



## Fort Cavazos Career Skills Program



### Brief Explanation of CSPs

**GM/ VERTEX (Shifting Gears) – 12 Weeks** Automotive Technician Training, not a fully certified GM mechanic upon completion but close. Recruiter specifically looking for 91Bs but will take anyone with mechanical background and genuine passion for cars. 4300 dealerships across the country, mainly outside the Central Texas area. Program does not provide tools but works with soldier to help them negotiate their compensation package. Training is done on newer vehicles, with real focus on diagnosis and trouble shooting. 15 students per class. Class is offered approximately four times per year. Training is done for the full five days of the week. Training is free of charge.

**FORD --- Technicians of Tomorrow – 14 weeks** The FORD MILITARY CSP is approximately a four (4) month program providing FORD-specific training and dealership hands-on experience that enables students to obtain FORD Service Technician Specialty Training (STST) certification. You will earn four (4) Ford specific certifications. Any MOS is welcome to enroll and encourage anyone with mechanical background and genuine passion for cars to take advantage of this opportunity. Those that graduate from the program and receive employment by Ford Motor company within Texas are provided a specialty tool kit with a value of over \$3k. The FORD Technician training is conducted at the local Central Texas College campus, five days a week, along with a short period of PTDY within Texas to designated Ford manufacturing and training center. The training is free of charge.

**Heroes Make America - 12 Weeks** HMA (Heroes Make America) is an accelerated 12-week training program, held 4 to 5 times a year. Each class will have a maximum of 30 service members (and spouses where space allows). The service members in our training program will acquire industry specific skills and certifications needed to be successful in a manufacturing career.

Participants will earn: 7 industry-specific credentials – Safety, Quality, Production, Maintenance, CPT+, Forklift Operator, OSHA 10, Basic Reading, Math, and Locating Services. Participants will also earn a certified Production Technician Certification and a certificate of completion from the Manufacturing Institute. There is a cost to this program up to \$1700 dollars per SM.

**HBI – Home Builders Institute – 12 Weeks** HBI provides veterans hands-on construction training leading to a nationally recognized certification and job placement assistance at no cost. HBI works closely with the homebuilding industry to provide current and effective training based on standards developed by residential construction experts and educators.

The program builds the skills of its veteran trainees at a variety of career levels, from pre-apprenticeship to superintendent-level training. Among the available training programs are:

HBI PACT: Students who complete training through HBI PACT for Veterans meet the standards for pre-apprenticeship, qualifying them for semi-skilled employment in their respective trades. Training is free of charge.

**Troops into Transportation (CDL School)—4-5 Weeks\*\*** Commercial Driver’s License training that requires student payment, but leaves student open to fielding numerous job offers. Schools work with 12 different partners to pre-hire students. Classes run every two weeks and is a great option for chapters, with a quick out date.

\*\*While they offer the same basics, each one has more specifics that the students should be aware of before they decide. The CSP office recommends the student talk to each company prior to signing with them to make the best-informed decision when it comes to pay, location, actual drive time, time home, and additional endorsements offered. There is a cost to this program.

**Hiring Our Heroes Corporate Fellowship Program (HOH)—12 Weeks** Corporate partnership that runs a Management Level project with participating industry businesses. Three days a week, students are with the company. One day per week, cohort is at the Texas Workforce Commission for classroom training. Partner companies changes with each cohort, dependent upon the make-up of students and their backgrounds. HOH has a strict deadline of events to be selected for the class. Generally, application is due two months prior to the start date of class. Resumes are required for selection. Most companies are out of Austin, sometimes Temple and Waco. Students must understand there is a transportation requirement. Training is free of charge.

