

2026 Report on the Transition from Military Service to Employment





ABOUT THIS REPORT

The 2026 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 War (DoW) visual information does not imply or constitute DoW 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.

This report is contextualized, including additional data on TWC programs, partnerships, and initiatives that support providing training, education, and assistance to improve self-sufficiency and employment outcomes for Texas' veterans and military families.

METHODOLOGY

TWC developed this report using information provided in the U.S. Army's Transition Assistance Program at Fort Hood and information from the Soldier for Life (SFL) Analytics and Research team's [SFL Transition National Overview Packet for Fiscal Year 2024](#) (FY 2024).

Note: The SFL Transition National Overview Packet for FY 2025 has not been released by the SFL Analytics and Research Department.

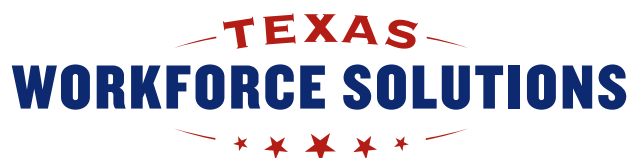
The SFL Transition National Overview Packet is the only comprehensive and publicly available source of statistical information regarding transitioning service members (TSMs). For this report, the Transition Assistance Program Division Branch Chief at Fort Hood, Texas, provided the top five transitioning military occupational specialties from reports generated by the milConnect data system managed by the Department of War (DoW) Defense Manpower Data Center.

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 sectors. The resulting data enabled TVLP to develop a comprehensive list of related certifications and occupations.

Military installations' Transition Assistance Programs (TAP) continue to improve their partnerships with their local Workforce Development Boards (Boards) across Texas to ensure TSMs can take full advantage of the state workforce programs during their transition. The goal of this partnership is to ensure TSMs meet the mandatory career readiness standards in employment, vocational training, and education tracks. A fourth track,

entrepreneurship, is an education and training program offered by the U.S. Small Business Administration as part of the Department of Defense TAP. Military transition centers located within military installations offer training for these career tracks in person or through a virtual platform. The military installations also host in-person job fairs and other similar events. TWC, 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 160 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.



**TEXAS VETERANS
COMMISSION**

TVC employs 145 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.

TWC'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 United States—over 1.5 million service members who 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 veterans. In 2025 alone, nearly 15,000 soldiers transitioned from Army service to civilian life in Texas.

Texas continues to provide economic prosperity for all Texans—including military service members, veterans, and their families—and TWC is dedicated to serving veterans by providing employment and training services to help them find fulfilling careers beyond their military service. Texas was the number one state in job creation in 2025, leading the nation in job creation for the fourth year in a row. Also in 2025, 58 Texas businesses, ranging from small enterprises to large corporations, earned the U.S. Department of Labor's HIREVets Medallion Award in recognition of their exceptional dedication to employing and supporting U.S. veterans.

