

TEXAS WORKFORCE COMMISSION
Workforce Development Letter

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Effective:	June 1, 2020

To: Local Workforce Development Board Executive Directors
Commission Executive Offices
Integrated Service Area Managers



From: Courtney Arbour, Director, Workforce Development Division

Subject: **Veterans Reemployment Program**

PURPOSE:

The purpose of this WD Letter is to provide Local Workforce Development Boards (Boards) with information and guidance on the newly required Veterans Reemployment Program.

BACKGROUND:

The 86th Texas Legislature, Regular Session (2019), enacted House Bill (HB) 714, which established the Veterans Reemployment Program. The Veterans Reemployment Program serves certain veterans placed on community supervision, including deferred adjudication community supervision, for misdemeanor offenses. The program's goal is to help participants obtain workforce skills and become gainfully employed. Additionally, if the veteran completes the program, the court will enter an order of nondisclosure with respect to all records of the offense for which the defendant was placed on community supervision.

HB 714 also requires the Texas Workforce Commission to develop or approve education and training courses for the Veterans Reemployment Program. As Boards currently administer many existing workforce training services that meet the goals of this program, there is no requirement to develop new education and training courses. However, new education and training courses may be developed or approved as needed.

PROCEDURES:

No Local Flexibility (NLF): This rating indicates that Boards must comply with the federal and state laws, rules, policies, and required procedures set forth in this WD Letter and have no local flexibility in determining whether and/or how to comply. All information with an NLF rating is indicated by “must” or “shall.”

Local Flexibility (LF): This rating indicates that Boards have local flexibility in determining whether and/or how to implement guidance or recommended practices set forth in this WD Letter. All information with an LF rating is indicated by “may” or “recommend.”

NLF: Boards must ensure that Workforce Solutions Office staff is aware of the following terms:

- **Veterans Reemployment Program:** A program required by HB 714 that provides education and training to veterans placed on community supervision, including deferred adjudication community supervision, for misdemeanor offenses to obtain workforce skills and become gainfully employed.
- **Eligible Participant:** A veteran of the United States armed forces referred on or after January 1, 2020, to the program by the judge granting community supervision for a misdemeanor offense.

NLF: Boards must be aware that the judge granting community supervision will inform the participant about the participant’s eligibility for the Veterans Reemployment Program. However, the judge cannot mandate participation. Participation is voluntary, and there is no penalty for declining participation or failing to complete the program.

NLF: Boards must be aware that approved education and training courses that may be provided as part of the Veterans Reemployment Program include, but are not limited to, those available through the Workforce Innovation and Opportunity Act (WIOA) adult, dislocated worker, and youth programs.

NLF: Boards must ensure that these education and training courses:

- focus on providing a participant with useful workplace skills most likely to lead to gainful employment; and
- provide instruction in workforce skills appropriate for veterans with disabilities, as required by Texas Labor Code §316.001(b).

LF: Boards may individualize education and training courses based on any physical or intellectual limitations of the participant.

NLF: Boards must be aware that a participant successfully completes the Veterans Reemployment Program if the participant diligently attends and successfully completes the education and training courses and:

- obtains employment and retains that employment for a continuous period of three months;
- diligently searches for employment for a continuous period of six months; or
- is determined by the court to be unemployable because of a disability.

NLF: Boards must ensure that appropriate staff communicates to each participant:

- the steps above for completing the Veterans Reemployment Program; and
- examples of acceptable documentation for each requirement (completion certificate from training provider, pay stubs, work search logs, and so forth).

NLF: Boards must ensure that when serving veterans referred to the Workforce Solutions Office through the Veterans Reemployment Program, the appropriate staff uses Office 3, 99-Veterans Reemployment Program to document the receipt of all staff-assisted workforce services into The Workforce Information System of Texas (TWIST).

NLF: Boards must follow the guidance in WD Letter 25-15, issued October 26, 2015, and titled “Applying Priority of Service and Identifying and Documenting Eligible Veterans and Transitioning Service Members,” and subsequent issuances, to ensure veterans receive priority of service for education and training services.

INQUIRIES:

Send inquiries regarding this WD Letter to wfpolicy.clarifications@twc.texas.gov.

REFERENCES:

Texas Labor Code §316.001

House Bill 714, 86th Texas Legislature, Regular Session (2019)

WD Letter 25-15, issued October 26, 2015, and titled “Applying Priority of Service and Identifying and Documenting Eligible Veterans and Transitioning Service Members”