

Army Career Skills and DoW SkillBridge: Natural Resources Leadership Brief

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U.S. ARMY



US Army Corps
of Engineers®





Hiring Flexibilities and the FY26 Rec Strategy



- USACE FY26 NRM Strategic Staffing & Operations Plan sent out by Director of Operations, Mr. Hill on 22 October
- Purpose: Outlines flexible strategies to allocate resources and sustain USACE Recreation operations during FY26.
- Priorities: Safe public access, public health and safety, and supporting the local communities and economies
- Objectives: Increase operational efficiencies, **keep recreation areas open with blended workforce**, prioritize essential services, expand capacity through partnerships
- **Goal: Expand use of the USACE Enterprise Talent Management (TMP) Portal for internal hiring to avoid ETP requirements.**



Army Career Skills Program



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Army Career Skills (CSP) is an Army program that assists transitioning Army soldiers in gaining civilian job skills through improving employment prospects.

Eligibility: CSP was created for “high risk” Soldiers (by regulation: age 18-24, first term enlistment, involuntarily separating due to force shape, rapid separation from active duty, or medical separation). **However, all transitioning service members receiving an Honorable or General Under Honorable Conditions discharge are welcome to attend a CSP.**

Program Duration: Soldiers may begin a CSP internship no earlier than 180-days from their separation/retirement date (not terminal leave date). Army Career Skills, DoD SkillBridge Programs and/or Individual Internships are recommended to be 120-days or less. Approval authority is granted to HQDA G-1 for programs 121 days or more. Soldiers must coordinate with the local Transition Assistance Program (TAP) office and unit.





USACE Army Career Skills Implementation



USACE Major Subordinate Commands, Districts, Centers, Laboratories, Field Operating Activities, and Separate Offices, HQ have the authority to offer Individual Internships to Army Service Members.

[USACE CSP Guidance](#)

Soldiers can contact the CSP POC or MSC POC about the application process or submit their resume in the USACE Talent Marketplace Portal.

[CSP Registration Form](#)

Army soldiers must have an approved Individual Internship packet to participate in a CSP internship.





CSP Communication, Roles, and Responsibilities



Role	Key Responsibilities
TACE POC	<ul style="list-style-type: none">• Manage CSP Internship in TMP• Check TMP weekly for applications• Route candidates by preferred location (FIFO)• Refer to MSC Talent Managers & document• Spot-check outreach compliance
MSC Talent Manager	<ul style="list-style-type: none">• Receive & review applications• Forward to District Recruiters (≤5 days)• Provide support & share best practices• Monitor recruiter timeliness & TMP use• Track progress & conduct spot checks
District Recruiter	<ul style="list-style-type: none">• Outreach to candidates (≤5 days)• Refer to supervisors for consideration• Document outreach & final disposition in TMP• Forward referrals if needed• Track active applications

- ✓ Document outreach & engagement efforts in the USACE Talent Marketplace Portal (TMP)
- ✓ Timely follow-up is key to building a strong relationship and talent pipeline
- ✓ Candidate outreach, internship, and hiring data to measure program outcome and success

USACE Talent Managers & District Recruiters

  Hiring Managers and local POCs should provide Talent Managers and District Recruiters with timely updates



