's programs, collaborate on addressing the needs of TSMs, and facilitate ongoing coordination to improve employment outcomes for veterans. The stakeholders include TWC, TVLP, TVC, military transition centers, garrison/base commanders, employers, employer associations, designated Boards, and Workforce Solutions Offices.

As a best practice set forth by the alliance, military installations now conduct needs assessments of TSMs and military spouses. The assessments help highlight the types of training, certifications, and licensures that TSMs and military spouses are seeking. Such assessments also identify gaps in services provided by the Texas workforce system.



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WE HIRE VETS CAMPAIGN

TWC and TVC sponsor We Hire Vets, 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” decal to display on their storefronts and an electronic decal to display on their websites. Employers that qualify for the We Hire Vets program also receive a letter signed by the TWC Commissioner Representing Employers and the TVC Chairwoman. TWC and TVC outreach and encourage employers to hire veterans. The efforts made by We Hire Vets employers help to inspire other employers to hire veterans as well.

Since 2017, We Hire Vets has issued 984 decals and letters to Texas employers. Commissioner Representing Employers Aaron Demerson recognizes at local Texas business conferences throughout the state all employers that participate in the We Hire Vets program. Below is a list of several new employers that are currently participating in the We Hire Vets program:

- Airforce Turbine Service
- Gulf Process Gases, LLC
- Research Institute
- International Airport
- Corpus Christi Police Department
- Airbus Helicopters, Inc.
- Industrial Services, Inc.
- Instrument Repair and Calibration, Inc.
- Namauu Technological & Industrial
- Buffco Production, Inc.
- L3Harris Technologies
- Koetter Fire Protection of Austin, LLC



984

Texas employers have participated in the We Hire Vets program since 2017



MILITARY FAMILY SUPPORT PROGRAM

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

The Military Family Support Program has been funded annually with a \$1 million allocation per fiscal year since 2017. Currently, there are eight military installations throughout the state that have signed memoranda of understanding with their respective Boards to participate in the program, which has connected military spouses to local business leaders, peers, and career development support programs.

The following Boards currently participate in the Military Family Support Program:

- Alamo—Joint Base San Antonio
- Central Texas—US Army, Fort Cavazos
- Borderplex—US Army, Fort Bliss
- West Central Texas—Dyess Air Force Base
- Concho Valley—Goodfellow Air Force Base
- North Texas—Sheppard Air Force Base
- Middle Rio Grande—Laughlin Air Force Base

- Coastal Bend—Kingsville and Corpus Christi Naval Air Stations

The Military Family Support Program reported several success stories, including the following:

- A military spouse enrolled in the registered nurse training program at Central Texas College received an associate degree in nursing. The spouse was employed in a position with a starting salary of \$28.75 an hour.
- A military spouse worked with a military family support liaison and received an internship with the Texas Department of Family and Protective Services (DFPS). The internship led to employment with DFPS in the Human Resources department, with a starting salary of \$63,600 a year.

On June 27, 2023, TWC and the Fort Cavazos Transition Assistance Program (TAP) sponsored a military spouse job fair at Fort Cavazos, in partnership with TVLP, Fort Cavazos’s Employment Readiness Program, and Workforce Solutions of Central Texas. Fifty-four employers and more than 200 military spouses, family members, and transitioning service members attended the job fair.

Figure 2: Military Family Support Program Highlights

Completed Program Year	2017-2018	2019	2020	2021	2022	Total
Number of Military Spouses Outreached	394	350	397	708	332	2,181
Number of Military Spouses Assisted in the MFSP/ Registered in WIT	186	230	337	479	242	1,474
Number of Military Spouses Receiving Credentials	34	38	9	100	67	248
Number of Employers Targeted to Hire Military Spouses	76	156	28	147	137	544
Number of Military Spouses Hired	72	74	17	51	31	245

Note: Funding for the Military Family Support Program was available for five months of 2017, resulting in low program participation. Program numbers met that year have been combined with 2018 program numbers for reporting.

OTHER LOCAL PROGRAMS

In December 2021, the US Department of Labor (DOL) awarded TWC and Workforce Solutions of Central Texas an \$8.03 million National Dislocated Worker Grant (DWG) to retrain transitioning military members and their spouses as they transition into civilian employment. Since the grant was awarded, more than 980 military members and their spouses have been served.

In March 2023, the DOL awarded Workforce Solutions Borderplex a \$4.7 million DWG to retrain TSMs and their spouses as they transition into civilian employment.

In March 2023, the assistant secretary for the DOL Veterans' Employment and Training Service and the DOL Employment and Training Administration regional administrator visited Fort Cavazos, Central Texas College, and Workforce Solutions of Central Texas for a demonstration on how all the organizations (Fort Cavazos, TWC, Workforce Solutions of Central Texas, Central Texas College, and employers) work together to train and employ TSMs and military spouses. The visit provided the assistant secretary and the regional administrator insight on the success of the Service Member DWG. The DWG led to several success stories, including the following:

A military spouse was laid off from their job after working with a company for 20 years. Through DWG-grant funding and with the guidance and direction of Workforce Solutions staff members, the spouse secured a full-time position as a military talent specialist, earning \$90,000 a year.