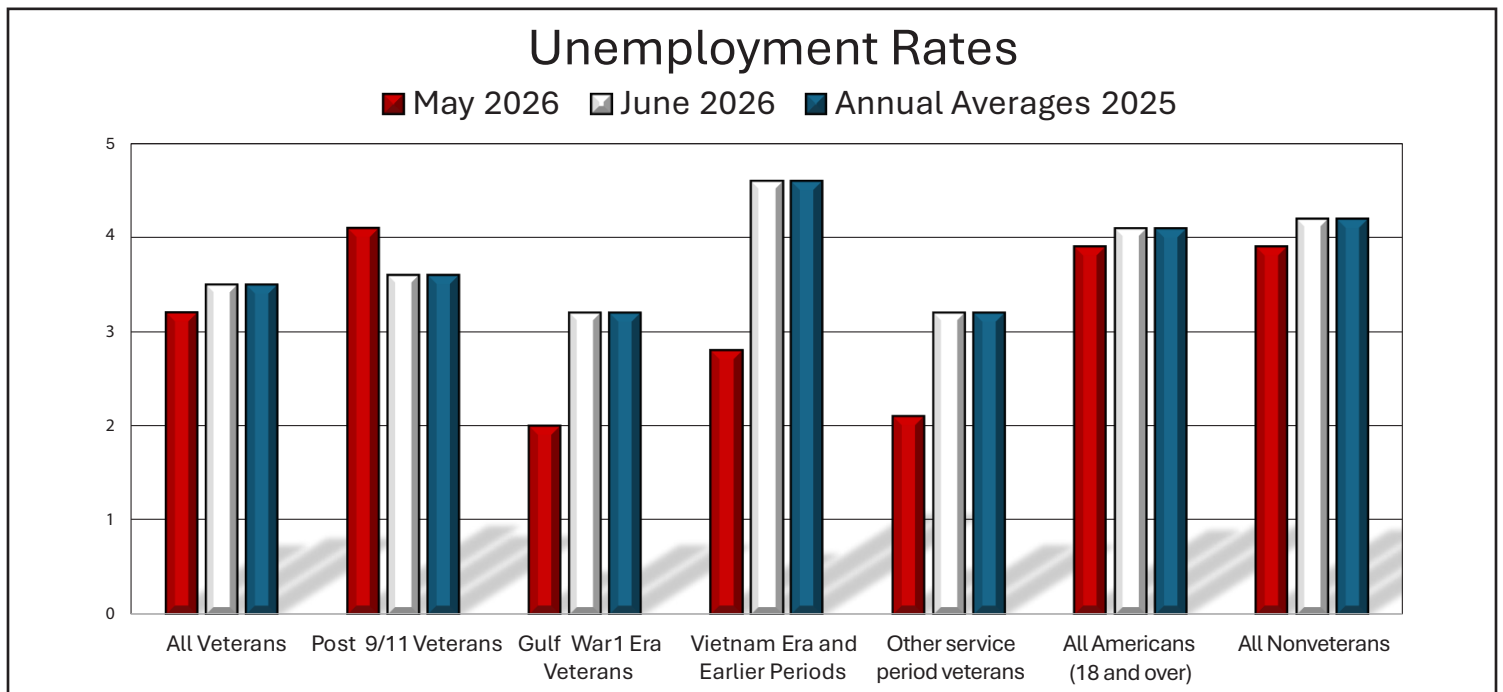
TEXAS VETERAN UNEMPLOYMENT RATES

The national information below is drawn from TWC's Labor Market Information.

The Texas veteran unemployment rate for the period starting June 2025 and ending May 2026, excluding October 2025, was 3.2%.

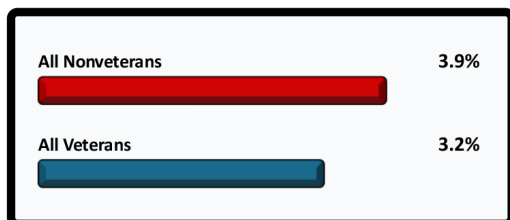
As recommended, the Bureau of Labor Statistics encourages us to point out the following notes on the 11-month estimates:

- These estimates are subject to a rather large sampling error.
- Being an 11-month average, this data is not strictly comparable to 12-month averages from prior time periods.

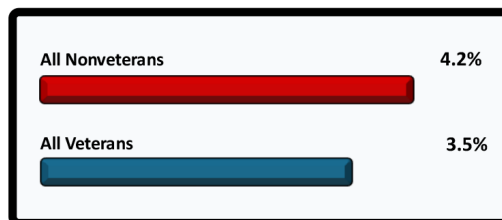


VETERANS CONSISTENTLY SHOW LOWER UNEMPLOYMENT

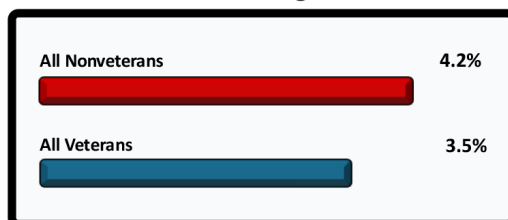
May 2026 Snapshot



June 2026 Snapshot



Annual Averages 2025



Source—Compiled from Employment Situation of Veterans: June 2026, Institute for Veteran and Military Families at Syracuse University.



TEXAS VETERANS LEADERSHIP PROGRAM

TWC's TVLP is a resource and referral network for all veterans, including TSMs 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 to veterans, TSMs, and their families to direct and assist them in obtaining employment, education, financial assistance, health care, mental health care, nutrition assistance, and housing assistance. TVLP emphasizes serving individuals facing specific or complex challenges as they reintegrate into the workforce. All VSRs were service members who understand the unique needs of TSMs, veterans, and their families.

The program started in July 2008 with a focus on assisting Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF) veterans returning from the wars in Afghanistan and Iraq. 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 the following data collection method adopted at the beginning of the program in 2008¹:

¹ 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 (for example, initial referrals).

