

2025 Report on the Transition from Military Service to Employment





ABOUT THIS REPORT

The 2025 Report on the Transition from Military Service to Employment was developed to meet the statutory requirements of Texas Labor Code, Chapter 302, Division of Workforce Development, §302.020 as well as to highlight other efforts the Texas Workforce Commission (TWC) supports in order to improve employment outcomes for veterans and military families.

The appearance of U.S. Department of Defense (DoD) visual information does not imply or constitute DoD endorsement.

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REPORT REQUIREMENTS

Texas Labor Code §302.020 requires 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 civilian employment;
 - the five civilian 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 information identified by TWC in administering the College Credit for Heroes (CCH) program as useful for supporting the transition of service members into the occupations identified.

TWC has contextualized this report by including additional data regarding its programs, partnerships, and initiatives supporting the provision of training, education, and assistance to Texas' veterans and military families to improve self-sufficiency and employment outcomes among this population.

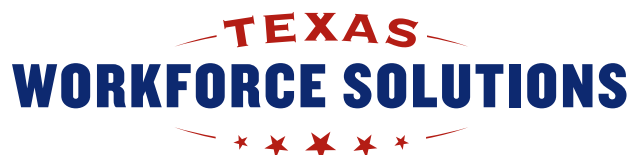
METHODOLOGY

TWC developed this report using information provided in the U.S. Army's Soldier for Life (SFL Analytics and Research team's SFL Transition National Overview Packet for Fiscal Year 2024 (FY 2024)). The SFL Transition National Overview Packet is the only comprehensive and publicly available source of statistical information regarding transitioning service members (TSMs).

To fulfill the requirements set forth in Texas Labor Code §302.020, the Texas Veterans Leadership Program (TVLP) identified the top five military occupational specialties for TSMs by matching occupational titles across all branches of the military to identify comparable specialties. This information 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 sector. The resulting data enabled TVLP to develop a comprehensive list of related certifications and occupations.

Military installations across Texas continue to adapt how they support TSMs to meet the mandatory Career Readiness Standards in the employment, vocational training, and education tracks. A fourth track, entrepreneurship, is an education and training program offered by the U.S. Small Business Administration (SBA) as part of the Department of Defense Transition Assistance Program (TAP). Military transition centers located within military installations offer training in person or through a virtual platform regarding these career tracks. The military installations also host in-person job fairs and other events. TWC, Local Workforce Development Boards (Boards), TVLP, and the Texas Veterans Commission (TVC) continue to work with military installations to provide both in-person and virtual services for TSMs.

TEXAS WORKFORCE COMMISSION AND COMMUNITY PARTNERS



TWC oversees a service-delivery system comprised of 28 Boards that administer services in more than 169 Texas Workforce Solutions offices across the state. The Texas workforce system provides employment assistance, education, and training to individuals seeking employment. Additionally, TWC collaborates with community and technical colleges and equips providers across the state to train veterans and other eligible individuals in targeted and in-demand occupations. Although services are 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 172 Veterans Employment Representatives operating at 87 locations, including Workforce Solutions Offices, Veterans Administration (VA) centers, American GI Forum program locations, 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 a beacon of support for veterans. The state is home to 15 major military installations (including the Army Futures Command headquarters) and boasts the largest veteran population in the nation, welcoming over 1.5 million service members who have dedicated their lives to serving our nation. It is estimated that each year between 22,000 and 25,000 veterans, spanning former active duty, Army Reserve, National Guard, and Coast Guard personnel, choose to return to or remain in Texas after their service concludes. Of the military branches, the Army contributes the largest number of veteran citizens. In 2024 alone, nearly 15,000 soldiers transitioned from Army service to civilian life in Texas.