A veteran who was newly employed as an automotive technician needed help to maintain employment. Through DWG-grant funding and with the assistance of a military transition liaison, the veteran received support services and was provided a toolbox, uniforms, and boots.

COLLEGE CREDIT FOR HEROES

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



COLLEGE CREDIT FOR HEROES

Texas institutions value student veterans and work on their behalf to award academic credit for their military experience, education, and training. In November 2019, TWC partnered with CCH Texas institutions to create a cohesive CCH network. In February 2020, TWC announced a new grant for the College Credit for Heroes Capacity Building Program. The grant is designed to help Texas institutions develop or improve an integrated system for evaluating military transcripts.

Throughout the life of the CCH program, 46 grants have been awarded. The grants are divided into two types: Acceleration Curricula (from 2011 through 2018) and Capacity Building (from 2019 to present). To date, 22 Texas colleges and universities have been awarded grants, resulting in the creation of 91 acceleration curricula courses in fields such as emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing, and logistics.

The Evaluation of Credit

HB 493, passed by the 85th Texas Legislature, Regular Session (2017), required TWC, in consultation with the Texas Higher Education Coordinating Board (THECB), to report the number of academic credit hours that were awarded under the program and were applied toward a degree or certification program at an IHE during the most recent academic year. The new reporting elements listed in HB 493, which became effective on January 1, 2018, are included in this report.

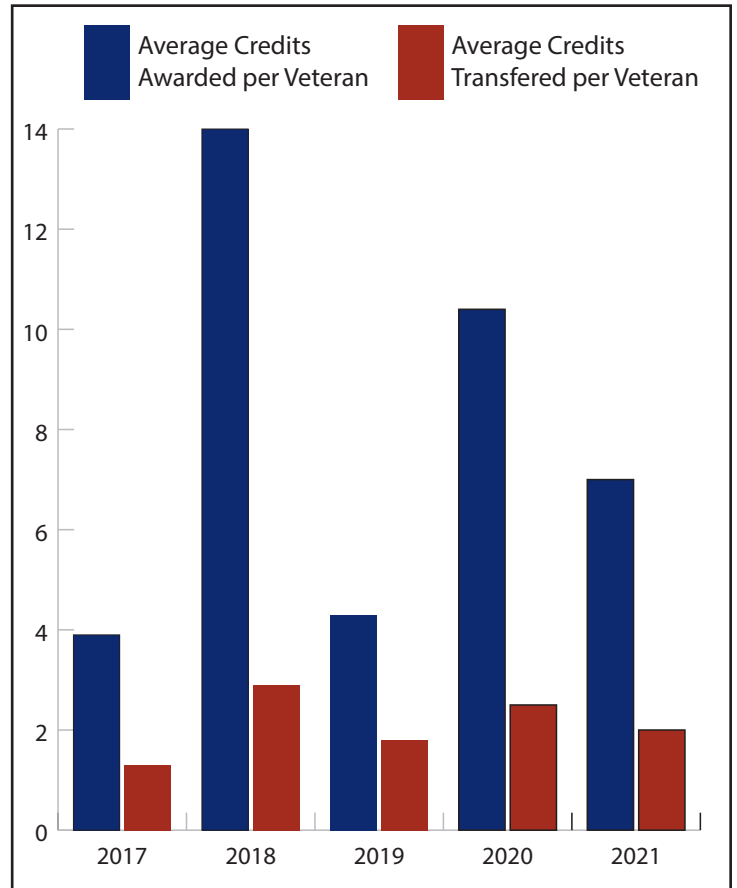
The CCH program is a growing network of schools, the majority of which rely on localized evaluation and credit programs. Three institutions provided HB 493 survey data for the 2021 reporting period and followed localized evaluation processes. IHEs participating in the CCH program partner with the American Council on Education (ACE) and use the ACE online guide to evaluate military courses for academic credit. The guide lists recommended credit units in academic disciplines as well as required learning outcomes, topics of instruction, and related competencies. Course exhibits in the ACE guide support credit recommendations for different subject areas and give specific guidance to registrars, deans, and other school officials who want to apply military courses to their respective institutions' degree requirements.

In addition to using the ACE guide, participating IHEs rely on local policies and processes to evaluate and award credit. During the evaluations, IHEs measure the depth of knowledge and skills and award credit accordingly. IHEs report that they use methods such as prior learning assessments, credit by exam, and interviews.

Average Credit Hours per Veteran for Academic Years 2017 through 2021

HB 493 survey data reported in 2021 compared with 2020 data shows a decrease from 10.4 to 7 in the average number of credit hours awarded and successfully transferred per veteran. The following graph provides details on the average credit hours awarded and transferred over the last five years of the CCH program.

Figure 2: Comparison of Average Credit Hour per Veteran for Academic Years 2017 through 2021



Source: Data was compiled by THECB based on data provided by participating colleges and universities.

