



**2024**  
**Report on the Transition**  
**from Military Service to**  
**Employment**

**TEXAS WORKFORCE**  
**COMMISSION**



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## About This Report

The 2024 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.

## Texas Labor Code, Chapter 302.020 Requirements

Texas Labor Code, Chapter 302, Division of Workforce Development, §302.020, to require the 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 other 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 2023](#) (FY'23). The SFL Transition National Overview Packet is the only comprehensive and publicly available source of statistical information regarding transitioning service members.

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 transitioning service members (TSMs) by matching occupational titles across all branches of the military to reveal 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 allowed 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 comprising 28 Boards, which administer services in more than 175 Texas Workforce Solutions Offices across the state. The Texas Workforce System provides employment assistance, education, and training to individuals who are seeking employment. Additionally, TWC collaborates with community and technical colleges and equips providers across the state to train veterans and other eligible individuals in target 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 171 Veterans Employment Representatives operating at 90 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 2023 alone, nearly 15,000 soldiers transitioned from Army service to civilian life in Texas.

Texas' commitment to veterans extends beyond just welcoming them home. In fact, according to the Office of the Governor, Texas is [top-ranked for jobs created by veteran business owners](#). Moreover, 55 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.

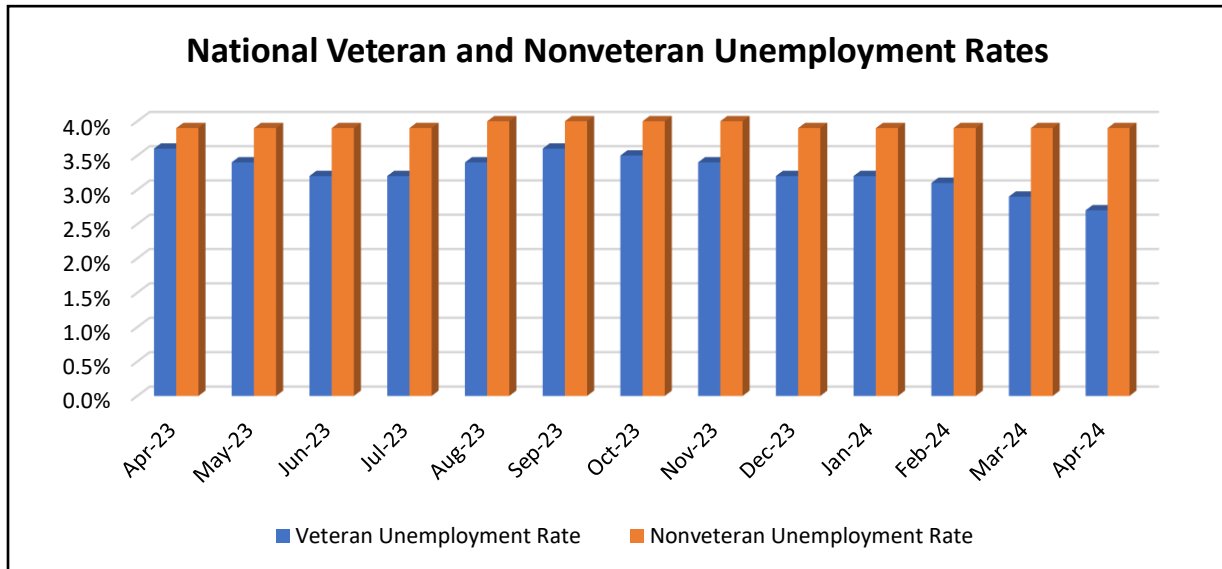
## **Texas Veteran Unemployment Rates**

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.

## 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 2023 and 2024. April 2024 showed the largest gap between the two rates with a 1.2 percent difference.