1.5 million
Veterans in Texas

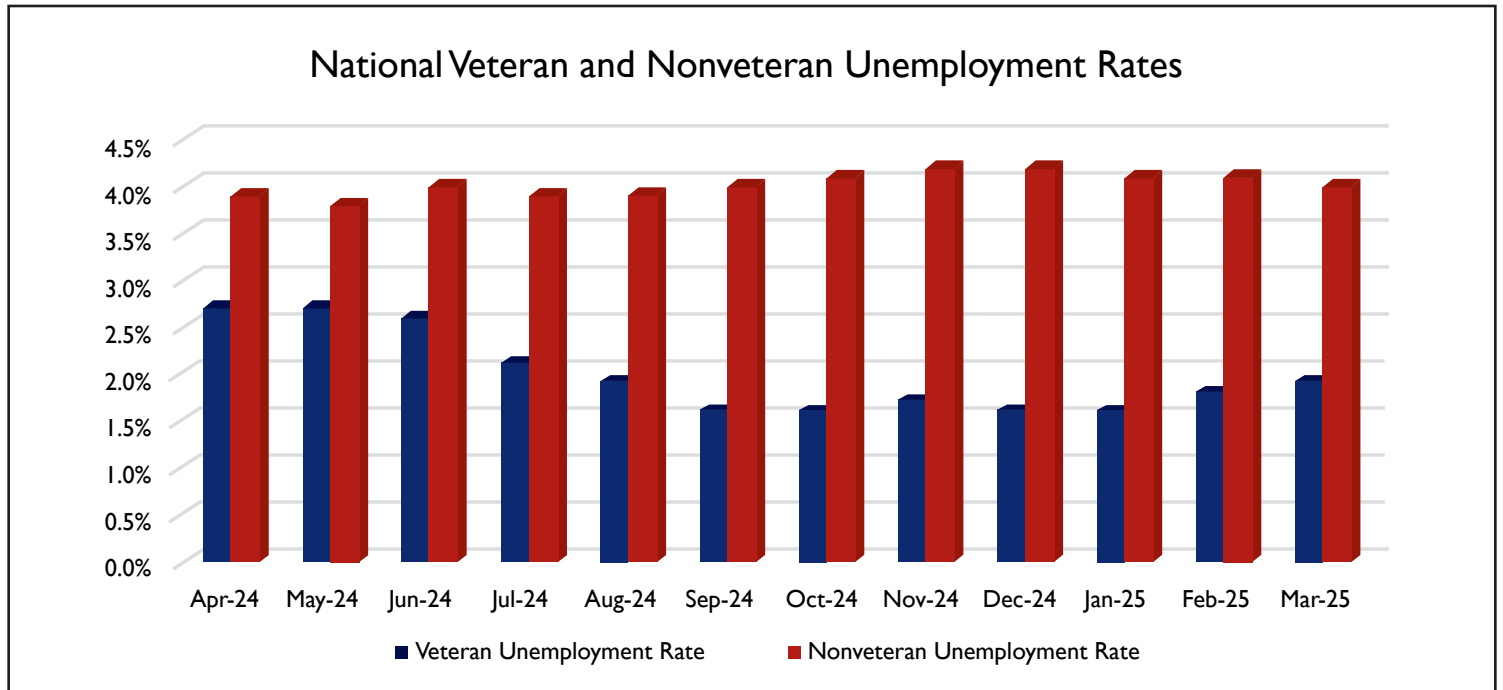
22,000+
Service Members return to
or remain in Texas each year

Texas continues to provide economic prosperity for all Texans, including military service members, veterans, and their families. In 2024, Texas was the number one state in job creation and has led the nation in job creation three years in a row. Moreover, 54 Texas businesses, ranging from small enterprises to large corporations, have earned the U.S. Department of Labor's (DOL) HIREVets Medallion Award, recognizing their exceptional dedication to employing and supporting America's veterans. TWC is dedicated to serving veterans by providing employment and training services to help them find fulfilling careers beyond their military service.

TEXAS VETERAN UNEMPLOYMENT RATES

The charts below, drawn from TWC Labor Market Information (LMI) provide the unemployment rates for both veterans and nonveterans and is further broken down to include the rates for veterans of Gulf Wars I and II, as well as other era veterans.