**VA’s Warrior Training Advancement Course (WARTAC) – 10 weeks – Veterans Service Representatives** Federal Position as a Veterans Service Representative. Students will learn how to document and compile health information that will eventually lead to a disability rating. Work environment is an office, cubicle style with constant flow of paperwork and fast turnaround times. Most states only have one Regional Office; Texas has two (Waco and Houston). Areas with WARTAC training are usually oversaturated and availability is extremely limited. WARTAC has a strict timeline of events, as well as the need for a federal resume. There is a mandatory brief that usually occurs two months prior to the start of class. Class is only run twice a year. Students must be active duty the entire length of class. The position has a jumping scale for the first three years starting as a GS-07, GS-09, and GS-10. Training is free of charge.

Resume Specifics for WARTAC:

1. Ability to utilize computer software
2. Explanation of how they research, interpret, analyze regulations
3. Ways in which they communicate to employees

**Galvanize –Software Developer - 18 weeks** Creating a technology ecosystem for learners, entrepreneurs, startups, and established companies to meet the needs of the rapidly changing digital world. We teach industry-relevant skills and engineering practices, and we go beyond coding. Software developers are in high demand all across the country. The average starting salary for Galvanized graduates is \$77,000. You will travel to Austin – on your own, or by using the transportation set up by Galvanize. This program costs \$15,000.

**DFW Airport Police Academy Program—19 Weeks** DFW Airport Police are responsible for the airport as well as the 35-mile radius around it. It is the 3<sup>rd</sup> highest paying police force in Texas. Training is in conjunction with Central Texas College. Upon completion they are certified Texas officers (bear in mind some departments have specific additional requirements). DFW has a strict timeline of events for application. The most recent class had an application deadline approximately four months prior to class start date. This is because of the extensive application process, background investigation, physical fitness test, and psychological examination. Training is free of charge.

**Airstreams – 7 Weeks** - The Renewable Energy and Communications Tower Technician Program offers the certifications required for employment consideration in the wind, cell tower, and other industrial sectors. Certificates include Authorized Climber, Electrical and Electrical Metering Safety, Torque and Tension, First Aid & CPR, OSHA 10, Level 1 Crane Rigging, Signalperson, Capstan Hoist and CADWELD. This training provides the knowledge and skills for a career climbing cell towers and wind turbines. There is a cost to this program.

**Millwrights – 8 Weeks** A millwright is a high-precision craftsman or tradesmen who install, maintain, diagnose, and repair equipment such as compressors, pumps, conveyors, gas and steam turbines, monorails, and extruders. They can be found performing mission-critical work at coal, gas, nuclear, and alternative-energy power plants. Their skills are also vital in industries as diverse as automotive, aerospace, food processing, and pharmaceuticals.

This program is designed to furnish each participant with pre-employment training, requirements and preparation necessary to be work-ready and referred to any of our contracting partners in the industrial construction marketplace

United Brotherhood of Carpenters, Millwrights and Pile Drivers (UBC) is a union that will provide equipment and training for Soldiers at no cost. Soldiers who complete the training program will be offered employment with UBC as an apprentice. Soldiers will also have the option of being placed at locations of desired residency. Soldier should have basic math, reading, and communication skills and successfully complete a pre-screen interview. A current security clearance is preferred, but not required. Training is free of charge.

**Veterans in Piping (VIP)—18 Weeks** Welding Program that rolls graduates into a Union apprenticeship. Training takes one full year off the five-year apprenticeship. Placements made at 276 union locations across the nation. Class runs four days a week, ten hours a day. Students must pass several welding tests without imperfections. Looking for students who are looking to make this a long-lasting career. Training is free of charge.

**SAP – 10 Weeks** the Systems Applications & Products in Data Processing Course (SAP) is a high-demand business solutions, data processing and programming systems for Enterprise Resource planning (ERP) strategies to numerous companies across the globe in various industries. SAP is designed for Active-Duty Service-Members transitioning from Military Service. SAP is a fulltime training program – conducted during duty hours. Upon successful completion of the training program, graduates are marketable from mid-size to Fortune 500 companies globally that use SAP. The average salaries in the SAP industry are between \$45,000- \$100,000. Class address is Central Texas College – Fort Hood, Building 3202, Room 136. There is a cost to this program.