- From July 1, 2008, through May 31, 2026, the TVLP provided 125,538 referrals for 90,491 veterans. Of the 90,491 served, 73,008 were disabled veterans.
- From July 1, 2008, through May 31, 2026, the TVLP provided 85,260 referrals, specifically for 58,647 OEF/OIF veterans. Of the 58,647 served, 53,717 were disabled OEF/OIF veterans.
- From June 1, 2025, through May 31, 2026, the TVLP provided 7,855 referrals for 4,240 veterans. Of the 4,240 served, 2,984 were disabled veterans.

TVLP provides and coordinates various employment services and events for veterans across the state. 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 Texas Coordinating Council for Veteran Services work groups.

TVLP staff also conducts various TWC veteran-related programs on a daily and weekly basis, including Texas Operation Welcome Home, the Military to Civilian Employment Program, We Hire Vets, Texas Veterans Network, College Credit for Heroes, the Veterans Workforce Outreach Initiative, and the Annual Hiring Red, White, and You (HRWY) Statewide Job Fair. In addition, TVLP staff enters Work Opportunity Tax Credits for veterans to receive a Conditional Letter of Certification.

TVLP works very closely with Texas Military Forces service members who have finished their tours of duty supporting Operation Lone Star. Over 1,500 Texas Military Forces service members have been briefed by TVLP on the services offered by the Texas workforce system at briefings conducted in Laredo, Forward Operating Base Eagle, and Camp Swift. The TVLP also worked hand in hand with the Texas Military Department, Workforce Solutions Alamo, Fort Hood, and the Texas Veterans Commission to help these service members

attend multiple job fairs in June and July 2025. In addition, Workforce Solutions Alamo also hosted a benefits and information event followed by a job fair for Texas Military Forces service members completing their tours of duty.

VSRs from TWC and partner organizations at Fort Hood, Joint Base San Antonio, and Fort Bliss continue to connect TSMs and military spouses with employers.

The TVLP VSR at Fort Hood also continues to work with employers such as Tesla, Samsung, CapMetro, and Bechtel to provide employment opportunities to TSMs and recently separated veterans. This best practice has been creating talent pipelines of qualified TSMs and veterans for these employers to interview.

Tesla, Samsung, and CapMetro have especially benefitted from these talent pipelines. In June 2026, Tesla received information from 112 candidates at the Fort Hood Mega Job Fair. The Tesla hiring managers invited 22 TSMs to be interviewed the following day.



Twenty out of the 22 TSMs attended the interviews, for an interview rate of 91 percent. Job offers were extended to 15 TSMs who were interviewed for a 75 percent offer rate.

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 for 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. The program included input from nine active-duty service members, two Reserve service members, and one National Guard service member and is designed to better meet the education, training, and employment needs of Texas' TSMs, recently separated veterans, and military spouses.

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) chairperson and the TVC chairperson. TWC and TVC staff outreach and encourage employers to hire veterans. Efforts made by We Hire Vets employers help to inspire other employers to hire veterans as well.



1,646

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



Since 2017, We Hire Vets has issued 1,646 decals and letters to Texas employers. TWC’s Office of the Commissioner Representing Employers regularly highlights these businesses at Texas Conferences for Employers throughout the state, emphasizing their dedication to hiring veterans. The following are some employers currently participating in the We Hire Vets program:

- Office of the Governor Greg Abbott
- Airbus Helicopters
- Argent World Services LLC
- 3C Industrial, LLC
- City of Pflugerville
- Defense Consulting Services, LLC
- Hagbros Precision LLC
- Howell Instruments Inc.
- MP Materials
- North Texas Municipal Water District
- Nucor Steel Texas
- PANTEX
- Rayburn Electric Cooperative
- Texas Aerospace Services Inc.
- Texas Industrial Security, Inc.
- Trident Research, LLC

HIRING RED, WHITE & YOU STATEWIDE JOB FAIR

Each November, TWC, in conjunction with the 28 Workforce Board Areas, Texas Medical Center, and the TVC hosts an annual statewide job fair to connect Texas veterans and their spouses to Texas employers that value the experience, discipline, and other exceptional qualities that are often inherent in a military background. The 2025 Hiring Red, White & You! event drew more than 14,458 job seekers, including 3,625 veterans, and more than 2,412 employers. Since its 2012 inception, Hiring Red, White & You! has connected more than 167,865 job seekers, including 56,157 active-duty military, and TSMs, veterans, and spouses, to 28,981 employers, with more than 4,129 same-day hires.

