

1 **Statewide Program to Transition from Military to Civilian Employment**
2 **Discussion Paper**

3
4 **Background**

5 Texas is home to 15 military installations plus the Army’s Futures Command, hosting an
6 estimated 112,600 military personnel, 60,000 spouses, and their families annually. Most of these
7 facilities have a Transition Assistance Program, and process military personnel separating from
8 active duty. As they prepare to enter the civilian labor market, transitioning service members and
9 recently separated veterans can benefit from job-search support and opportunities to apply the
10 skills that they developed during their time in the military. For some, the transition period is an
11 ideal time to pursue additional training or education. The spouses of service members and
12 veterans, who might have sacrificed career opportunities to the demands of military service, can
13 also benefit from employment support.¹

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15 According to the RAND Corporation report, very few programs focus on military-to-civilian
16 employment transitions. Specifically, little support is dedicated to helping service members and
17 veterans translate their military skills to the civilian labor market. There is also limited assistance
18 for finding civilian apprenticeships or jobs, and few resources are available for connecting them
19 with civilian employers.

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21 The U.S. Army “Review & Analysis: 2023 Review and Analysis of the state of Transitioning
22 Soldiers” report indicates that Fort Cavazos is one of the top five installations of transitioning
23 soldiers for regular army. The majority of these transitioning service members have 10 or less
24 years, are married and range in age from 24 to 34 years of age. Additionally, more than 21,000
25 military personnel retire on an annual basis.

26
27 Of the total transitioning force last fiscal year, approximately 46 percent of soldiers who
28 transitioned in FY23 indicated that they are returning to their home of record (HOR). A
29 comparable small percentage (25 percent) of soldiers who transitioned stayed within the
30 metropolitan statistical area (MSA) of their last duty station. Lastly, 29 percent of all
31 transitioning soldiers indicated that they were not returning to their pre-established HOR or
32 staying within the borders of their last duty station MSA.

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34 Based on these statistics, Texas could anticipate an estimated 9,392 transitioning active-duty
35 U.S. Army personnel alone. This number is higher when considering comparable transfers from
36 active duty for the other branches of the military.

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38 **Issue 1: Create a statewide program to assist active duty transitioning military personnel**
39 **and their spouses as they depart military service and transition to civilian employment.**

40 Funding is needed to create a statewide program to assist military personnel and their spouses
41 and families transitioning from military service to civilian employment. This program would
42 support military-to-civilian employment transitions dedicated to helping service members and

¹ Federal Programs to Assist Military-to-Civilian Employment Transitions. Meredith Kleykamp, Jeffrey B. Wenger, Elizabeth Hastings Roer, Matthew Kubasak, Travis Hubble, Lauren Skrabala. RAND Corporation. June 11, 2024. Available at: [Federal Programs to Assist Military-to-Civilian Employment Transitions: Limited Scrutiny and Substantial Investment in Education Programs | RAND](#).

1 veterans translate their military skills to the civilian labor market and would include employment
2 services, training, and wraparound support services to transitioning service members (TSMs) and
3 recently separated veterans (RSV) transitioning to civilian employment, as well as military
4 spouses seeking permanent employment. This program will also assist these populations in
5 finding apprenticeships with civilian employers.

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7 Staff recommends the use of \$3,000,000 in Workforce Innovation and Opportunity Act (WIOA)
8 statewide funds to establish a statewide program, and to make these funds available to Boards
9 through an application-based process, where Boards can apply for funds through this program to
10 support this population with employment transition support services and training.

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12 **Issue 2: Review Licensing Requirements for military credentials to transition to credentials**
13 **recognized by civilian employers.**

14 There is an ongoing need to simplify the process for obtaining an occupational license or
15 certification in Texas for qualified TSMs, military spouses, and RSVs. Compounding the
16 problem further, different state agencies have different licensure requirements and application
17 procedures. Despite the efforts of the Texas Legislature to address this issue, navigating these
18 application processes may be confusing for some individuals.

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20 Staff recommends inviting occupational licensing and regulatory agencies to participate in a
21 working group to review licensing requirements and processes in the context of military
22 education, training, and experience where credentials have been earned indicating skills and
23 knowledge achievements.

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25 Convening a working group of occupational licensing and regulatory agencies to identify barriers
26 and possible solutions in removing the barriers for TSMs, RSVs, and military spouses to obtain
27 occupational licenses for which they are qualified would be a positive step toward improving
28 how TSMs, RSVs, and military spouses obtain occupational licenses and connect to civilian
29 employment.

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31 **Decision Points**

32 Staff recommends creating an application-based, statewide program, funded with \$3,000,000 in
33 Workforce Innovation and Opportunity Act (WIOA) statewide funds to provide employment
34 services, training, and wraparound support services to assist transitioning service members,
35 recently separated veterans, and military spouses transitioning to civilian employment.

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37 Additionally, staff recommends creating a working group of occupational licensing and
38 regulatory agencies to identify barriers and possible solutions in removing the barriers for
39 transitioning service members, recently separated veterans, and military spouses to obtain
40 occupational licenses.