Figure 1—National Veteran and Nonveteran Unemployment Rates



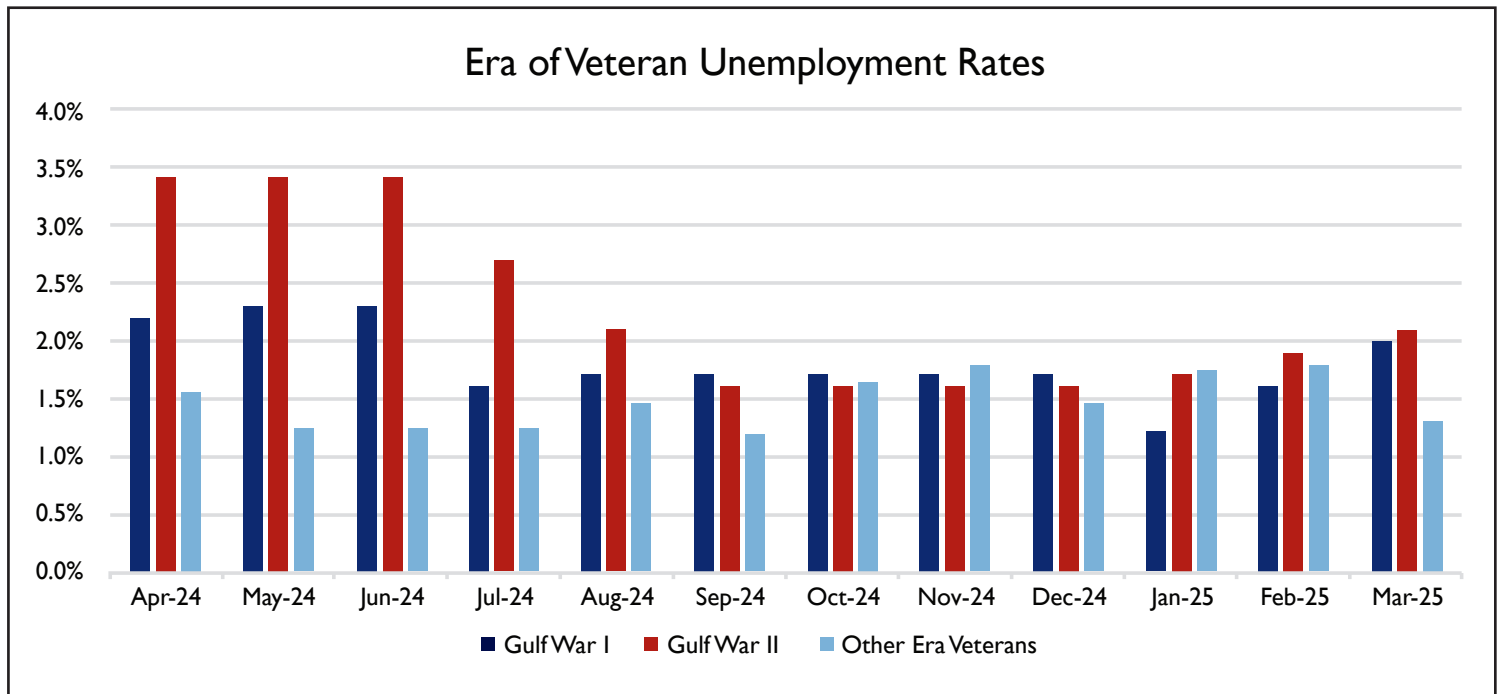
Veteran and Nonveteran Unemployment Rates

Figure 1—Veteran and Nonveteran Unemployment Rates shows that the veteran unemployment rate remained lower than nonveteran unemployment between April 2024 through the end of March 2025. December 2024 showed the largest gap between the two rates with a 2.6 percent difference.

Unemployment Rates by Veteran Era

Among categories of veterans, the unemployment rate for Gulf War II veterans remained highest, reaching 3.4 percent in April and May 2024. The second-highest veteran era unemployment rate was held by the Gulf War I category, which reached 2.3 percent in May 2024. The lowest veteran unemployment rate is associated with the Other Era Veterans category, which reached 1.2 percent in September 2024. Figure 2, on page 7, illustrates unemployment rates among categories of veterans from April 2024 through March 2025.

Figure 2—Era of Veteran Unemployment Rates



Veteran and Nonveteran Unemployment Rates in April 2024 and April 2025

Figure 3, on page 8, shows that in each veteran category, the veteran unemployment rate was lower than that of nonveterans in April 2024 and April 2025.