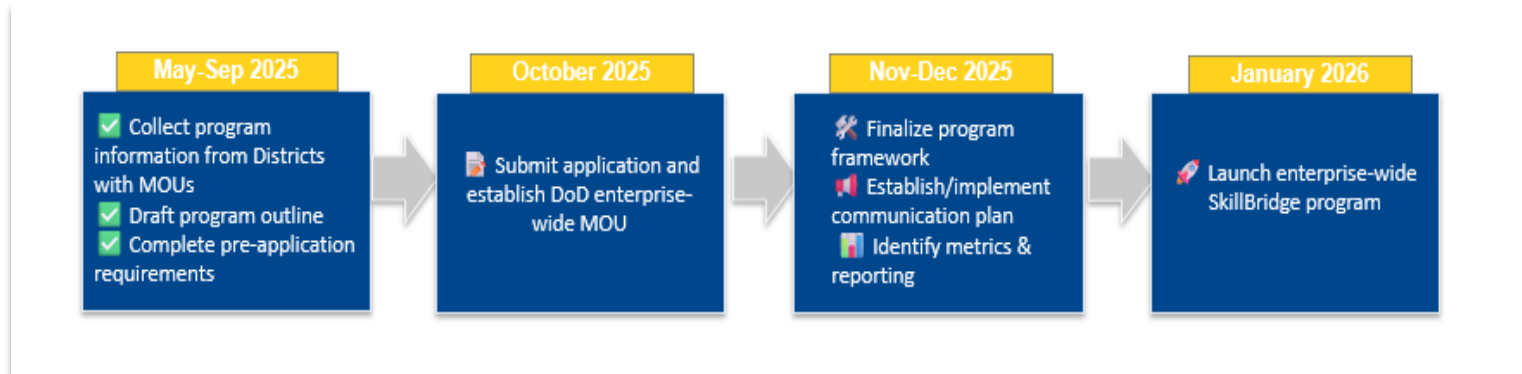
USACE DoW SkillBridge Program Implementation



Objective: Establish an enterprise-wide SkillBridge program at USACE by Spring 2026

Program Benefits:

- Allows transitioning service members to gain civilian work experience
- Connects USACE with skilled and ready-to-work talent pool
- No cost to the organization



Current USACE Districts participating under existing MOUs

Baltimore, New England, Norfolk, and Seattle Districts



DoW SkillBridge Program



The DoW SkillBridge program is a broader initiative that encompasses all branches of the military. It allows active-duty service members from the Army, Navy, Air Force, Marines, and Coast Guard to participate in civilian job training and internships during their last 180 days of service.

Eligibility: SkillBridge was created for service members to participate in an opportunity with an **approved** industry partner after written authorization and approval. [How To Participate](#)

Program Duration: Service members can be granted up to 180 days* of permissive duty to focus solely on training full-time with approved industry partners after their chain of command, field grade commander, provides written authorization and approval. Interested service members can contact their installation SkillBridge POC with questions.



Per the MOU, SkillBridge Industry partners must ensure service members who successfully complete the SkillBridge program have a high probability of immediate post-service suitable employment. High probability of employment is defined as 75% or higher of Service members who successfully complete the program receive a qualifying offer of immediate post-service suitable employment with an 85% or higher offer rate as the Key Performance Indicator (KPI) goal. **Federal, state, and municipal agencies are exempt from the 75% KPI.**



Army CSP vs DoW SkillBridge




No-Cost Talent Pipeline for Hiring Managers

Key Benefit	Army Career Skills	DoW SkillBridge
Military pays salary & benefits	✓	✓
Service member remains on active duty	✓	✓
No labor cost to hiring organization	✓	✓
Hands-on civilian work experience	✓	✓
Early access to transitioning talent	✓	✓
Supports hard-to-fill / mission-critical roles	✓	✓
Individual internships available	✓	✓
DoW-wide standardized program	✗	✓
Expanded reach across all Services	✗	✓

Candidate Outreach and Program Marketing

 Marketing Materials	 Partnerships	 Outreach Events
 Registration QR Code  Flyers  Social Media	 Military Installations  TAP Offices  Trade Schools  Community Colleges  Veterans Programs	 Info Sessions  Job Fairs  Success Stories

Army Career Skills Program Marketing

US Army Corps of Engineers Army Career Skills Program (CSP)

What is the Army Career Skills Program? The Army Career Skills Program (CSP) allows transitioning Soldiers to participate in apprenticeships, internships, and on-the-job training during their last 180 days of service. Soldiers remain on active duty while gaining hands-on civilian experience.

Build Strong With Us

Build your Career: Gain experience in engineering, logistics, IT, HR, contracting, and more.
Build your Skills: Receive practical training for civilian success.
Build your Purpose: Support national infrastructure and disaster response missions.
Build your Opportunities: Explore Individual Internships across USACE.