56,157

Active-duty military, and TSMs, veterans,
and spouses have attended
Hiring Red, White & You! since 2012

MILITARY SPOUSE APPRECIATION DAY JOB FAIR

On May 20, 2026, Workforce Solutions Central Texas and the Fort Hood Transition Assistance Program sponsored a military spouse job fair at Fort Hood in partnership with TVLP and the Fort Hood Military Spouse Employment Readiness Program. This event was the fourth annual Military Spouse Job Fair, and 62 employers and 693 military spouses, family members, and TSMs attended.

STATEWIDE PROGRAM TO TRANSITION FROM MILITARY TO CIVILIAN EMPLOYMENT

In 2024, TWC launched the Statewide Program to Transition from Military to Civilian (MTC) Employment. The Commission approved \$3 million in federal Workforce Innovation and Opportunity Act 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, seven Boards have been awarded grant funding for this initiative, totaling \$1,397,796.

The data in the table below is from six out of seven Boards that participated in the program, which ended for all but one on June 30, 2026.



MTC Employment Initiative Performance Measures	Target	Actual	% Met
Number of TSMs and Reserve Separated Veterans (RSVs) provided employment services under the MTC Employment Initiative	559	488	87%
Number of TSMs and RSVs provided wraparound support services under the MTC Employment Initiative	425	435	106%
Number of TSMs and RSVs newly enrolled in a training program under the MTC Employment Initiative	362	378	104%
Number of TSMs and RSVs who completed a training program under the MTC Employment Initiative	332	261	79%
Number of TSMs and RSVs who received a recognized post-secondary credential under the MTC Employment Initiative	264	153	58%

TYPES OF SERVICES

The North Texas Workforce Board reported the government shutdown temporarily closed the Military Family Readiness Center on Sheppard Air Force Base due to staff furloughs, but the MTC liaison continued to provide critical employment services. During this period, the MTC liaison supported four TSMs and four RSVs with job referrals, résumé assistance, and career counseling. Additionally, employment services were extended to seven military spouses. Currently, three RSVs and two military spouses have completed the eligibility process.

The Rural Capital Workforce Board reported they have successfully enrolled 34 individuals, including one spouse. Of those enrolled, 30 are actively participating in training. To date, they have closed two cases to employment. All participants have had their résumés reviewed and will begin interview preparation as they near the completion of their training programs. While wraparound and support services are available to all participants, to date, the Rural Capital Workforce Board has provided support to five individuals through tools and/or Personal Protective Equipment assistance related to their training or employment needs.

MILITARY TO CIVILIAN EMPLOYMENT PROGRAM

In May 2026, the Commission voted on changes to improve the Statewide Program to Transition from Military to Civilian Employment and renamed it the Military to Civilian Employment Program. The Commission approved \$2.5 million for FY 2026, with \$2 million earmarked for Boards that serve at least 1,000 active-duty members and opt in to receive a distribution, and \$500,000 available to all other Boards that serve TSMs, recently separated veterans, and military spouses. These distributions will be application-based grants, and Boards are eligible for an initial award of up to \$100,000. This funding was available starting July 1, 2026, and will go through June 30, 2027.

Participating Boards and Their Adjacent Military Installations

Workforce Board	Military Installation	MTC Employment Program
Central Texas	Fort Hood	\$604,573
Borderplex	Fort Bliss	\$390,750
Alamo	Joint Base San Antonio	\$434,353
Gulf Coast	Ellington Field	\$150,281
West Central	Dyess Air Force Base	\$99,503
Concho Valley	Goodfellow Air Force Base	\$74,719
Coastal Bend	Corpus Christi and Kingsville Naval Air Stations	\$64,861
North Texas	Shepard Air Force Base	\$54,480

