

Want your company to be a part of training America's transitioning Soldiers?

Program Components

Program Qualifications

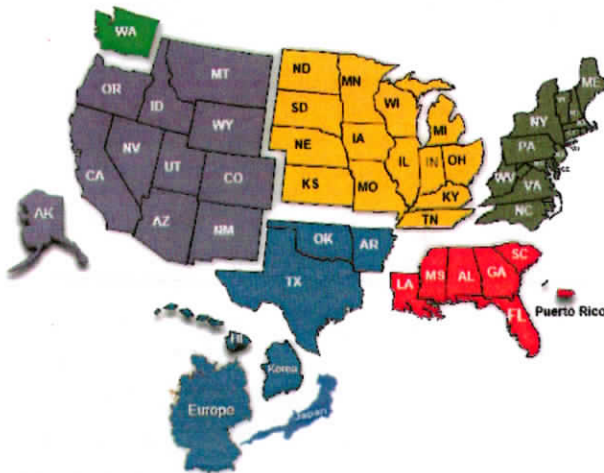
- Little or no cost to the Government and the Soldier
- Guaranteed job/interview for open positions
- High probability of employment in the field of training
- Pay commensurate with the knowledge, skills, and abilities necessary for employment

Approval/Accreditation Standards

- DOL Registered Apprenticeship Program
- DOE Accredited Program
- ANSI Accredited Certificate Program
- VA Approved OJT Program or Apprenticeship
- NASAA Approved Training Program
- COE Accredited Training Program
- Internship Program that complies with The Fair Labor Standards Act

Connect with us to learn more about
how your company can participate in
a CSP (indicate the region where
your company resides in your
email):

[usarmy.jbsa.imcom-hq.mbx.g1-
aces@army.mil](mailto:usarmy.jbsa.imcom-hq.mbx.g1-aces@army.mil)



2023-210 U.S. Army Career Skills Program (CSP)



Recruit. Hire. Train.
While Still in Uniform
Employ.
Upon Transition



CSP Overview

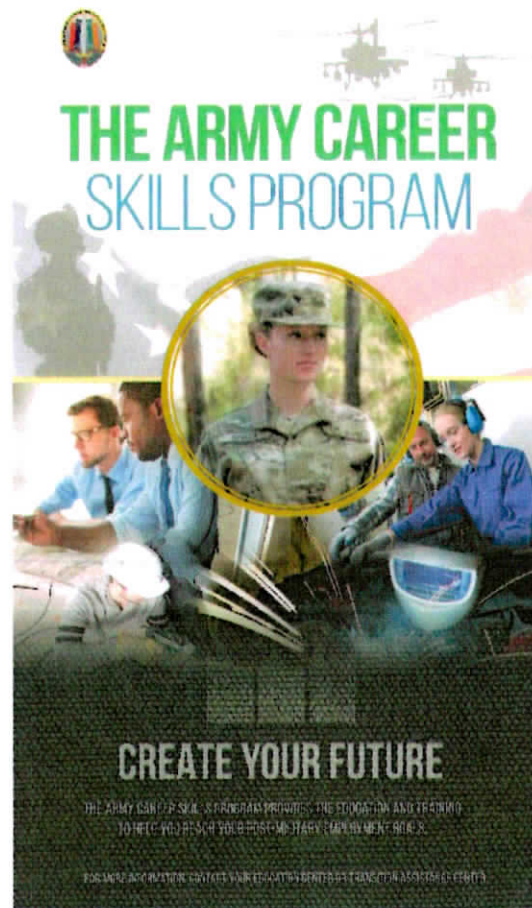
- The Army's Career Skills Program (CSP) provides Soldiers the opportunity to participate in skills training, during their transition period, in order to improve their civilian employment options. CSPs are conducted while Soldiers are still on active duty.
- CSPs provide networking and connecting functions essential to successful employment and rewarding careers.
- Army installations develop CSP opportunities with civilian and government agencies, community leaders and industry providers.
- No wages are paid to Soldiers while attending a CSP.
- Soldiers enrolled in a CSP continue to earn military pay, health care, and benefits while training with a company for their next career.