**MasTec Utility Services – 13 weeks** The Electrical/Gas Lineman Program is designed to train persons that wish to become entry-level electrical line workers for private and public utility companies and related employers. Students will learn academic and field skills necessary for entry-level workers. Safe work practices are a foundation of the program. This program is approved for national certification by the National Center for Construction Education and Research. Soldiers will leave the program with the ability to start entry level electrical construction line work. They will be trained in the operation of various pieces of heavy machinery and have a basic understanding of introductory electrical/gas work. Soldiers will have a good probability of continued employment with MasTec or other infrastructure construction companies. Training is free of charge – soldier must supply steel toe boots. Training is conducted locally.

**McLane – Distribution Operations Training – 9 weeks** This program provides entry-level and career advancement skills in warehouse operations. The program is 9 weeks in length and is administered by McLane Southwest teammates, including management and senior leadership. Cohorts are kept small allowing for hands-on training and support in a classroom and warehouse setting. Warehouse operations covers a range of activities. Training is standard and will focus on work procedures, equipment operation and systems needed to fulfill customer orders. In addition to skills training, a soft skills session is also provided, which will introduce the participant to soft skills such as teamwork and communication all of which are pivotal to success at McLane. Training is free of charge and conducted in Temple, Texas. Soldiers must have basic counting and arithmetic skills and hold either a high school diploma or GED.

**TOKYO Electron (TEL) – Semi-Conductor Maintenance – 7 weeks** Tel is the 3<sup>rd</sup> largest semiconductor equipment company in the world. This program will train soldiers on how to perform on site service and repair, to include modifications of semiconductor processing equipment at customer facilities. Duties will include technical assistance, status reporting, and customer interaction. A background in Electro-mechanical, maintenance, electronics, pneumatics, RF/microwave, avionics, and/or a communications equipment background is ideal for this training. This training is free of charge and will be conducted in Austin, Texas for 3 weeks, and 4 weeks of OJT in Arizona or Oregon.

**ForgeNow – Heating and Air Conditioning Technician – 8 weeks** A well-rounded introduction to HVAC including safety standards, EPA requirements, and a core foundation of residential cooling and heating. Graduates receive nationally recognized certifications from the EPA and NATE (North American Technical Excellence) and are ready to be maintenance and support technicians. Equips, trains, credentials, and assists with placement of transitioning Soldiers. Each Soldier is equipped with uniforms and approximately \$1000 worth of tools to use throughout the duration of the program and take with them upon graduation to their first job site. Soldiers will have the opportunity to earn nationally recognized certifications to include the EPA 608, North American Technician Excellence (NATE) Ready to Work, NATE Support, and NATE Core & Specialty along with applying for the licenses required to work in their anticipated state of residence after transitioning from service. Throughout the program, the ForgeNow placement assistance team will work with candidates on resume writing, mock interviews, and provide the candidate the opportunity to interview with at least one of our 250 HVAC contracting partners nationally. Graduates average starting salary is \$50,590 (US Dept. of Labor). The program cost is \$12,000.

**City of Austin Veterans Internship Program – Up to 12 Weeks** - Currently working with three departments. First, Fleet Management which is the preventative maintenance on all the city's vehicles. Secondly, the Energy department, which is fixing cable lines as well as being dispatched to natural disaster areas. Finally, Water Treatment – requires previous experience. There is no designated class start dates with these programs, as we begin matching them when we have enough students interested. Training is free of charge.

**Trane Corporation and RightTek HVAC Training, LLC. – 8 Weeks** - Provides quality residential HVAC training to soldiers within 6 months of leaving military service. This Bootcamp style program is designed to take a Soldier with no HVAC experience and produce an entry level technician with installation and service experience. With an emphasis on real-life training, a confident Soldier capable of driving revenue can be placed with a Trane Dealer in their hometown. Trane Corporation would place graduates of the 8-week program with participating dealers throughout the country in all 50 states. Successful students will graduate from the program with their EPA (608) Refrigerant and NATE "Ready to Work" certifications. Training is free of charge. Soldiers must have a valid driver's license and hold a High School Diploma or GED.