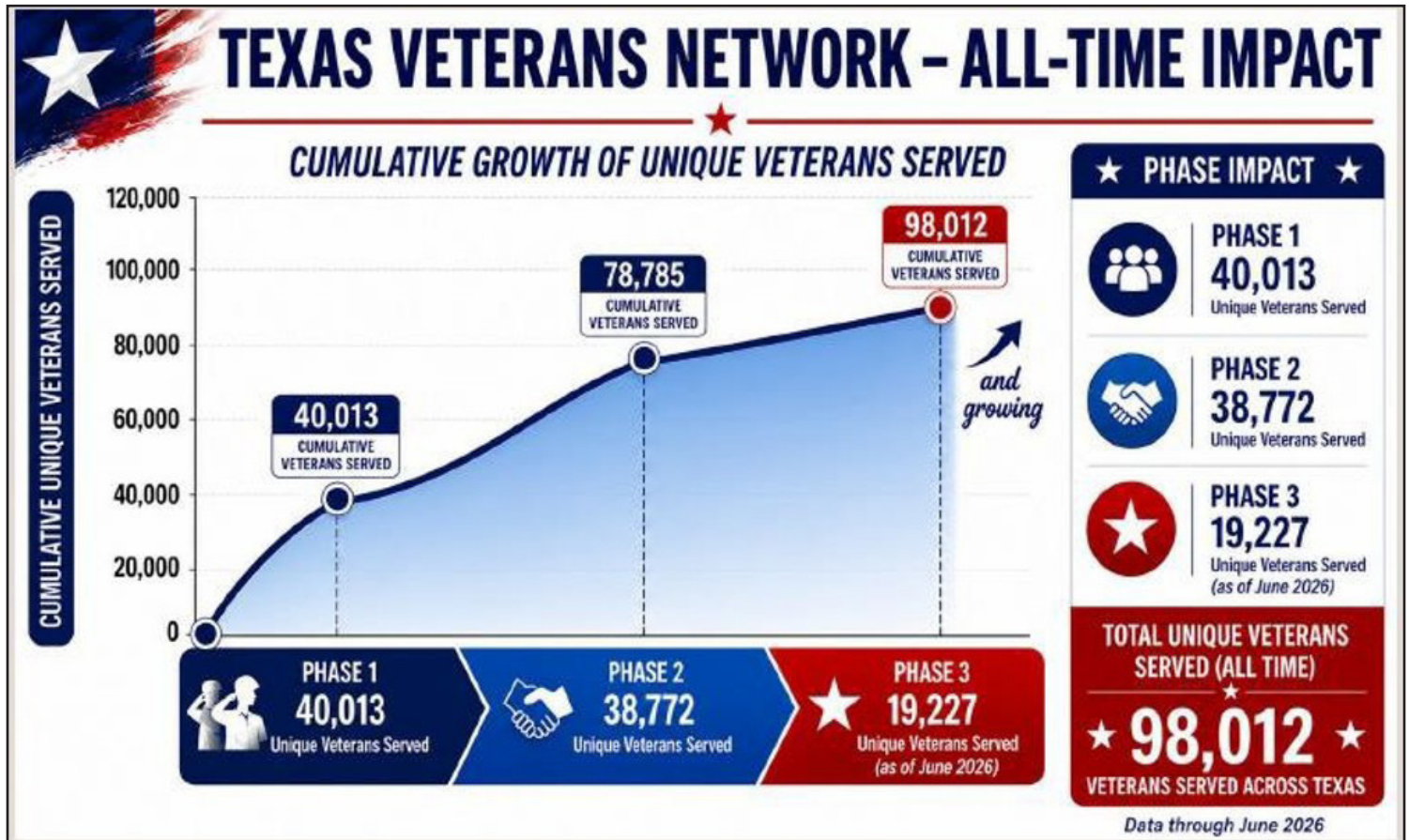
TEXAS VETERANS NETWORK

In August 2025, TWC awarded another \$2 million grant to Combined Arms to sustain the Texas Veterans Network (TVN). 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.

Performance Highlights: September 1, 2025, through August 31, 2026

Quarterly Outcome Measures	Year-One Target	Results for Three Qtrs
Total number of organization(s) in network	350	206
Number of network-building event(s) held	150	94
Number of network trainings/workshops held	20	31
Number of network providers that have the veteran service coordination and referral system installed and fully accessible	350	206
Number of referrals made in the veteran service coordination and referral system, including partner to partner, call center to coordination, and coordination to CBO	35,000	24,545
Number of successful referrals closed	22,000	18,543
Number of unduplicated veterans served using the veterans service coordination and referral system	18,000	14,001

TVN All-Time Impact



TVN Success Story: Coordinated Housing and Financial Stability Support

In June 2025, a veteran was referred to the TVN intake team by a staff member with the National Credit Union Coalition for American Heroes after he experienced the devastating loss of his wife. As he navigated this difficult transition, the veteran was facing significant financial hardships and needed both housing stability and mental health support.