CCH PHASE 9 CAPACITY BUILDING PROGRAM

On February 20, 2023, TWC issued a Request for Applications from eligible applicants to participate in the CCH Phase 9 Capacity Building and Sustainability Program, which allows IHEs to develop or improve on their military evaluation processes by using a fully integrated system to identify and track student veterans participating in the CCH program. In July 2023, TWC awarded \$589,633 to three IHEs for the CCH Phase 9 Capacity Building and Sustainability Program.

\$589,633

awarded to IHEs to improve evaluation and tracking for military students



The CCH Phase 9 Capacity Building and Sustainability Program is a two-year grant. The first year is dedicated to planning, and the second year is dedicated to implementing a pilot period.

The four primary goals for the program are the following:

1. Develop and document a pilot military transcript evaluation process that ensures that academic credit will be awarded consistently to all veterans and service members.
2. Develop a sustainable tracking system for program participants that accurately gauges the benefits that they receive and confirms that processes and policies are being implemented consistently across the institution.
3. Recruit program champions from the current students, alumni, and faculty members who are or have participated in the CCH program to act as advocates and resources regarding the program.
4. Integrate CCH program information into veteran or active-duty service member resources.

TWC and THECB are working together to identify resources that could be used to develop a web page that lists the course equivalencies that are available for veterans and service members. Academic programs submitted to meet legislative requirements would also be listed on the web page. The goal of the completed web page is to allow Texas CCH partnering institutions to add or modify equivalencies and applicable academic programs. This would allow service members and veterans to compare multiple institutions and determine their best option for enrolling in a postsecondary degree program.

TOP FIVE MILITARY OCCUPATION SPECIALTIES FOR 2022

The top five military occupational specialties in Texas for 2022 are as follows:

Infantryman / Rifleman



**Automated Logistical Specialist / Material Management / Logistics Specialist
Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition**



**Health Care Specialist / Hospital Corpsman
Aerospace Medical Services**



**Wheeled Vehicle Mechanic / Mission Generation Vehicular Equipment
Maintenance Helper / Construction Mechanic**



**Information Technology Specialist / Communications— Computer Systems
Programming / Information Systems Technician**



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

1. Infantryman / Rifleman

SOC 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. Grants 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. Automated Logistical Specialist / Material Management / Logistics Specialist Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition

SOC 11-3071

Description Manages, administers, and operates supply systems and activities for daily operations. Receives, inspects, stores, issues, and delivers supplies and equipment. Plans and schedules material storage and distribution activities. Establishes and maintains stock records and other documents such as inventory, material control, and supply reports. Constructs bins, shelving, and other storage aids.

Certifications

Certified in Production and Inventory Management (CPIM)

Certified Logistics Technician (CLT)

Certified Supply Chain Professional (CSCP)

Certified in Logistics and Distribution (CLTD)

Certified Professional in Supply Management (CPSM)

Certified Federal Contract Manager (CFCM)

Senior Professional in Supply Management

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

43-5061 Production, Planning, & Expediting Clerks

43-3061 Procurement Clerks

3. Health Care Specialist / Hospital Corpsman / Aerospace Medical Service

SOC 31-9092

Description Assists with 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)
Clinical Medical Assistant (CMA)

Related Occupations

31-9092 Medical Assistants
29-2072 Medical Records Specialist
29-1122 Occupational Therapists
29-1123 Physical Therapists
29-1141 Registered Nurses
29-1171 Nurse Practitioners

Notes: The US Army has the 68W (Health Care Specialist), and the US Air Force has the 4N0XI (Aerospace Medical Service) serving as their respective services' medics. It is a condition of employment for both the 68W and the 4N0XI to maintain certification from the National Registry of Emergency Medical Technicians (NREMT) to remain in the military as a medic. The use of 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. The training meets the entry requirement for national certification, but the Navy does not require sailors to test at that time. Historically, Navy corpsmen have had problems paying for their certifications, but a US Department of Navy program may resolve the issue. The Navy COOL program (Credentialing Opportunities On-Line) provides a funding stream for active and reserve (less inactive ready reserve) service members to gain their NREMT certification without cost.

4. Wheeled Vehicle Mechanic / Mission Generation Vehicular Equipment Maintenance Helper / Construction Mechanic

SOC 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 Automotive Service Technicians and Mechanics

49-3031 Bus/Truck Mechanics/ Diesel Engine Specialists

49-3042 Mobile Heavy Equipment Mechanics, Except Engines

49-9041 Industrial Machinery Mechanics

49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers

5. Computer Network Support Specialist / Communications— Computer Systems Programming / Information Systems Technician

SOC 15-1231

Description Analyzes, tests, troubleshoots, and evaluates existing network systems, such as local area networks, wide area networks, cloud networks, servers, and other data communications networks. Performs network maintenance to ensure that networks operate correctly with minimal interruption.

Certifications

Certified System Administrator

Certified System Programmer

Certified Network Associate

Routing and Switching Certification

Related Occupations

15-1211 Computer Systems Analysts

15-1241 Computer Network Architects

15-1242 Database Administrators

15-1252 Software Developers

15-1299 Computer Systems Engineers/Architects

