



MANAGER MINUTE

SEPT 21, 2022

VETERAN'S EMPLOYMENT PREFERENCE

ISSUE 01

VETERAN'S EMPLOYMENT PREFERENCE

An individual who qualifies for a veteran's employment preference under Texas law will be accorded a preference for employment over other applicants for the same position who do not have greater qualifications.



INDIVIDUALS QUALIFIED FOR VETERAN'S EMPLOYMENT PREFERENCE

STATE REGULATIONS

- a veteran, including a veteran with a disability;
- a veteran's surviving spouse who has not remarried; and
- an orphan of a veteran if the veteran was killed while on active duty

FEDERAL REGULATIONS

- disabled veterans;
- recently separated veterans;
- active duty wartime or campaign badge veterans; and
- armed forces service medal veterans

DID YOU KNOW?

As a federal contractor, we are expected to establish hiring benchmarks and take proactive steps to recruit, hire, retain, and promote protected veterans. For 2022, the annual hiring benchmark as established by the Office of Federal Contract Compliance Programs (OFCCP) is **5.6% of all hires**.



FREQUENTLY ASKED QUESTIONS



How do I identify preferred candidates?

In Taleo, applicants that are determined to be eligible for hiring preference will have a special designator "yellow triangle" next to their name.

How does it impact the interview process?

When a veteran applicant has applied to an open position and meets qualifications:

- It is required that hiring managers interview **at least one individual** with veteran's preference if there are **six or fewer individuals** selected for interview.
- If there are **six or more individuals** selected for interview, it is required to interview **at least 20 percent** of individuals with veteran's preference.

How does it impact the hiring process?

If there are **two equally qualified** applicants, one of whom is a veteran, the applicant who is a veteran should be selected to be hired for the job.

Is the veteran preference a guarantee for any job?

Veterans' preference does not guarantee veterans a job. To be eligible, the individual must meet the same required qualifications for the position as every other applicant.

Where should managers go to get assistance?

University Relations and Equal Opportunity
Phone: 713-500-CALL (2255)
Email: CALL@uth.tmc.edu