



Fort Cavazos Career Skills Program



Brief Explanation of CSPs

GM/ VERTEX (Shifting Gears) – 12 Weeks The Shifting Gears Automotive Technician Training Program by General Motors and VPS is a fantastic opportunity for those transitioning from military service or veterans looking to enter the automotive repair industry. Here's a quick overview:

- **Duration:** 12 weeks of intensive training.
- **Eligibility:** Open to active-duty personnel and veterans with access to Fort Cavazos. No prior automotive experience is required, but candidates should be mechanically inclined and passionate about the field.
- **Training Focus:** Electrical systems, diagnostics, and hands-on experience with GM's latest vehicles, including EVs.
- **Outcome:** Graduates achieve 70% of GM's Service Training Standards and receive nationwide placement assistance, including hiring events.
- **Cost:** Free for eligible participants, with no need for GI Bill benefits.

It's a great way to transition into a civilian career with a solid foundation in automotive technology.

FORD --- Technicians of Tomorrow – 8 weeks The FORD MILITARY CSP is approximately a two (2) 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 a Ford dealership within Texas may be provided a specialty tool kit with a value of over \$3k. The FORD Technician training is conducted locally in Killeen, Texas, five days a week, along with a short period of PTDY within Texas to a designated Texas Ford dealership and/or training center. The training is free of charge.

Troops into Transportation (CDL School)—4-5 Weeks** This CDL training program utilizes CH33/Post 9-11 education benefits from students but offers strong job placement opportunities upon completion. The school partners with 12 different companies that pre-hire students, often leading to multiple job offers. Classes start every two weeks, making it an excellent option for chapters seeking a quick turnaround. While all training programs cover the same core curriculum, each partnering company offers unique benefits and opportunities. The CSP office strongly encourages students to speak with each partner carrier before committing. This ensures they make an informed decision regarding pay, location, driving routes (Over the Road-OTR, Regional, & Local), home time, and available endorsements. **Note:** There is a cost associated with this program. Troops Into Transportation & The CDL School is funded by *CH 33 Education Benefits which equates to 4 Months & 10 days of education benefits. Additionally, this program is an NCD program that provides 190 Hours of CDL-A training and comes with HAZMAT, Tankers, & Tripples/Doubles Endorsements.*

Heroes Make America - 12 Weeks— Industrial Systems at TSTC Waco

In partnership with Texas State Technical College (TSTC), the Heroes MAKE America program offers a comprehensive 10-week Industrial Systems and Smart Automation Certified training. This program equips you with the technical skills needed for dynamic manufacturing careers in automation, logistics, maintenance, and more — building on your military experience.

Program Highlights:

- Hands-on training in:
 - Electrical Components and Schematics
 - Mechanical Components and Electric Drives
 - Pneumatics and Hydraulics
 - Digital Fundamentals and Automation
 - Programmable Logic Controllers (PLCs)
 - Certifications:
 - Seven certifications from the Smart Automation Certification Alliance (SACA) Specialist series
- OSHA 10-Hour Course
 - Weekly virtual networking with industry professionals
 - Career readiness support: resume writing, interviewing, and transition tips

Program Cost:

\$4,500 (covered by approximately 2 months of VA Education Benefits)

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 and is available to transitioning service members, veterans and their dependents.

Hiring Our Heroes Corporate Fellowship Program (HOH)— 8-12 Weeks, partners with industry to offer on-the-job training with participating host companies. Four days a week, fellows are with their host company. One day per week, the cohort attends virtual, live training. Host companies change with each cohort, dependent upon the candidate pool and their backgrounds. HOH has application packet deadlines to be selected for the cohorts that run in January, May, and August. Flexible timelines are also available for service members who fall outside the standard cohort timelines or have shortened transitions due to MEB or other separation restrictions. Generally, the application is due two months before the start date of the class. Resumes are required for selection. In-person opportunities will be in the greater Austin area, with nationwide virtual and hybrid opportunities with companies. 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.

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 3rd 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 - \$14,000.

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 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 703 B Swanner Loop, Killeen, TX. 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.

