

Soldier for Life

Transition Assistance Program (SFL-TAP)

Career Skills Program (CSP) Fact Sheet



TRANSITION ASSISTANCE PROGRAM
Start Strong • Serve Strong • Reintegrate Strong • Remain Strong

CSP OVERVIEW

CSP COMPONENTS

CSP RESPONSIBILITIES

☐ **CSP**

Career Skills Programs are any career/technical training or work experience in related occupations or credentialing approved by the Secretary of the Army to facilitate the transition of Soldiers into private sector jobs and careers.

☐ **Eligibility**

- * Focused on "at-risk" (18-24 years of age) transitioning first-term Soldiers.
- * Must have 180 days of continuous active duty service.
- * Anticipated discharge or release from active duty within 180 calendar days of the CSP start date (85 calendar days after medical retention determination point for IDES and WTU/CCU Soldiers).
- * Anticipated honorable or under honorable conditions discharge.
- * Approval authority is first field grade commander with UCMJ authority in the Soldier's chain of command.

☐ **CSP Locations**

- * CSPs are not mandatory at all installations/training locations, and in most cases, require an MOA between the installation and CSP provider and legal opinion from the servicing SJA.
- * PTDY is authorized for CSPs outside the typical 50-mile radius given accountability and safety considerations IAW Army Directive 2015-12.

☐ **Army Directive 2015-12 (Implementation Guidance for Credentialing Program and Career Skills Program)**

Provides parameters for transitioning Soldier's to participate in training and development CSPs throughout their military careers.

☐ **Credentialing**

The process of meeting specific professional and technical standards for certain occupations. The credential is a license or certificate and is obtained through successful completion of an examination(s).

☐ **Apprenticeship**

The combination of On-the-Job Training (OJT) and related classroom instruction under supervision of a trade official. These programs are sponsored jointly by employer and union groups, individual employers, or employer associations.

☐ **On-the-Job Training**

Employment training and tasks learned at a place of work while performing the actual job. OJT occurs in the particular work environment an employee can expect to work in daily.

☐ **Internship**

Work experience for entry-level job seekers. Internships will follow DOL guidelines. Internships are similar to training given in an education environment and are an exchange of services for experience between an intern and an employer.

☐ **Job Shadowing**

Work experience option where individuals learn about the job by observing the day-to-day activities of an employee in the current workforce.

☐ **COOL**

- * Army Credentialing Opportunities On-Line (COOL), cool.army.mil, is a resource for Soldiers interested in researching credentials related to their MOS and how to obtain them.
- * COOL also provides qualification and application information about credentials related to any particular career field to improve Soldiers' chances of civilian employment.

☐ **HRC**

Responsible for CSPs as they apply to transition plans and goals and is the proponent for CSP policy, reviewing, and vetting CSP requests IAW Army Directive 2015-12.

☐ **TRADOC/MEDCOM**

Responsible for entry level and mid-career credentialing tied to MOS training and paid using appropriated funds.

☐ **IMCOM**

Responsible for CSP execution, management, and reporting at the installation level and submission to HRC for vetting.

☐ **CSP Providers**

Prospective CSP providers are encouraged to contact IMCOM Army Continuing Education System for more information about becoming an approved Army CSP provider.