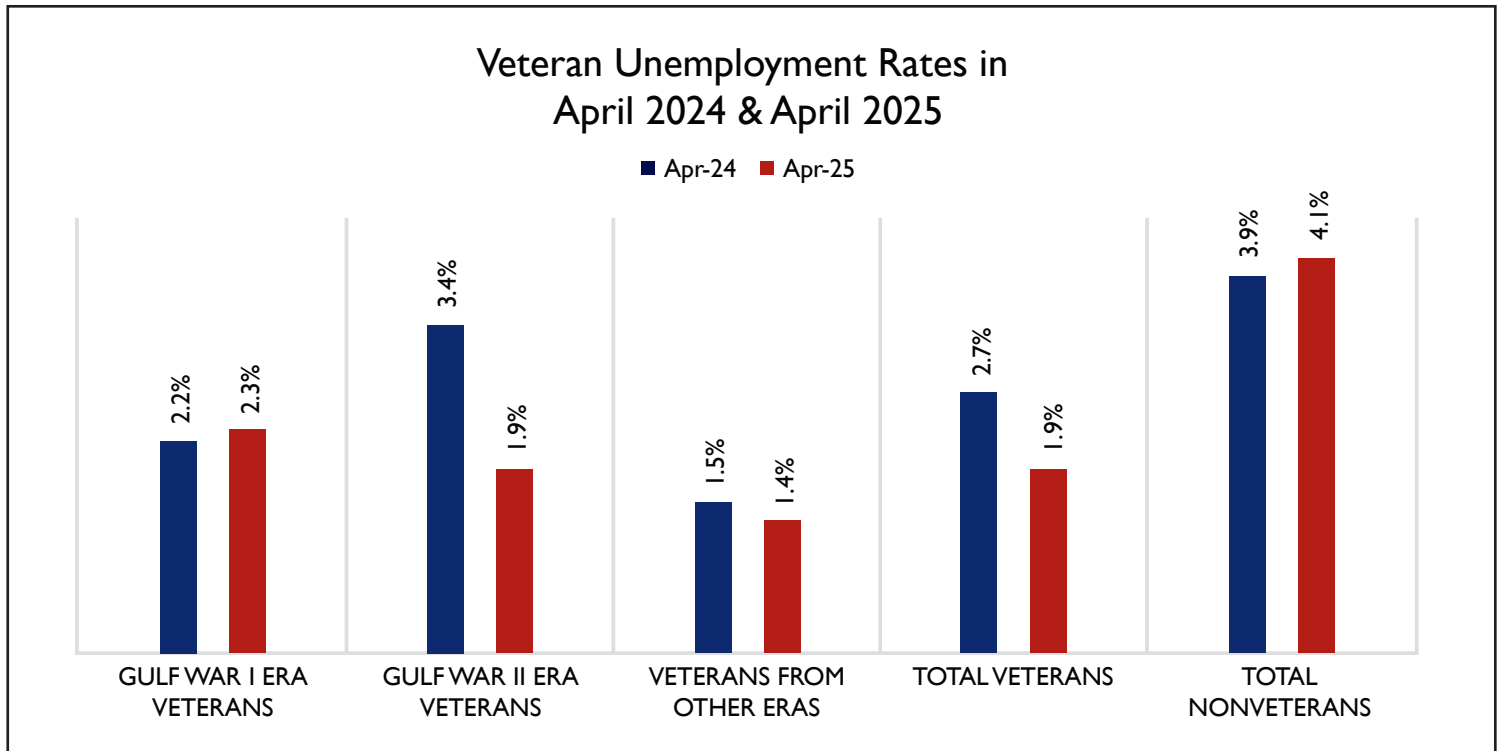
The total unemployment rate for nonveterans stood at 3.9 percent in April 2024 and rose to 4.1 percent in April 2025.

The unemployment rate for Gulf War I era veterans in April 2024 was 2.2 percent, compared to 2.3 percent in April 2025. This is 1.8 percent lower than the April 2025 nonveteran unemployment rate, which was 4.1 percent for the same period.

The unemployment rate for Gulf War II era veterans in April 2024 was 3.4 percent, compared to 1.9 percent in April 2025. The April 2025 rate for Gulf War II era veterans is 2.2 percent lower than the April 2025 total nonveteran unemployment rate.

The unemployment rate for veterans from other eras in April 2024 was 1.5 percent, which decreased to 1.4 percent in April 2025. The April 2025 rate for veterans from other eras is 2.7 percent lower than the April 2025 total nonveteran unemployment rate.

Figure 3—Veteran and Nonveteran Unemployment Rates in April 2024 and April 2025



Source: Compiled from Current TWC LMI Population Survey. Not seasonally adjusted.

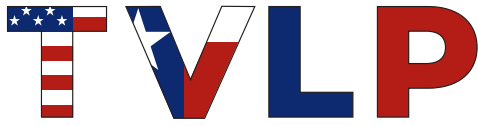
The unemployment rate for total veterans in April 2024 was 2.7 percent, which decreased to 1.9 percent in April 2025, and is 2.2 percent lower than the April 2025 total nonveteran unemployment rate.