The TVN intake team quickly coordinated a network of trusted partners, connecting the veteran to Cohen's Veterans Network for mental health services, the City of Fort Worth for local assistance, and additional support through Wounded Warrior Project and Cowtown Warriors.

The next month, a staff member shared that Cowtown Warriors approved and provided approximately \$15,000 in financial assistance, covering three months of the veteran's living expenses. This immediate support provided critical financial stability during a time of profound personal loss, allowing the veteran to focus on healing while remaining connected to ongoing behavioral health and community resources. This case demonstrates the power of TVN's coordinated, closed-loop referral system that brought together multiple organizations to rapidly address a veteran's complex needs and ensure no one organization had to respond alone.

LOCAL PROGRAMS

The Pathway for Heroes program is a program developed and operated by Workforce Solutions Borderplex that provides tuition and certification funding in target-demand occupations to TSMs, recently separated veterans, and military spouses. The program can also provide tools, work clothes or other essentials.

One beneficiary of the Pathways for Heroes program was a junior enlisted soldier at Fort Bliss enrolled as a participant in a project management course. He was a first-term enlisted soldier, earning approximately \$40,000 annually before transitioning from the Army. Like many junior enlisted service members, he was uncertain about his post-military career path and how to translate his military experience into meaningful civilian employment.

After enrolling in the project management course, he quickly began to build the skills, confidence, and industry connections needed to compete in the private sector. Just three weeks into the course, he accepted a fully remote cloud migration manager position with a starting salary of \$75,000. This is an 87.5 percent increase over his military income.

Building on that early success, he soon leveraged his new experience and professional network to accept another position earning \$95,000 annually, a 137.5 percent increase over his salary as a first-term enlisted soldier.

His story represents exactly why the Pathways for Heroes program exists. While it is common to see senior military leaders transition into high-paying civilian careers after decades of service, the Pathway for Heroes program demonstrates that junior enlisted service members can achieve similar success when provided access to the right training, coaching, and employer connections.

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 the state and national levels so veterans may transition more quickly from college classrooms into the workforce.



The Evaluation of Credit

Texas Labor Code §302.0031(g), requires TWC, in consultation with the Texas Higher Education Coordinating Board, 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 2024–2025 academic year, 986 veterans received credits through the CCH program, an average of four awardable credit hours and 12 transferrable credit hours for their military training and education based upon their degree plan. This is the first time under the updated CCH program that the average number of transferred credits exceeded the average number of credits awarded. This occurred because two participating universities leveraged their credit evaluation processes when the student veterans enrolled in their CCH program.



Per reporting from CCH partner schools, 3,668 semester credits may be awarded for the 2024–2025 academic year. The hours reported are the result of a variety of policies and procedures established by the reporting institutions.

Per reporting from CCH partner schools, 11,957 semester credits can be transferred and awarded for the 2024–2025 academic year based upon the degree plan. The hours reported are the result of a variety of policies and procedures established by the reporting institutions.

In April 2026, TWC awarded a total of \$1,535,901 to the University of the Incarnate Word, University of Houston Clear Lake, Collin County Community College, Dallas College, Lamar Institute of Technology, Cisco College, Texas State University, and Texas A&M University for the CCH Phase X Credentialing for Heroes Program.

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

1. Develop and document a pilot military transcript evaluation process that ensures that academic credit, credentials, licensure, and certificates will be awarded consistently to all veterans and service members.
2. Develop a leadership, management, and operational management course for combat arms service members who have lead combat formations but whose military job skills do not align with the traditional courses.
3. Develop a sustainable tracking system for program participants that accurately gauges the benefits they receive and confirms that processes and policies are being implemented consistently across the IHE.
4. 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.
5. Integrate CCH program information into veteran or active-duty service member resources.

