



Employment Preference for Former Foster Children

An individual may qualify for a former foster child employment preference, which gives the individual a preference in employment over other applicants for the same position who do not have greater qualifications, if the individual meets the following conditions:

- The individual was under the permanent managing conservatorship of the Department of Family and Protective Services on the day preceding the individual's 18th birthday,¹ and
- The individual is under the age of 25.²

These provisions apply to a department, commission, board, office, or other agency in the executive branch of state government, including an institution of higher education.³ It does not apply to the position of private secretary, deputy to an official or department, or a position that has a strictly confidential relation to the employing officer.⁴

An individual entitled to the former foster child employment preference that is aggrieved by a state agency's hiring decision or a workforce reduction that affects the individual may appeal the agency's decision by filing a written complaint with the agency's governing board. The governing board is required to respond to a written complaint no later than 15 business days after the date the governing body received the complaint. The governing board may render a different hiring decision if the governing board determines that the former foster child employment preference was not properly applied.⁵

¹ Texas Government Code, Section 672.002(a).

² Texas Government Code, Section 672.005.

³ Texas Government Code, Section 672.001.

⁴ Texas Government Code, Section 672.002 (b).

⁵ Texas Government Code, Section 672.004.