TWC staff remain focused on assisting Texas' veterans, TSMs, and their families in successful transitions into civilian life and employment. Examples of the various programs, services, and supports available to aid in successful careers beyond military service follow.



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TEXAS VETERANS LEADERSHIP PROGRAM



Texas Veterans Leadership Program

The TWC's Texas Veterans Leadership Program is a resource and referral network for all veterans, including service members who are transitioning back into civilian life. TVLP employs 17 Veteran Service Representatives (VSRs) across the state in addition to three who work at transition centers on military installations. VSRs outreach veterans, TSMs, and their families to assist and direct them to the help they need to obtain employment, education, financial assistance, health care, mental health care, nutrition assistance, and housing assistance. The program emphasizes serving individuals facing specific or complex challenges as they reintegrate into the workforce.

All VSRs were service members and understand the unique needs of TSMs, veterans, and their families.

The program started in July 2008 with a focus on assisting veterans returning from the wars in Afghanistan and Iraq (OEF/OIF¹ Veterans). As the program progressed, it became clear that veterans of all eras needed assistance as they moved through the Texas workforce system.

To ensure data integrity, TVLP program numbers in this report are based on a data collection method adopted at the beginning of the program in 2008.²

- From July 1, 2008, through May 31, 2025, the TVLP has provided 117,683 referrals for 86,455 veterans. Of the 86,455 served, 69,929 were disabled veterans.
- From July 1, 2008, through May 31, 2025, the TVLP has provided 82,604 referrals specifically for 57,545 OEF/OIF veterans. Of the 57,545 served, 52,252 were disabled OEF/OIF veterans.
- From June 1, 2024, through May 31, 2025, the TVLP has provided 6,365 referrals for 3,509 veterans. Of the 6,365 served, 3,204 were disabled veterans.

TVLP staff members participate in veteran treatment courts and serve on homeless veteran committees, veteran suicide-prevention committees, and U.S. Department of Veterans Affairs' community veterans engagement boards across the state. Staff also participate in all work groups of the Texas Coordinating Council for Veteran Services. TVLP provides and coordinates various employment services and events for veterans, including the annual Hiring Red, White & You! statewide job fair.

TVLP staff members also partner with the Texas office of the Veterans of Foreign Wars (VFW), Boards, and TVC to host job fairs.

TVLP staff members on or adjacent to military installations have worked with several Texas state agencies' veteran liaisons and human resources staff to hire TSMs, recently separated veterans, and military spouses. These state agencies include the:

- Texas Department of Criminal Justice;
- Texas Department of Public Safety;
- Texas Commission on Environmental Quality;
- Texas Workforce Commission; and
- Office of the Governor.

Veteran service representatives from TWC and partner organizations on Fort Hood, Joint Base San Antonio, and Fort Bliss continue to connect TSMs and military spouses with employers like Boeing, Lockheed, USAA, City of El Paso, VIA Transit, NSA, Bexar County, Randolph Brooks Federal Credit Union, L3, Valero, Leidos, Northrop Grumman, Tesla, Bechtel, Watco, and Knight Aerospace.

¹ Operation Enduring Freedom/Operation Iraqi Freedom)

² In 2018, TVLP began tracking and reporting "quality referrals," which not only counted initial referrals but also accounted for follow-up and close-out actions. Given the vast range of these actions and database limitations, program staff recognized the potential for missing and incomplete data and have reverted to original data collection and reporting methods (i.e., initial referrals).

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.



The Texas Operation Welcome Home program was developed by the Tri-Agency Workforce Initiative in conjunction with the Boards, TVC, and state military installations and included input from 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 who meet on a semiannual basis to discuss best practices, cross-train on one another's programs, collaborate to address the needs of TSMs, and facilitate ongoing coordination to improve employment outcomes for veterans. The stakeholders include members of TWC, TVLP, TVC, and military transition centers, as well as 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 licenses that TSMs and military spouses are seeking. Such assessments also identify needs for services provided by the Texas workforce system.



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WE HIRE VETS CAMPAIGN

TWC and TVC sponsor We Hire Vets, an employer-focused 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 three-member Commission (Commission) Chair and the TVC Chair. TWC and TVC staff reach out to and encourage employers to hire veterans. The efforts made by We Hire Vets employers help to inspire other employers to hire veterans as well.