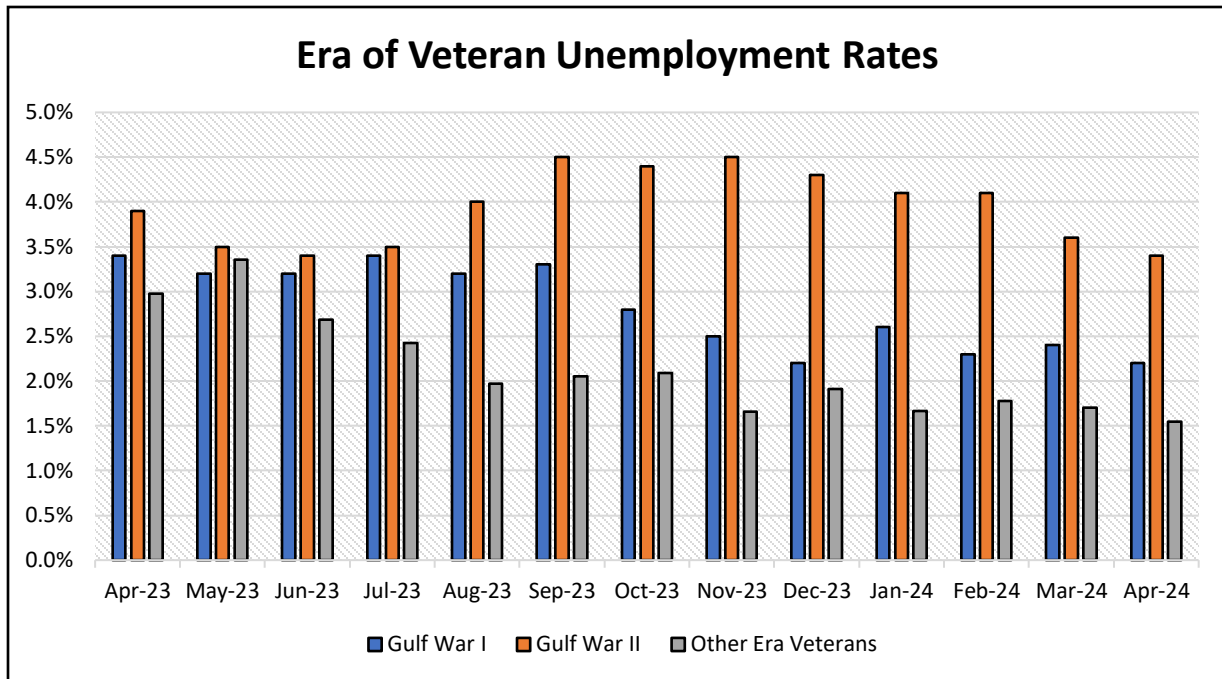
*Figure 1—National Veteran and Nonveteran Unemployment Rates:*



## Unemployment Rates by Veteran Era

Among categories of veterans, the unemployment rate for Gulf War II veterans remained highest, reaching 4.5 percent in September and November 2023. The second-highest veteran unemployment rate is held by the Gulf War I category, which reached 3.4 percent in April and July 2023. The lowest veteran unemployment rate is associated with the Other Era Veterans category, which reached 1.7 percent in January 2024, a marked decrease from 3.4 percent in May 2023. Figure 2, below, illustrates unemployment rates among categories of veterans from April 2023 through April 2024.

**Figure 2—Era of Veteran Unemployment Rates:**



### **Veteran and Nonveteran Unemployment Rates in April 2023 and April 2024**

Figure 3 below shows that in each veteran category, the veteran unemployment rate was equal to or lower than that of nonveterans in April 2023 and April 2024.

The total unemployment rate for nonveterans stood at 3.9 percent in both April 2023 and April 2024.

