



Military Employment Preference

TSTC recognizes the sacrifices and contributions of individuals who have served in the armed forces, offering them opportunities for employment and post-service stability. Military employment preference acknowledges the unique skill set and discipline acquired through military training, often translating seamlessly into various civilian roles. Moreover, it fosters a sense of duty and loyalty within the military community, encouraging recruitment and retention by providing a tangible benefit for service. By prioritizing veterans in hiring processes, TSTC benefits from diverse perspectives and experiences, enriching our workforce and promoting inclusivity while honoring their service.

TSTC is proud to offer military employment preference as established in the Military Employment Preference Act ([Chapter 657, Government Code](#)). Individuals who qualify for military employment preference are entitled to a preference in employment with or appointment to a state agency over other applicants for the same position who do not have greater qualifications.

ELIGIBILITY

- A veteran, including a veteran with a disability;
- A veteran's surviving spouse who has not remarried;
- An orphan of a veteran if the veteran was killed while on active duty;
- The spouse of a member of the United States armed forces or Texas National Guard serving on active duty; and
- The spouse of a veteran, if the spouse is the primary source of income for the household, and the veteran has a total disability rating based either on having a service-connected disability with a disability rating of at least 70 percent or on individual unemployability.

VETERAN DEFINED

[Section 2308.251 of the Texas Government Code](#) defines a veteran as a person who:

1. Has served in:
 - a. the Army, Navy, Air Force, Coast Guard, or Marine Corps of the United States or the United States Public Service under 42 U.S.C. 2010 et seq. as amended
 - b. The Texas Military Forces as defined by section 437.0001; or
 - c. An auxiliary service of one of those branches of the armed forces; and
2. Has been honorably discharged from the branch of service in which the person served.

IMPACT ON THE HIRING PROCESS

Eligible applicants who meet the minimum qualifications for a position will be shown preference in the following:

Interviews

- If the total number of candidates interviewed for the position is six or fewer, then at least one of those interviewed applicants must be a qualified individual eligible for military preference.

- If the total number of candidates interviewed for the position is more than six, then at least 20% of the total number of applicants interviewed must be eligible for military preference.
- These requirements are dependent on the number of qualified applicants who are eligible for military preference. If no applicants who are eligible for military preference apply to a position, then the interview requirement is waived.

Employment Decisions

- If two applicants are finalists for a position, and both are equally qualified for the position in every way except that one is eligible for military preference and the other is not, then the applicant eligible for military preference will be selected for hire.

DOES THE VETERANS EMPLOYMENT PREFERENCE GUARANTEE AN INTERVIEW?

No, it does not. The eligible individual must meet the same required qualifications as every other applicant in order to be interviewed. Likewise, military preference does not guarantee that an eligible applicant will be hired – they must be the best-qualified applicant for the position. If the applicant is not the best candidate for the position, then they will not be selected for hire, regardless of military preference status.

CLAIMING VETERAN OR MILITARY EMPLOYMENT PREFERENCE

Eligible applicants should apply through the [Work at TSTC](#) page on the [TSTC website](#).

During the online application process, applicants will be asked questions that will be used to determine their eligibility for the Military Employment preference. Applicants who qualify for employment preference will have a special designation attached to their applicant profile to ensure preference procedures are followed. An applicant who qualifies for and claims employment preference may be asked to provide additional documentation upon hire.