

TEXAS WORKFORCE COMMISSION
Workforce Development Letter

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Effective:	WF CMS Implementation

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—Update**

PURPOSE:

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

This updated letter provides clarification regarding the implementation of WorkInTexas.com as Texas Workforce Commission's (TWC) workforce case management system.

RESCISSIONS:

WD Letter 05-20

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 a veteran completes the program, the court will enter an order of nondisclosure with respect to all records of the offense for which the veteran defendant was placed on community supervision.

HB 714 also requires TWC 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.”

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 (such as a completion certificate from a training provider, pay stubs, work search logs, and so forth).

NLF: Boards must ensure that when serving veterans referred to a Workforce Solutions Office through the Veterans Reemployment Program, the appropriate staff documents the receipt of all staff-assisted workforce services by selecting the following field in the WorkInTexas.com Wagner-Peyser Program Application “Miscellaneous” tab:

- Special Project Indicator: Veterans Reemployment HB 714

NLF: Boards must follow the guidance in WD Letter 01-21, Change 1, issued March 18, 2024, and titled “Applying Priority of Service and Identifying and Documenting Veterans and Transitioning Service Members—Update” (and subsequent issuances) to ensure that veterans receive priority of service for education and training services.

INQUIRIES:

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

ATTACHMENTS:

Attachment 1: Revisions to WD Letter 05-20 Shown in Track Changes

REFERENCES:

Texas Labor Code §316.001
 House Bill 714, 86th Texas Legislature, Regular Session (2019)
 WD Letter 01-21, Change 1, issued March 18, 2024, and titled “Applying Priority of Service and Identifying and Documenting Veterans and Transitioning Service Members—Update”