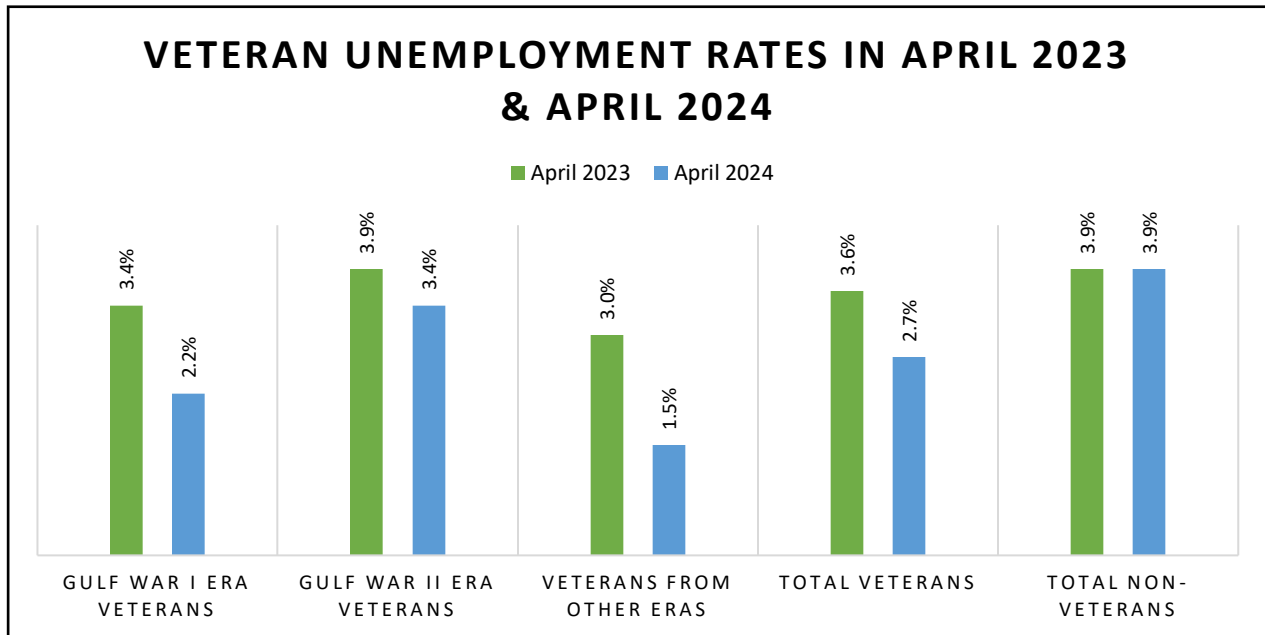
The unemployment rate for Gulf War I era veterans in April 2023 was 3.4 percent, compared to 2.2 percent in April 2024. This is 1.7 percent lower than the April 2024 nonveteran unemployment rate, which was 3.9 percent for the same period.

The unemployment rate for Gulf War II era veterans in April 2023 was 3.9 percent, compared to 3.4 percent in April 2024. The April 2024 rate for Gulf War II era veterans is 0.5 percent lower than the April 2024 total nonveteran unemployment rate.

The unemployment rate for veterans from other eras in April 2023 was 3.0 percent, which decreased to 1.5 percent in April 2024. The April 2024 rate for veterans from other eras is 2.4 percent lower than the April 2024 total nonveteran unemployment rate.

The unemployment rate for total veterans in April 2023 was 3.6 percent, which decreased to 2.7 percent in April 2024, and is 0.3 percent lower than the April 2024 total nonveteran.

unemployment rate. *Figure 3—Veteran and Nonveteran Unemployment Rates in April 2023 and April 2024:*



**Source:** compiled from Current TWC LMIPopulation Survey.

Not seasonally adjusted.

### Texas Veterans Leadership Program

The TWC’s TVLP is a resource and referral network for veterans who are transitioning back into civilian life. Acronyms for specific campaigns include 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 transition centers on military installations. VRRSs outreach veterans and TSMs and direct them to the help they need to obtain employment. The program emphasizes serving individuals facing specific or complex challenges as they reintegrate into the workforce.

All VRRSs were service members and understand the unique needs of transitioning individuals. Since July 2008, TVLP has contacted 60,305 veterans and provided services to 47,324 OIF and OEF veterans. Although not its 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 55,867 Texas veterans.

TVLP staff members participate in veteran treatment courts and serve on homeless veteran committees, veteran suicide-prevention committees, and US Department of Veterans Affairs' community veterans engagement boards across the state. TVLP provides and coordinates various employment services and events for veterans, including virtual career fairs.

TVLP staff members also partner with the Texas office of the Veterans of Foreign Wars (VFW), Boards, and TVC to host in-person 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 Transportation;
- Texas Department of Family and Protective Services;
- Texas Office of the Attorney General;
- Texas Comptroller; and
- Texas General Land Office.

Veteran service representatives from TWC and partner organizations on Fort Cavazos, Joint Base San Antonio, and Fort Bliss continue to connect TSMs and military spouses with employers like CapMetro, Akima, Amentum, Inflight, Watco, and Odyssey Technical Solutions. Although the 12-week program created through collaboration between Samsung Semiconductor Austin and the Army Career Skills Program mentioned in last year's report will continue, it is on hold due to construction delays affecting the Samsung facility in Taylor, Texas.

### **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 that 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 licensures that TSMs and military spouses are seeking. Such assessments also identify gaps in services provided by the Texas workforce system.

