

## Working With Active Duty Wounded Warriors

*"I didn't have any doubt about my future because I took advantage of all the programs, education and volunteer work the CSP had to offer. Because of these programs and opportunities I was better prepared for the civilian world, after 16 years of active duty." - Retired SSG Hector Lopez, Spectrum Communications*

Since the passage of the Veterans Opportunities to Work (VOW) and Hire Heroes Act of 2011, the Department of the Army has worked tirelessly with industry stakeholders, educators, Veteran Service Organizations (VSO), non-profit organizations and community leaders to create the Army Career Skills Program (CSP). The main objective of the CSP is to place eligible wounded, ill and injured Soldiers in supportive internships in private industry and state and local government; in apprenticeships, on-the-job-training (OJT), and job shadowing programs that will positively impact their transition and employability.

### HOW CAN THIS PROGRAM BENEFIT MY ORGANIZATION?

Approximately **2,400 Soldiers** leave the Army Recovery Care Program each year. These Soldiers are highly trained and this specialized program allows participating CSP providers (businesses, agencies, non-profits) to gain early access to these future separating Soldiers as prospective employees before they become Veterans. CSP represents an opportunity for employers to facilitate a Soldier's career development and employment readiness, while at the same time exposing the Soldier to your organization as a potential employer of choice.

Should your CSP program result in offering permanent employment to a Soldier Readiness Unit (SRU) Soldier, you may be eligible for a Work Opportunity Tax Credit, reducing your federal income tax liability. You have the advantage of bringing on a well-trained Soldier/Veteran who both knows your organization and can provide invaluable work skills from day one.

### HOW CAN I GET INVOLVED?

Employers interested in providing career skills opportunities for SRU Soldiers on active duty can express their interest to the SRU Transition Coordinator (TC). TCs are responsible for identifying opportunities to provide skills training for transitioning Soldiers, performing functions to support development and marketing of the CSP program and performing administrative, logistical and program planning duties. TCs are there to assist any employer interested in providing CSP opportunities for Soldiers.

### HOW CAN THIS PROGRAM BENEFIT MY ORGANIZATION?

**Internship** – a workplace learning experience that assists participants to prepare for employment by observing and performing, within the employer's operating environment, the work activities performed by members of the employer's workforce.

**Apprenticeship** – an employer driven system for learning the practical and theoretical aspects of a skilled occupation through a combination of on-the-job-learning and related classroom instruction. Apprenticeships operate under the authority of the U.S. Department of Labor's Office of Apprenticeship (USDOL/OA).

**On-the-job Training (OJT)** – employee training and tasks learned at a place of work while performing the actual job. OJT occurs in the particular working situation that an employee can expect to work in daily. An OJT program must meet at least one of the following criteria: be approved by the U.S. Department of Veterans Affairs (VA); accredited by the Council on Occupational Education (COE); accredited by the American National Standards Institute (ANSI); or be accredited by an accrediting agency recognized by the U.S. Department of Education (DOE).

**Job Shadowing** – individuals learn about a job by observing the day-to-day activities of someone in the current workforce, normally in a one or two day timeframe.

## **OTHER THINGS TO KNOW**

- Eligible Soldiers may participate in the CSP when it is determined they will not remain in the Army for medical reasons (generally about 180 days prior to separation).
- CSPs must be provided at minimal to no cost to the Soldier (examples include the purchase of work boots or safety equipment).
- CSPs providers will offer reasonable prospects for a job interview and employment offer upon completion of the program.
- Soldiers will receive no compensation, wages, pay, stipends or other form of financial compensation from the CSP provider while on active duty.
- Soldiers may use their GI Bill benefits to participate in certain CSPs if the provider's program has been approved by the Veterans Administration.

**FOR MORE INFORMATION, VISIT THE ARMY RECOVERY CARE PROGRAM AT [WWW.ARMY.ARCP.MIL](http://WWW.ARMY.ARCP.MIL)**