- 1) Local training provided in Killeen, Texas
- 2) 250+ Hours of Technician Training (Service & Maintenance/Installation)
- 3) Designed for the student with little to no HVAC background
- 4) 25% Classroom Instruction / 75% Hands-On Training (real-life functioning lab)

**AAFES – Veteran Retail Management Training (VRMT) 14 weeks**

On the job training to become a Retail Manager. You will have a 2 – week orientation with AAFES HQ's virtually from our Fort Hood administration building and 12 weeks of on the job training at Fort Hood. Once you satisfactory complete the training, you are guaranteed job placement. AAFES offers competitive pay and a substantial benefits package. Training is free of charge.

## **INACTIVE PROGRAMS**

**Caliber Collision—18 Weeks – (NOT ACTIVE)** Collision Repair that teaches all aspects of trade except painting. Classes are tentatively scheduled to start every six weeks. Upon completion of the class, placement will be at Caliber Collision centers regionally, from California, south through Texas and then up the coast. Caliber is in 17 states and widely expanding. Any MOS is encouraged to apply as they teach all of the information needed. Company is looking for highly motivated personnel, looking to invest in this career. Training is free of charge.

**BASF – Chemical Manufacturing – 9 weeks (NOT ACTIVE)** This program will teach the soldier the basics of chemical manufacturing through classroom instruction, hands on, lecture and discussion. A textbook will be provided. The soldier will study for 5 weeks at Central Texas College (CTC). Then will intern for 4 weeks in Freeport, TX. The soldier will be placed in one of the 12 manufacturing plants in Freeport. Soldier will be required to demonstrate what they have learned through their CTC training. Training is free of charge, and an apartment will be furnished at no cost for the internship in Freeport. Starting pay is \$60,000 (\$27.00/ hour). Soldier must provide own transportation to Freeport. Soldier must work in the Freeport area for 24 months, then will be eligible for transfer to one of the 100+ locations in North America.

**Performance Food Group (PFG) – 8 weeks – Warehouse Selector Training (NOT ACTIVE)** An Order Selector will select cases and other containers of food and non-foods products to fill customer orders from multi-level rack warehouse storage systems. Items are placed on pallets and completed orders are moved to the loading dock staging area with an electric pallet jack / forklift, wrapped, labeled and readied for shipment in a timely manner observing all safety regulations and ensuring all quality standards are met while maintaining the efficient flow of product through the production process. Functions as a team member within the department and organization, as required, and perform any duties assigned to best serve the company.

One of the largest foodservice distributors in the nation, commitment to quality ingredients, personalized customer service, and on-time deliveries. We provide safe and sustainable food to feed a growing world of customers. It is our responsibility to safely source, distribute and handle the products every step of the way. Training is free of charge. Training is in Temple, Texas.

**Travis County Emergency Services District (ESD) No. 2 – 19 weeks (DISCONTINUED)** Provides all training and examination required by the State of Texas and the National Registry of Emergency Medical Technicians to be certified as a firefighter and/or emergency medical technician within an 18 week period. Participants will be fully certified as firefighter/EMTs for employment throughout the State of Texas and transferable to most any other states. Agreement with Weatherford College in Weatherford, TX will award credit hours for participation in our fire service training program.

Training is free of charge – soldier must purchase Fire Service Uniform and footwear - \$150.00. Participants must provide transportation to and from training site – Pflugerville, Texas.

**Armored Trucking Academy – 4 Weeks** - A commercial truck driving school that teaches real world experience. Multiple companies that offer Over the road (OTR), Regional (Home weekly), as well as local

(Home nightly) positions. Companies all have onsite offices at our location to offer onsite interviews, pre-hire letters as well as on the spot hiring. NO GI BILL NEEDED.