### **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 three-member Commission (Commission) Chair and the TVC Chair. 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 1,187 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. 1,187 We Hire Vets decals have been issued to deserving Texas employers since the fall of 2017. Below are some employers currently participating in the We Hire Vets program:

- Akima, LLC
- Grunt Style, LLC
- CapMetro .
- Charter Communications, LLC
- JAG Aviation
- Kyle Police Department
- Texas Department of Transportation
- Samsung Austin Semiconductor
- Synertex, LLC
- The Boeing Company
- USAA
- VIA Metropolitan Transit
- Xcel Energy

### **Military Family Support Program**

TWC’s Military Family Support Program provides military spouses with enhanced job search assistance, skills assessments, LMI, résumé writing services, 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 FY since 2017. Currently, eight military installations throughout the state 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—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 evaluates the effectiveness of this program. The table below collectively reflects the Boards’ efforts for Calendar Year 2023.

**Calendar Year 2023 Military Family Support Program Performance**

<b>Overall Program Performance Targets/ Outcomes</b>	<b>Target</b>	<b>Q1 Report</b>	<b>Q2 Report</b>	<b>Q3 Report</b>	<b>Q4 Report</b>	<b>Year-to-Date Total</b>	<b>Percent of Target Met</b>
Participants Who Provided Assessments	209	44	69	48	47	208	100 %
Participants Enrolled	220	115	45	44	27	231	105 %
Participants Receiving Supportive Services	84	15	22	38	20	95	113 %
Participants Trained	88	68	28	35	11	142	161 %
Participants Receiving Certifications	61	7	14	16	22	59	97 %

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

- A military spouse received grant assistance to enter the Dental Hygiene program at Temple College. The grant provided individualized support services for the duration of the spouse’s training. The participant earned an associate of applied science degree in Dental Hygiene and worked diligently to pass the board exams to become a licensed dental hygienist. The spouse passed their exams and entered employment as a dental hygienist earning \$35 per hour.
- Through enrolling in the Military Family Support Program, a military spouse overcame a 12-year employment gap. This spouse faced unique challenges due to frequent military relocations. The participant received assistance with job search referrals, job fairs, and

communication with employers on the participant’s behalf, which led to full-time employment with the Texas Department of Family and Protective Services Child Protective Services (CPS) Division as a CPS Family-Based Safety Services Specialist I. The military spouse now earns a monthly salary of \$3,816.65.

- On May 9, 2024, 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. Forty-four employers and more than 75 military spouses, family members, and TSMs attended the job fair. Two military spouses who attended the military spouse job fair as job seekers in 2023 were employed as Human Resource Recruiters at the military spouse job fair in 2024.

**Texas Veterans Network**

TWC awarded a \$2 million grant to Combined Arms to sustain the TVN in April 2023 through the end of March 2025. 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 transitioning service members, veterans, and their families to receive all services necessary for a successful transition into civilian life.

**1st Year Performance Highlights: April 1st, 2023, to March 31st 2024**

<b>Quarterly Outcome Measures</b>	<b>TARGET</b>	<b>RESULTS</b>
Total Number of Organization(s) in network	<b>50</b>	<b>40</b>
Number of Network Building Event (s) held	<b>100</b>	<b>104</b>
Number of Network Training/Workshops Held	<b>30</b>	<b>46</b>
Number of Network Providers that have Veteran Service Coordination and Referral System installed and fully accessible	<b>50</b>	<b>40</b>
Number of referrals made in the Veteran Service Coordination and Referral System including partner to partner; call center to coordination; coordination to CBO.	<b>30,000</b>	<b>34,268</b>
Number of Successful Referrals closed	<b>21,000</b>	<b>26,092</b>

Number of Unduplicated Veterans Served using the Veterans Service Coordination and Referral System	16,000	14,981
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From May 2023 through April 2024, 707 Active-Duty service members were connected to 1,388 resources via the TVN. During this same period, 216 military spouses were connected to 749 resources.

**Other Programs Initiated Locally**

In December 2021, DOL awarded TWC and Workforce Solutions of Central Texas an \$8.03 million National Dislocated Worker Grant (DWG) to retrain TSMs from Fort Cavazos and their spouses as they transition into civilian employment. Workforce Solutions of Central Texas reported favorable outcomes from the grant, which ended in November 2023. Service members from Fort Cavazos made up 15.48 percent of the entire population of TSMs exiting the Army in 2023, and of the TSMs from Fort Cavazos, only 11.04 percent applied for unemployment compensation for ex-service members.<sup>1</sup>

Additionally, Workforce Solutions of Central Texas reported the following outcomes from the DWG:

- The grant served 1,307 TSMs, recently separated veterans, and military spouses.
- 1,109 TSMs, recently separated veterans, and military spouses exited program services to date.
- 83.58 percent of TSMs, recently separated veterans, and military spouses entered into employment.
- Participants’ average hourly wage was \$26.20.
- \$46,045,958 was the total for participants’ combined annual income.