"This hands-on training program is giving me, and other returning Veterans like me, the skills we need to compete in this job market."

-CSP Participant

5 Reasons to Hire Transitioning Soldiers

- Highly skilled
- Reliable work ethic
- Loyalty to team
- Motivated productivity
- Leadership



Why CSPs?

CSPs allow employers to teach transitioning Soldiers civilian career skills through:

- Apprenticeships
- Internships
- On-the-Job Training (OJT)
- Employment Skills Training

"These young military people bring skills, work ethic, and this is the kind of employee the industry needs today."

-Vice President of a CSP Partner

*It's a tough cut to get into the military. Only **29%** of American youth are **eligible** to serve.*

Target your recruiting efforts towards the best – America's Soldier.

Part II: Employer Hold Harmless Agreement for Firearms or Law Enforcement

For CSP programs or individual internships that include the use of firearms or are for Law Enforcement, the provider must agree to following:

The provider agrees to release, indemnify, and hold harmless the Government and U.S. Army Installation Management Command for damages to property or injuries to persons which may arise from, or incident to, firearms training or use as part of a Skill Bridge Program internship. This indemnification also applies to damages to the property of the sponsoring activity for damages to the property or injuries to officers, agents, or employees or others who may be on the premises at their invitation or the invitation of any one of them. The provider further agrees to hold the Government harmless from and indemnify same for any final judgment of a court of competent jurisdiction to the extent attributable to the negligence of the interning Soldier, the provider, its officers, employees, and agents when acting within the course and scope of their employment. This Release, Indemnification, Hold Harmless Agreement, and Agreement Not to Sue shall be interpreted according to Federal law. It is to be construed as broadly and inclusively as is permitted by relevant Federal law.

Digital or Written Signature: _____ Date: _____

Printed Name & Title: _____

Phone Number: _____ Email: _____

Part II: Employer Agreement for Army CSP Individual Internship/
Approved DoD SkillBridge Program

By signature of this Agreement, the Employer agrees

For: CSP Individual Internship

Eligibility criteria for training providers and Service Members is outlined in Army Regulation (AR) 600-81 and Department of Defense Instruction (DoDI) 1322.29

- To teach the CSP Intern job responsibilities, new skills and practices specific to the business/industry
- CSP Intern will work under the close supervision of the staff at the organization for the duration of the program
- Internship will consist of work experience at entry-level positions
- CSP Interns will work no more than 40 hours in any given week
- CSP Interns shall not receive compensation of any kind from the Employer
- The internship is for the benefit of the CSP Intern and even though the internship includes actual operations of the Employer, training is similar to training which would be given in an educational environment
- CSP Intern does not displace regular employees, but works under close supervision of existing staff
- The Employer that provides the training derives no immediate advantage from the activities of the Intern and on occasion its operations may actually be impeded
- CSP Interns shall not be required to purchase any materials or be charged a fee as a requirement for the internship
- CSP Intern shall not be involved in the selling of goods or services to any Soldier, or a Family member of a Soldier junior in rank, grade or position to the Soldier Intern, per Par. 2-205, Joint Ethics Regulation. For the purpose of this provision, goods and services include, but are not limited to vehicles, recreational vehicles, real estate, rental properties, time shares, investment products, life insurance, health insurance, vehicle insurance, property and casualty personal insurance, and business and commercial insurance.
- Employer will take daily attendance of the CSP Intern and report attendance to the CSP Representative upon request
- The Employer shall notify the CSP Representative immediately if the CSP Intern is injured at the worksite.
- The Intern is not necessarily entitled to a job at the conclusion of the internship.

This Army CSP Individual Internship/Approved DoD Skillbridge Program may be terminated for any reason, if it is determined to be in the best interest of the Intern, the Commander, or the Employer. The termination reason and effective date will be reported to the CSP Regional Coordinator and other parties (Intern, Commander or Employer) by the terminating party immediately.

Employer POC Name (First and Last): MAJOR Nancy DEPREO / John McCRAW
Employer Phone Number: 228 222 4626
Employer Email Address: info@diamondhead.ms.gov / ndepreo@diamondhead.ms.gov
Digital or Written Signature: [Signature] Date: 5/18/23