1,441

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

Since 2017, We Hire Vets has issued 1,441 decals and letters to Texas employers. TWC's Office of the Commissioner Representing Employers regularly highlights these businesses at local Texas Conferences for Employers throughout the state, emphasizing their dedication to hiring veterans. In May 2025, McLane High Plains was the first Texas employer to receive newly designed, larger We Hire Vets decals for placement on its semi-tractors. Below are some employers currently participating in the We Hire Vets program:

- AOG Reaction
- Bell Helicopter Textron Inc.
- B&R Tools and Service, Inc.
- City of El Paso
- Copperra
- Flex-Tech Hose & Tubing, LLC
- Kirby-Smith Machinery Inc.
- McLane High Plains
- Tyler Vault
- Senton Medical Center Harker Heights
- Temple Machine Shop
- Vecor Pipeline Integrity
- Virtual Service Operations
- Weatherford Aerospace, LLC



TWC Commissioner Representing Employers Joe Esparza presents McLane High Plains with a We Hire Vets employer-recognition award for their commitment to hiring Veterans. McLane High Plains currently has 35 veterans, making up over 10% percent of the company's workforce. May 8, 2025.

MILITARY FAMILY SUPPORT PROGRAM

In July 2024, the Commission approved the Statewide Program to Transition from Military to Civilian Employment. In addition to serving veterans and TSMs, the newly adopted program includes job search training and supportive services for military spouses. With the launch of the new program, the Commission decided to end the Military Family Support Program at the end of calendar year 2024. The information that follows marks final information regarding the Military Family Support Program.

The Military Family Support Program provided military spouses with enhanced job search assistance, skills assessments, labor market information, résumé writing services, and interview training. It also enabled military spouses to receive certification or licensure training in target occupations.

The Military Family Support Program has been funded annually with a \$1 million allocation per FY since 2017. At the time the program ended, eight military installations

throughout the state had signed memoranda of understanding with their respective Boards to participate in the program, which connected military spouses to local business leaders, peers, and career development support programs.

The following Boards participated in the Military Family Support Program:

- Alamo—Joint Base San Antonio
- Central Texas—Fort Cavazos
- Borderplex—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 Station

TWC consistently evaluated the effectiveness of this program. The table below collectively reflects the Boards' efforts for calendar years 2021 through 2024.

Calendar Year 2021 through 2024 Military Family Support Program Performance

Overall Program Performance Targets/ Outcomes	2021 Target / Actual Number & Percentage	2022 Target / Actual Number & Percentage	2023 Target / Actual Number & Percentage	2024 Target / Actual Number & Percentage
Participants Provided Assessments	1,000/708 71%	400/332 83%	209/208 99%	219/203 93%
Participants Enrolled	525/479 95%	275/242 88%	220/231 105%	227/189 83%
Participants Receiving Supportive Services	140/100 71%	100/67 67%	84/95 113%	85/59 69%
Participants Trained	160/147 92%	150/137 91%	88/142 161%	82/111 135%
Participants Receiving Certifications	75/51 68%	50/31 62%	61/59 97%	59/28 47%

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

- The spouse of an active-duty service member at Fort Cavazos participated in the Military Family Support Program. The military spouse wanted to start a career in the nursing profession. This grant enabled the military spouse to pursue the Licensed Vocational Nursing Program at Central Texas College where she demonstrated exceptional performance. The grant assisted with tuition, books, uniforms, and fees. She completed her Licensed Vocational Nursing with honors. In June 2024, she acquired her nursing license and secured a nursing position at Carl R. Darnall Army Hospital working as a Licensed Vocational Nurse making \$47,976 per year.
- In July 2024, a military spouse wanted to start preparing for her job search. She had been out of work for seven years while she raised her family and attended school. She was planning to start looking for work when her children started school. The West Central Texas Workforce Military Spouse Liaison connected the spouse with the Military

Spouse Professional Network to start laying the groundwork for her job search. In September, the spouse started working with the Military Spouse Liaison to develop her career plan, build her résumé, gain labor-market insights, receive job referrals, and prepare for interviews. As a result, the spouse landed a position as an office manager at Hendricks Hospital in November 2024, a position that aligned with her master's degree and desired industry. The military spouse indicated she was "very satisfied with the services provided." She stated the Military Spouse Liaison was encouraging and accommodating, and she will be forever thankful for these services.

- On May 21, 2025, Workforce Solutions Central Texas and the Fort Cavazos Transition Assistance Program sponsored a military spouse job fair at Fort Cavazos in partnership with TVLP and the Fort Cavazos Military Spouse Employment Readiness Program. This event was the third annual Military Spouse Job Fair. Sixty-eight employers and 278 military spouses, family members, and TSMs attended the job fair.



