



THE IG UPDATE



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Army Career Skills Program (CSP)

The Army Career Skills Program (CSP) provides separating Soldiers the opportunity to participate, for up to 180 days, in (pre)apprenticeships, on-the-job training, employment skills training and internships.

These programs afford 'at-risk' Soldiers the opportunity to obtain industry-recognized skills and move into high-demand and highly skilled careers at little to no cost.

An 'at-risk' Soldier is: 1) typically 18 to 24 years old and at the end of their first enlistment or, 2) being involuntarily separated from service due to force shaping or other non-adverse administrative issues (e.g., medical disability), resulting in rapid separation from active duty.

While CSP participation is not restricted to this population, the intent and focus of CSP is to help 'at-risk' Soldiers in need of skill training make a successful transition into civilian employment.

CSP is not focused on assisting mid or late career Soldiers and leaders in their transition or retirement. Commanders may authorize mid- and late-career Soldiers and leaders to participate in CSP, but this must be carefully balanced against the unit's mission,

readiness, and priorities.

The submission of a Personnel Action Request in IPPS-A with a request to retire or separate is sufficient for determination of the 180-day eligibility with commander's approval to participate in CSP.

Unit commanders on installations with an approved CSP:

- Must assess their unit's readiness and the mission impact of approving an at-risk Soldier's participation in CSP.
- Will carefully assess the mission impact of allowing not at-risk Soldiers and leaders to participate in CSP.
- Will maintain daily accountability of Soldiers (Present for Duty status) participating in CSP and may require participation in unit formations, physical training, and other unit requirements as needed (when an Administrative Absence has not been approved—see below).
- May approve Soldiers attending a program located beyond a 50-mile radius from their current duty station to do so for up to 180 days in an Administrative Absence duty status.
- May revoke a Soldier's authorization to participate in CSP at any time during the program based on unit mission requirements.

Regulations and Resources:

- **Army Regulation (AR) 600-81** (Transition Assistance Program), 12 March 2024.
- **DoDI 1322.29** (Job Training, Employment Skills Training, Apprenticeships, and Internships for Eligible Service Members), Incorporating Change 1, Effective May 5, 2020.

Department of the Army
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[HTTPS://IG.ARMY.MIL](https://ig.army.mil)

For more CSP information visit:



<https://home.army.mil/imcom/customers/career-skills-program/soldier>

or stop by your local Transition Assistance Program (TAP) office.