Carpenters – 8 Weeks Carpenters are skilled tradesmen who specialize in working with wood to construct, install, and repair structures and objects. They can be found working in many different functions of construction from heavy highway, interior systems, industrial construction, residential construction, and commercial construction. Due to ongoing demands, carpenters are vital for construction projects, renovations, and repairs in both residential and commercial sectors. 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.

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 3rd 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.

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 satisfactorily complete the training, you are guaranteed job placement. AAFES offers competitive pay and a substantial benefits package. Training is free of charge.

ForgeNow – Heating and Air Conditioning Technician – 7 weeks A well-rounded introduction to HVAC including safety standards, EPA requirements, and a core foundation of residential cooling and heating. Graduates can earn nationally recognized certifications from the EPA and North American Technical Excellence (NATE) and are ready to be maintenance and support technicians. ForgeNow 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, NATE Ready to Work, NATE Support, and NATE Core 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. The mean salary for Heating, Air Conditioning, and Refrigeration Mechanics and Installers is \$51,390 (US Dept. of Labor May 2022). The program cost is \$12,000.

ForgeNow – Facilities Maintenance – 7 weeks A well-rounded introduction to Facilities Maintenance including safety standards, EPA requirements, and a core foundation of general building maintenance. Graduates can earn nationally recognized certifications from the EPA, North American Technical Excellence (NATE), and the Occupational Health and Safety Administration. Upon graduation and ready to perform the duties of Facilities Maintenance Technicians. ForgeNow 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, NATE Ready to Work, and OSHA 10 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 partners nationally. The mean salary for general maintenance and repair workers is \$47,130 (US Dept. of Labor May 2022). The program cost is \$12,000.

ForgeNow – Plumbing Program – 7 weeks A well-rounded introduction to plumbing including safety standards and a core foundation of residential plumbing. Graduates can earn nationally recognized certifications from the Occupational Health and Safety Administration (OSHA) and are ready to be apprentice plumbers. ForgeNow 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 OSHA 10 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 plumbing contracting partners nationally. The mean salary for plumbers is \$65,190 (US Dept. of Labor May 2022). The program cost is \$12,000.

City of Austin Veterans Internship Program – Up to 12 Weeks Currently placing Veteran Interns in eight City Departments. **Austin-Bergstrom International Airport (Aviation)**, hosting Soldiers with backgrounds in learning & development, program management, logistics, IT and HR. **Austin Public Health**, hosting program managers and physicians. **Fleet**, hosting maintenance, mechanics and IT. **Human Resources**, hosting recruiters & HR generalists. **Communications & Technology Management**, hosting radio MOS and network, systems, desktop support engineers, **Capital Delivery Services**, hosting engineers and program managers, and **Office of Civil Rights**, hosting lawyers and investigation analysts There is no designated class start dates with these programs. Start date is dependent on Soldier ETS, CSP approval and department need. 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)

DSDT – Information Technology Specialists - 2- 15 Weeks - Any MOS is welcome to enroll in one of the following (3) programs: Business Information Technology Specialist, Technology Professional 6, or Technology Professional 2. These programs prepare you for a career in Information Technology or Cybersecurity. Anyone with an interest in these careers can take advantage of this opportunity. Those that graduate from one of these (3) programs will be able to interview with one of our many employer partners. These programs will be conducted at Fort Cavazos. We encourage serious candidates to apply, as these are rigorous training programs, designed for a fast-paced, hands-on training environment with job-placement opportunities. By being a CompTIA Academic partner, DSDT provides its students with the opportunity to purchase a voucher at a discounted price for each program's National Certificate of Completion. The training programs are at no cost to the individual. GIB and FAFSA are accepted.

Central Texas College – IT ACADEMY – CYBERSECURITY - 16 Weeks – This transformative opportunity for transitioning military service and community members equips them with the tools and opportunities to build civilian careers in cybersecurity. By providing in-demand cybersecurity skills, the program will offer two certifications, 4 industry-recognized credentials, and the opportunity to earn an associate's degree. The program's cost, including instructional materials and certifications, is \$7,474.00.

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 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 – (NOT ACTIVE) 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.

Galvanize –Software Developer - 18 weeks (NOT ACTIVE) 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 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.