In March 2023, the DOL awarded Workforce Solutions Borderplex a \$4.7 million DWG to retrain TSMs as they transition into civilian employment. From March 2023 through March 2024, a total of 212 TSMs were served.

**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.

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.

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<sup>1</sup> US Army FY’23 Total Army UCX Application Rate by Center and Career Management Field Report

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 that were awarded under the CCH program and were 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. Three institutions provided 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 based on veteran and service member's 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**

The data from the 2022 study reveals a notable increase in the average number of credit hours awarded to veterans and transferred to CCH grantees and CCH partner schools compared to the previous academic year. In 2022, veterans received an average of 43 credit hours, a substantial increase from the seven credit hours reported in 2021. This increase in credit hours suggests a heightened interest in the CCH program and may indicate that participating IHEs have enhanced and streamlined their reporting procedures.

### **CCH Phase 9 Capacity Building and Sustainability Program**

On February 20, 2023, TWC issued a request for applications from eligible IHEs to participate in the CCH Phase 9 Capacity Building and Sustainability Program, which allows the IHEs to develop or improve their military credit 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 be split between 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 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 as follows:

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.
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 to 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 Occupational Specialties for 2024

The top five military occupational specialties in Texas for 2024 are the following:

1. Infantryman/Rifleman
2. Automated Logistical Specialist/Material Management/Logistics Specialist Supply Basic/Maintenance Management Specialist Quartermaster/Logistics Officer/Acquisition
3. Wheeled Vehicle Mechanic/Mission Generation Vehicular Equipment Maintenance Helper/Construction Mechanic
4. Health Care Specialist/Hospital Corpsman/Aerospace Medical Services
5. Information Technology Specialist/Communications—Computer Systems Programming/Information Systems Technician

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

### 1. Infantryman/Rifleman

<b>SOC</b>	<b>55-3016</b>
<b>Description</b>	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.

<b>Certifications</b>	<p>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)</p>
<b>Occupations</b>	<p>33-3051 Police and Sheriff's Patrol Officers  33-9093 Transportation Security Screeners  11-1021 General and Operations 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</p>

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

<b>SOC</b>	<b>11-3071</b>
<b>Description</b>	<p>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.</p>
<b>Certifications</b>	<p>Certified in Production and Inventory Management (CPIM)  Certified Logistics Technician (CLT)  Certified Supply Chain Professional (CSCP)  Certified in Logistics, Transportation, and Distribution (CLTD)  Certified Professional in Supply Management (CPSM)  Certified Federal Contract Manager (CFCM)  Senior Professional in Supply Management</p>
<b>Occupations</b>	<p>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</p>

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

<b>SOC</b>	<b>49-3023</b>
<b>Description</b>	Supervises and performs maintenance and recovery operations on wheeled vehicles and associated items as well as heavy-wheeled vehicles and select armored vehicles.
<b>Certifications</b>	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
<b>Related Occupations</b>	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 49-9021 Heating, Air Conditioning, and Refrigeration Mechanic/Installer

### 4. Health Care Specialist/Hospital Corpsman/Aerospace Medical Service

<b>SOC</b>	<b>31-9092</b>
<b>Description</b>	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.
<b>Certifications</b>	Certified Nursing Assistant (CNA) Advanced Emergency Medical Technician (AEMT) Registered Medical Assistant (RMA) Emergency Medical Technician (EMT) Clinical Medical Assistant (CMA)
<b>Related Occupations</b>	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

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

<b>SOC</b>	<b>15-1231</b>
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<b>Description</b>	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.
<b>Certifications</b>	Certified System Administrator Certified System Programmer Certified Network Associate Routing and Switching Certification
<b>Related Occupations</b>	15-1211 Computer Systems Analysts 15-1241 Computer Network Architects 15-1242 Database Administrators 15-1252 Software Developers 15-1299 Computer Occupations, All Other 11-3021 Computer and Information Systems Managers