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STATEWIDE PROGRAM TO TRANSITION FROM MILITARY TO CIVILIAN EMPLOYMENT

TWC awarded a \$2 million grant to Combined Arms to Launched in July 2024, this program is designed to assist TSMs, recently separated veterans, and military spouses transition from military service to civilian employment. The program is dedicated to helping TSMs and veterans translate their military skills to the civilian labor market and includes employment services, training, and wraparound support services. This program will also assist these populations in finding apprenticeships with

civilian employers. The Commission approved \$3 million in federal Workforce Innovation and Opportunity Act (WIOA) statewide funds for this project for FY 2025. All 28 Boards are eligible to apply for this grant through an application process.

As of May 31, 2025, the following Boards have been awarded grant funding for this initiative totaling \$1,397,796.

Grant Awardee	Grant Start Date	Grant End Date	Awarded Amount
Central Texas Cog	4/7/25	4/30/26	\$250,000
Nortex Regional Planning Commission	4/30/25	4/30/26	\$210,514
Alamo	4/29/25	4/30/26	\$225,085
Workforce Solutions Of West Central	5/26/25	5/31/25	\$250,000
Coastal Bend Workforce Development Board	5/26/25	5/31/25	\$212,197
Upper Rio Grande Wdb Inc	6/9/25	5/31/26	\$250,000

TEXAS VETERANS NETWORK

In April 2023, TWC awarded a \$2 million grant to Combined Arms to sustain the TVN. The TVN is a statewide automated veteran service coordination referral system that captures services received, referrals made, and services available through an integrated network designed to increase opportunities for TSMs, veterans, and their families to receive all services necessary for a successful transition into civilian life.

During this two-year grant period, regional teams across the state within the TVN delivered targeted support and engagement tailored to local community needs. An example of that support includes a team in Southeast Texas who addressed food insecurity by serving over 8,000 military-connected individuals through Veteran

Mobile Food Pantries and strategic pantry partnerships.

Veteran employment remained a top priority for TVN, with thousands accessing career support and job placements through events such as VetConnect Days, Camouflage to Corporate, and Hiring Red, White & You! The network continues to grow its regional footprint, hosting or attending over 100 community and hiring events, expanding rural outreach—particularly in South and West Texas—and forging new partnerships with corporate and nonprofit allies. The TVN also played a critical role in emergency response, intervening in hundreds of crisis cases to provide urgent support, including suicide prevention, housing, food, and clothing.

Performance Highlights: April 1, 2023, through March 31, 2025

Quarterly Outcome Measures	Target	Results
Total Number of Organization(s) in network	100	105
Number of Network Building Event (s) held	250	272
Number of Network Training/Workshops Held	70	91
Number of Network Providers that have Veteran Service Coordination and Referral System installed and fully accessible	100	105
Number of referrals made in the Veteran Service Coordination and Referral System including partner to partner; call center to coordination; coordination to CBO.	62,400	76,645
Number of Successful Referrals closed	45,300	62,784
Number of Unduplicated Veterans Served using the Veterans Service Coordination and Referral System	34,000	34,004

LOCAL PROGRAMS

In March 2023, the DOL awarded Workforce Solutions Borderplex a \$4.7 million Dislocated Worker Grant to retrain TSMs as they transition into civilian employment. Borderplex developed the Pathway for Heroes Program with this funding.

From March 2023 through March 2024, the Pathway for Heroes Program, working in conjunction the Fort Bliss Transition Assistance Program, has served 439 TSMs. In April 2025, the DOL made the final incremental award of \$1,564,526 to Borderplex Workforce Solutions' Pathway for Heroes Program, which will serve 200 more TSMs.



A transitioning service member (far left) participates in an EMT training as part of the Pathways for Heroes program. Photo Courtesy of Borderplex Workforce Solutions.

COLLEGE CREDIT FOR HEROES

The 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 in attaining credentials such as certificates, certifications, licenses, 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 IHEs 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

Texas Labor Code §302.0031(g), requires TWC, in consultation with the Texas Higher Education Coordinating Board (THECB), to report the number of academic credit hours awarded under the CCH program and applied toward a degree or certification program at an IHE during the most recent academic year.

