



Memorandum of Record 353

DATE: February 27, 2009

MEMORANDUM TO: Contractors

FROM: Charlie Moke

SUBJECT: WorkInTexas.com: New Two-Day Veterans Hold on Job Postings

Workforce Solutions-Alamo adopted this process as local policy. Veterans are priority populations. Please ensure that this MR has been reviewed and is implemented as directed. Contractors must ensure that appropriate staff are aware and adhere to the information in this WD Letter.

This WD Letter provides Local Workforce Development Boards (Boards) with information and guidance on the new two-day veterans hold on all job postings in WorkInTexas.com, effective February 27, 2009.

PROCEDURES:

Contractors must ensure that Texas Workforce Center staff is aware of the following changes to WorkInTexas.com:

- Effective February 27, 2009, two-day veterans hold will be placed on all job postings in WorkInTexas.com to ensure that veteran job seekers are matched to job openings before the general public.
- When creating a new job posting in WorkInTexas.com, an employer—or Texas Workforce Center staff on behalf of an employer—will set the *Match Veterans Only* status of the job posting by selecting:
 - Yes*, indicating that veterans will always be matched; or
 - No*, indicating the new two-day veterans hold will be used.

Note: If neither choice is selected, then the *Match Veterans Only* status automatically defaults to *No*. Each night, WorkInTexas.com will

automatically check for the *No* option on new job postings and lift the hold after two days, thereby making the job postings available to all job seekers. Contractors must ensure that Texas Workforce Center staff continues to refer veteran job seekers to job postings in accordance with federal and state requirements for priority of service.

All comments and inquiries pertaining to this policy should be directed to:

Charlie Moke

Director Business Services Workforce Solutions Alamo

charlie.moke@twc.state.tx.us

TEXAS WORKFORCE COMMISSION LETTER

ID/No:	WD 63-07, Change 1
Date:	February 24, 2009
Keyword:	WorkInTexas.com
Effective:	Immediately

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



From: Laurence M. Jones, Director, Workforce Development Division

Subject: **WorkInTexas.com: New Two-Day Veterans Hold on Job Postings**

PURPOSE:

This WD Letter provides Local Workforce Development Boards (Boards) with information and guidance on the new two-day veterans hold on all job postings in WorkInTexas.com, effective February 27, 2009.

BACKGROUND:

In 2007, the Texas Workforce Commission (Commission) implemented a first-day veterans hold on job postings in WorkInTexas.com as part of its targeted efforts to ensure that veteran job seekers receive value-added services in each Texas Workforce Center across the state. To further increase this added value, the Commission has extended the first-day veterans hold to two days on all postings in WorkInTexas.com.

PROCEDURES:

Boards must ensure that Texas Workforce Center staff is aware of the following changes to WorkInTexas.com:

NLF

Effective February 27, 2009, a two-day veterans hold will be placed on all job postings in WorkInTexas.com to ensure that veteran job seekers are matched to job openings before the general public.

When creating a new job posting in WorkInTexas.com, an employer—or Texas Workforce Center staff on behalf of an employer—will set the *Match Veterans Only* status of the job posting by selecting:

NLF

- *Yes*, indicating that veterans will always be matched; or
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Note: If neither choice is selected, then the *Match Veterans Only* status automatically defaults to *No*. Each night, WorkInTexas.com will

automatically check for the *No* option on new job postings and lift the hold after two days, thereby making the job postings available to all job seekers.

Boards must ensure that Texas Workforce Center staff continues to refer veteran job seekers to job postings in accordance with federal and state requirements for priority of service.

NLF

INQUIRIES:

Direct inquiries regarding this WD Letter to wfpolicy.clarifications@twc.state.tx.us.

RESCISSIONS:

WD Letter 63-07

REFERENCE:

Title 38 U.S.C. Chapter 42, as amended by Public Law 107-288, the Jobs for Veterans Act
United States Department of Labor Training and Employment Guidance Letter No. 5-03, issued September 16, 2003, and entitled "Implementing the Veterans' Priority Provisions of the 'Jobs for Veterans Act' (PL 107-288)"
Texas Labor Code §302.014
WD Letter 15-04, issued November 3, 2004, and entitled "Documenting Eligibility Information for Veterans and Other Eligible Persons in The Workforce Information System of Texas and WorkInTexas.com"
WD Letter 15-04, Change 1, issued November 5, 2004, and entitled "Documenting Eligibility Information for Veterans and Other Eligible Persons in The Workforce Information System of Texas and WorkInTexas.com: *Correction*"
WD Letter 04-09, issued January 28, 2009, and entitled "Priority of Service for Eligible Veterans and Eligible Foster Youth"

FLEXIBILITY RATINGS:

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."