TOP FIVE MILITARY OCCUPATION SPECIALTIES

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

Infantryman / Rifleman



Armored Assault Vehicle Crew Members



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



Motor Transport Operator/Petroleum Supply Specialist/Expeditionary Fuels Technician/Engineering Bulk Fuel System Technician/Fuels Management Specialist



Adjutant General Corps-Human Resources Specialist/Basic Personnel and Administration Marine/Personnel Specialist/Personnel Manager/Yeoman



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

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

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)

Certified Cargo Security Professional (CSSP)

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

53-1041 Aircraft Cargo Handling Supervisors

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



2. Armored Assault Vehicle Crew Members

SOC 55-3013

Description Operates tanks, light armor, and amphibious assault vehicles during combat situations on land or in aquatic environments; drives armored vehicles that require specialized training, operating and maintaining targeting and firing systems; operates and maintains advanced onboard communications and navigation equipment; transports personnel and equipment in a combat environment; operates and maintains auxiliary weapons, including machine guns and grenade launchers

Certifications

Certified Business Continuity Vendor (CBCV)
Project Management E-Business (PME)
Certified Safety Professional (CSP)
Certified Transportation Professional (CTP)
Parking, Transportation, and Mobility Professionals (PTMP)
Operations and Performance Management Professional (OPMP)
Strategy Planning Professional (SPP)

Occupations

11-3131.00 Training and Development Managers
11-1021.00 General & Operations Managers
13-1199.04 Business Continuity Planners
11-3071.00 Transportation, Storage, and Distribution Managers
43-1011.00 First-Line Supervisors of Office and Administrative Support Workers
11-3012.00 Administrative Services Managers



3. 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 for 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)

Certified Procurement Operations Professional (CPOP)

Occupations

11-3061 Purchasing Managers

11-3071 Transportation, Storage, and Distribution Managers

13-1023 Purchasing Agents, except Wholesale, Retail, and Farm Products

43-05061 Production, Planning, and Expediting Clerks

43-3061 Procurement Clerks

11-3071.04 Supply Chain Managers

13-1081 Logisticians



4. Motor Transport Operator/Petroleum Supply Specialist/ Expeditionary Fuels Technician/Engineering Bulk Fuel System Technician/Fuels Management Specialist

SOC 53-3032

Description Operates or supervises motor transport vehicles and equipment transferring passengers and cargo in support of combat and garrison operations; oversees loading and unloading of personnel and cargo on vehicles; conducts dispatch operations through planning and scheduling to meet transportation support requirements; coordinates, schedules, and documents cargo movement using automated and nonautomated tracking processes; provides transportation services for distinguished visitors and special events; administers driver qualification and licensing program; reviews contingency, mobility, and natural disaster plan to determine support requirements

Certifications

Aboveground Storage Tanks Inspector Certification (API 653)

Piping Inspector Certification (API 570)

Source Inspector Fixed Equipment (API)

Class A Commercial Driver License

Class B Commercial Driver License

Vehicle Maintenance Management and Inspection

Related Occupations

53-3032 Heavy & Tractor -Trailer Truck Drivers

43-5011 Cargo & Freight Agents

53-1043 First Line Supervisors of Material-Moving Machine and Vehicle Operators

51-8093 Petroleum Pump Systems Operators, Refinery Operators, and Gaugers

53-6051.07 Transportation Vehicle, Equipment and System Inspectors, Except Aviation

53-7051 Industrial Truck and Tractor Operators



5. Adjutant General Corps-Human Resources Specialist/ Basic Personnel and Administration Marine/ Personnel Specialist/ Personnel Manager/Yeoman

SOC 13-1071

Description Maintains personnel records for officers and enlisted members; prepares, audits, verifies, and submits personnel and payroll documents; consults with leadership on all matters related to enlisted personnel; verifies readiness and knowledge of command regulations and policies of newly assigned enlisted personnel; monitors, implements, and assesses training of enlisted personnel; assesses duties of subordinate staff, reports performance deficiencies, and proceeds with plans for correction; oversees processing of performance evaluation reports, ensures their timely review, and provides recommendations; processes requests for promotions, reductions, transfers, reenlistments, leaves, retirements, and discharges

Certifications

Certified Professional–Human Resources (IPMA–CP)

Certified Resume Specialist: Military to Civilian Transition (CRS+MCT)

SHRM Certified Professional (SHRM CP)

Customer Service Representative Professional in Human Resources (PHR)

Retirement Plans Associate (RPA)

Project Management Ready (PMI-PMR)

Related Occupations

11-3121 Human Resource Managers

13-1141 Compensation, Benefits, and Job Analysis Specialist

13-1151 Training and Development Specialist

15-1243.01 Data Warehouse Specialist

13-1199 Business Operations Specialist, All Other

13-1082 Project Management Specialist





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