The CCH program is a growing network of schools, the majority of which rely on localized evaluation and credit programs. 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 based on veteran and service members' military experience and training. During the evaluations, IHEs measure the depth of knowledge and skills gained and award credit accordingly. IHEs report that they use methods such as prior learning assessments, credit by exam, and interviews to determine the award of credits.

Average Credit Hours per Veteran: CCH Grantees

During the most recently completed reporting period (2023–2024 academic year) veterans were eligible for an average of 13.7 awardable credit hours and 7.7 transferrable credit hours for their military training and education based upon their degree plans. These numbers are the second-highest average for credits awarded per veteran and the highest average for credits transferred per

veteran in the last five years of the program. Information about participating CCH grantees follows.

In July 2023, TWC awarded a total of \$589,633 to the University of the Incarnate Word, University of Houston Clear Lake, and Collin College for the CCH Phase 9 Capacity Building and Sustainability Program.

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

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 IHE,
3. recruit program champions from the current students, alumni, and faculty members who are participating or have participated in the CCH program to act as advocates of and resources for the program, and
4. integrate CCH program information into veteran or active-duty service member resources.

Looking ahead, TWC is in process of developing of a new approach to the CCH program. Future grants will promote the awarding of other credentials by colleges and universities (for example, certificates, certifications, licenses). More information about the new program and early results will be included in the 2026 Report on Transition from Military Service to Civilian Employment. Staff anticipate a successful launch of the newly-designed program in light of the college funding model set forth in [House Bill 8](#), 88th Texas Legislative Session (Regular).

TOP FIVE MILITARY OCCUPATION SPECIALTIES FOR 2025

The top five military occupational specialties in Texas for 2025 are as follows:

Infantryman / Rifleman



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



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



Signal/Information Technology Specialist/Communications/Computer Systems Programming/ Information Systems Technician



Enlisted Medic/Health Care Specialist/Hospital Corpsman/Aerospace Medical Services



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

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

Risk Management Assurance (CRMA)

Certified Safety Professional (CSP)

Associate Safety Professional (ASP)

SHRM- Certified Professional (SHRM-CP)

Security Asset Protection Professional (SAPPC)

Security Fundamentals Professional Certification (SFPC)

Occupations

33-3051 Police and Sheriff's Patrol Officers

33-3012 Correctional Officers and Jailers

11-3131 Training and Development Managers

11-9161 Emergency Management Directors

43-1011 First Line Supervisors of Office and Administrative Support Workers

47-1011 First-Line Supervisors of Construction Trades and Extraction"



2. Quartermaster/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

Production and Inventory Management (CPIM)
Certified Logistics Technician (CLT)
Certified Supply Chain Professional (CSCP)
Logistics, Transportation, and Distribution (CLTD)
Certified Professional in Supply Management (CPSM)

Occupations

11-3061 Purchasing Managers
11-3071 Transportation, Storage, and Distribution Managers
13-1023 Purchasing Agents, except Wholesale, Retail, and Farm Products
13-1081 Logisticians
43-5061 Production, Planning, and Expediting Clerks
43-3061 Procurement Clerks



3. Field Mechanic/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

Airport Rescue and Fire-Fighting Level I and II Certification (ARFF)

Associate Safety Professional (ASP)

Related Occupations

49-3023 Automotive Service Technicians and Mechanics

49-3031 Bus/Truck Mechanics/Diesel Engine Specialists

49-2093 Electrical and Electronics Installers and Repairers, Transportation Equipment

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

49-9041 Industrial Machinery Mechanics



4. Signal/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 Information Systems Security (CISSP)

Certified Network Associate (CCNA)

Certified Network Professional (CCNP)

Computer Service Technician (CST)

Certified Cloud Practitioner

Telecommunications Electronics Technician (TCM)

Related Occupations

15-1231 Computer Network Specialist

15-1232 Computer User Support Specialist

15-1212 Information Security Analyst

15-1244 Network and Computer Systems Administrators

49-9052 Telecommunications Line Installers and Repairers



5. Enlisted Medic/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

Emergency Medical Technician (EMT)

Certified Cardiographic Technician (CCT)

Certified EKG Technician (CET)

Certified Medical Assistant (CMT) Certified Patient Care Technician (CPCT)

Certified Phlebotomy Technician (CPT)

Related Occupations

29-2042 Emergency Medical Technician

21-1091 Health Education Specialist

31-1121 Home Health Aide

31-9092 Medical Assistant

29-2043 Paramedic





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