Eligibility & Requirements

- Open to all transitioning Soldiers
- Within 50 miles of duty station
- Up to 120 days (extensions require HQDA G-1 approval)
- Internships may begin within 180 days of separation
- USACE supports individual internships only

How to Apply

- 1) Contact the USACE internship POC for your preferred location.
- 2) Complete the CSP Internship Packet (Checklist, IMCOM 45, Absence Request, Agreement).
- 3) Submit the packet to your TAP office or Regional CSP Coordinator.
- 4) Complete the USACE Talent Marketplace CSP Collect Form to list preferred work locations.

Points of Contact
 USACE: Ashlie.S.Jenkins@usace.army.mil
 Local:



U.S. ARMY CORPS OF ENGINEERS BUILDING STRONG

Army Career Skills Program (CSP) USACE Opportunity

Location
Various locations across the U.S and overseas

Event Date
February 01, 2024 9:00am (GMT-06:00) Central Time (US & Canada) - May 01, 2025 5:00pm (GMT-06:00) Central Time (US & Canada)

Event Description:

The Army Career Skills Program (CSP) offer active-duty service members the opportunity to work and learn in civilian career areas prior to exiting the military. Service members remain on active duty during their training period and are accountable to their chain of command and military service commitment for the duration of the program.

As one of the world's premier public engineering, design, and construction management agencies, the U.S. Army Corps of Engineers is proud to support Service members in bridging the gap between the end of active service (EAS) and beginning of their civilian careers.

[Register](#)



SkillBridge Program Opportunity Announcements



DO W SKILLBRIDGE

Program Overview | Members and Providers | Resources | Contact Us

Find a SkillBridge Opportunity

Locate DoW SkillBridge Industry Providers participating in the United States.

Looking for opportunities in trending career paths such as medical, truck driving, and information technology? Enter terms like "healthcare," "transportation," or "data processing" to find a DoW SkillBridge industry provider in your career field of interest.



Note: SkillBridge Opportunities on this list only reflect those where the Industry Provider has an approved "Organization", "Program", AND "Position Announcement" registered in the [Provider CMS](#).

OR






FILTER BY:
 Provider
All Services
Delivery Method
Location of Prospective Jobs
Job Families
Total Positions: 10792

Actions	Partner/Program/Agency	Service	City	State	Duration of Training	Employer POC	POC Email	Delivery Method
USACE NWD - Seattle District								
	Administrative Officer - Job Training Program		Seattle	WA	91 - 120 days	Rocky R. Robinson	rocky.r.robinson@usace.army.mil	Online
	Equal Employment Specialist		Seattle	WA	91 - 120 days	Rocky R. Robinson	Careersnws@usace.army.mil	Hybrid (In-Person & Online)
US Army Corps of Engineers (USACE), New England District								
	https://www.tapevents.mil/courses/skbg		New Haven	CT	151 - 180 days	Crystal R Daley	crystal.r.daley@usace.army.mil	In-Person
	https://www.tapevents.mil/courses/skbg		Concord	MA	151 - 180 days	Crystal R Daley	crystal.r.daley@usace.army.mil	In-Person
USACE NWD - Seattle District								
	Interdisciplinary Engineer (entry level) - Job Training Program		Seattle	WA	91 - 120 days	Rocky R. Robinson	rocky.r.robinson@usace.army.mil	Online



Why These Programs Matter



-  **Support Transitioning Service Members** – Provide real-world training and pathways to civilian careers
- ↓
-  **Build the USACE Talent Pipeline** – Connect with a disciplined, skilled workforce ready to fill critical roles
- ↓
-  **Strengthen Recruitment Efforts** – Streamlined processes and expedited hiring reduce time-to-fill
- ↓
-  **Engage Early** – Following up with candidates demonstrates USACE's commitment and expands our reach
- ↓
-  **Potential to Hire Top Talent** – Many participants become strong candidates for permanent USACE positions.



Army Career Skills and DoW SkillBridge In Action: Intern Perspective

**Briana Johnson, New England District Natural Resource Specialist
LTC David Macphail, New England District Deputy Commander**



 Background &
Transition


Advice /
Takeaway



 Application
Process


USACE
Perspective




Program Benefits

 Internship
Experience

Questions/Feedback



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