



Frequently Asked Questions

If you do not see your question below or need further explanation, please feel free to contact the [DFPS Military Liaison](#).

Who is a veteran?

There are many who have served honorably, but do not consider themselves to be Veterans. Some service members believe they had to serve in combat, overseas, or a variety of things to be considered a Veteran.

Texas Government Code Chapter 2308 ([Workforce Investment Act](#)) defines a Veteran as someone has served in:

- The army, navy, air force, coast guard or marine corps of the United States or the United States Public Health Service under 42 U.S.C. Section 201 et seq., as amended;
- The Texas military forces as defined by [Section 437.001](#); or
- An auxiliary service of one of those branches of the armed forces;
- Has been honorably discharged from the branch of the service in which the person served.

I'm researching what it's like to work with DFPS. How can DFPS help me decide if it's right for me?

One way...DFPS offers an opportunity to conduct an information interview. An aspiring employee who is part of the military community is introduced to a DFPS military veteran to gain knowledge about the position.

Also...DFPS has job preview videos and information for those aspiring to work with [Child Protective Services](#), [Adult Protective Services](#), and [Child Care Investigations](#), and [Protective Services Intake Center](#). Military veterans employed with DFPS also created [videos](#) to share their perspective on working with DFPS.

Does DFPS give military preference?

Yes!

Texas Government Code Chapter 657 ([Military Preference](#)) allows state agencies to use military preference. DFPS created a process to implement military preference throughout the hiring stages. Individuals eligible for military preference are:

Veteran: a person who –

(A) has served in:

the army, navy, air force, coast guard, or marine corps of the United States or the United States Public Health Service under 42 U.S.C. Section 201 et seq., as amended;

the Texas military forces as defined by Section 437.001; or

an auxiliary service of one of those branches of the armed forces; and
(B) has been honorably discharged from the branch of the service in which the person served.

Veteran with a Disability: veteran who is classified as disabled by the United States Department of Veterans Affairs or its successor or the branch of the service in which the veteran served and whose disability is service-connected.

Texas Military Forces: The Texas Army National Guard, Texas Air National Guard, Texas State Guard, and any other military force organized under state law.

Reserve Component: The seven reserve branches of the U.S. armed forces (the Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, the Army National Guard, and the Air National Guard).

Surviving Spouse: spouse of a deceased veteran who has not remarried if the veteran was killed while on active duty.

Orphan of Veteran: an orphan of a veteran if the veteran was killed while on active duty.

Spouse of a Service Member: the spouse of a member of the United States armed forces or reserve component on active duty.

Spouse of a Disabled Veteran: 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.

I am currently serving in the National Guard/Reserves. Do I get paid time off to attend military training?

Yes!

DFPS provides 15 days (120 hours) of paid leave in the form of military leave. You'll also receive unlimited paid leave (emergency leave) while performing state active duty. You may review our policy ([HR Manual Chapter 5 – Military Leave](#)) for more information regarding service members.

Review [Texas Government Code Chapter 437](#) for more information on rights, benefits, and entitlements for service members employed with state agencies.

I see the VA for my medical care. Does DFPS offer sick leave to attend my VA appointments?

Yes!

DFPS offers a form of paid leave to allow veterans and service members to attend VA appointments. The veteran medical leave consists of 120 hours, use or lose each state fiscal year (Sep 1). The 120 hours are refreshed each state fiscal year. This benefit is in addition to the regular sick leave accrued each month.

How does DFPS support their veterans and other employees?

You may review the benefits on the DFPS [Benefits](#) page. Other support provided –

[Employee Assistance Program \(EAP\)](#) offers therapeutic intervention, work/life services, and other wellness resources through our EAP. It is confidential and available 24 hours a day, 7 days a week, and 365 days a year. The services are available for DFPS employees, their household members, and their dependents even if they do not live within the same household. Services are available nationwide. They also provide services to assist [service members](#) in their transition to civilian life.

DFPS has the **Military Veteran Peer Support (MVPS) Program** to provide personal support, in addition to the mentor training program. The purpose is to increase morale, assist in adapting to the DFPS culture, and increase productivity to contribute to employment success and retention. Each new veteran hire is paired with a veteran employed with DFPS called their “Battle Buddy” who has a similar job and located in the same region. The “Battle Buddy” provides: (1) emotional support through encouragement, reassurance, and compassion to allow the mentee to vent and learn coping skills. (2) informational support through advice, guidance, and/or useful information to help the mentee solve problems, generate new ideas, and/or make good decisions. (3) and resources located in the same region for assistance (ex: maintenance, child care, housing,...).

DFPS has a **Military Affinity Group (MAG)**, comprised of its military veteran community, together with those who support them, who have a shared interest to provide support, services and programs through collaboration, communication, and coordination in order to improve recruitment efforts, retention, and employment success for the DFPS military veteran community. There are 15 region representatives who serve as the spokesperson to assist the committees in meeting the region’s needs and interests through building relationships with supporters and promoting support, services and programs we provide. The nine committees (Recruiting, Retention, Disabled Veterans, Women Veterans, LGBTQA Veterans, Professional Development, Wellness, Social Events, Community Outreach) establish and maintain relations with organizations and sources to coordinate activities and events to meet the objectives of the group.