**Marine Corps SkillBridge FAQs**

* **What is SkillBridge?**
SkillBridge is an opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of military service prior to separation. SkillBridge connects Service members with industry partners and real-world job experiences designed to facilitate transition to civilian careers upon separation from military service.
* **Where are SkillBridge opportunities listed?**

SkillBridge opportunities are listed on the DoD SkillBridge website; <https://dodskillbridge.usalearning.gov> Service members will find a comprehensive listing of DoD approved industry partners. Marines can visit their local transition and voluntary education centers to search for local and national training opportunities, and research other Military services’ SkillBridge programs. In addition, Service members can locate individual internships, apprenticeships and training programs and seek their Commander’s authorization to attend.

* **How do Service members apply to become participants in a Skill Bridge Program?**
Interested Service members can apply or ask questions about participation by contacting their installation SkillBridge point of contact located in the transition assistance or voluntary education center.
* **What are the eligibility requirements for Service members?**
Service members must:
	+ Completed at least 180 days on active duty.
	+ Completed the Transition Assistance Program/Transition Readiness Seminar (TRS).
	+ Be expected to separate from service with a general discharge (under honorable conditions), or higher.
	+ Have (or will have) a medical board determination, if undergoing a medical separation.
	+ Be expected to be discharged from service within 180 days of starting a SkillBridge program.
	+ Service member’s Field Grade Commander (O-4) with NJP authority has authorized participation.
* **What documents are included in the SkillBridge participation application?**

Each installation will have policies and procedures unique to their operational environment. At a minimum, Service member applications will include the following:

* SkillBridge Program information (Provider, Point of Contact, Course Dates, etc.)
* Verification of completion of TRS, Ethics Brief and Education Benefits counseling.
* Verification of an approved DoD MOU or inclusion of an Individual Training Request and training provider acceptance letter addressed to the authorizing Commander.
* Individual Internship, Apprenticeship or Training Vetting Document (if applicable).
* **At what time in a Service member's service is he or she permitted to participate in a SkillBridge opportunity?**
The SkillBridge Program is a transition training program for Service members. Service members may participate in a SkillBridge opportunity 180 days prior to separation and after completing the Transition Readiness Seminar (TRS).
* **If the Skill Bridge opportunity commences more than 180 days from a Service member's separation date, can he or she still participate in the opportunity?**
Yes. Due to limited course offerings, Marines may have no other option but to start a program prior to the 180 day transition window. Service members can submit for a waiver via the installation point of contact to Marine & Family Program, Personal and Professional Readiness Branch, HQMC.
* **Who authorizes a Service member's participation in a SkillBridge Program?**
Specifically, the Service member must seek approval from their Battalion or Squadron Commander (O-4 or above with NJP authority). For those operating in a Joint environment or with civilian leadership, contact your installation SkillBridge point of contact or HQMC SkillBridge Manager.
* **What is the command approval process?**
Service members should contact their base SkillBridge point of contact for installation-specific guidance on the approval process.
* **Is this program open to Veterans and to military spouses?**
Veterans and military spouses may participate in opportunities made available by industry partners through SkillBridge on a space available basis. If there is capacity and the industry partner agrees to allow a veteran or military spouse to participate, they may do so. The DoD does not provide pay, allowances, benefits, or other program support to a veteran or military spouse participating in such opportunities. The specifics of a veteran’s or military spouse's participation are solely between the veteran or military spouse and the industry partner.
* **Is this program open to members of the Reserve?**

Members of the Marine Corps Reserve should contact their Command leadership for information.

* **Are interested Service members required to complete a Transition Assistance Program prior to participating in a SkillBridge Program?**
Yes. Marines cannot execute or depart for the training opportunity prior to completion of the Transition Readiness Seminar (TRS). It is strongly recommended Service members begin researching and planning to attend SkillBridge prior to their 180 day transition window to ensure they are well informed of their post-Service options prior to entering this program.
* **Is the SkillBridge Program open to commissioned officers, warrant officers, or senior non-commissioned officers, as well as junior enlisted personnel?**
Yes. All ranks of military personnel are eligible to participate with Command approval.
* **Are SkillBridge opportunities limited to the installation where a Service member is assigned or can Service members participate in opportunities other than where they are assigned?**
Members are authorized to participate in local programs or at locations and installations other than where they are currently assigned. The member is responsible for his/her own travel to and from home installation, even if recalled by the unit commander for duty, or completing final out-processing requirements.
* **Can the command authorize participation in internships, apprenticeships or training programs that have not been approved by the DoD?**

Yes. Service members are permitted to locate individual SkillBridge opportunities offered by public and private organizations, employers, or training providers that meet their post military employment career goals. Providers must meet the eligibility criteria set by the DoDI 1322.29, complete the Marine Corps Individual Training Request Form, and submit a letter of acceptance to the Commander for review and approval.

* **Can Military Service Members receive gifts or travel benefits or similar perks while participating in a SkillBridge Program, or can SkillBridge Industry Partners provide gifts, travel benefits, or perks to Service Members who participate in the SkillBridge Opportunity?**
No. As a general rule, gifts, perks, and benefits are prohibited between SkillBridge industry partners and military service members if they are outside of the norm of what civilian recruits receive as part of the industry partner's job interview or onboarding process. Example: All prospects are granted lodging accommodation during the interview process near employer’s headquarters. This would not be considered a gift but a standard operating procedure for all candidates; allowable business practice. When in doubt, Commanders and Service members should discuss unique circumstance with the legal office for further review.
* **What are the requirements regarding employment post-completion of a SkillBridge Program?**
SkillBridge Programs provide eligible Service members with job training and career development opportunities to assist Service members with employment opportunities in the civilian sector. SkillBridge industry partners' training programs must offer a high probability of post-service employment or opportunities with other employers in a related field. Participants are not entitled to a job at the conclusion of the SkillBridge opportunity by virtue of completing a SkillBridge program.
* **Are there ethical conflicts of interest for members on active duty working with or accepting training from an industry partner or employer?**
Service member participation in SkillBridge with civilian industry partners and employers is authorized, however, some restrictions and guidelines apply. Marines have a mandatory "ethics" briefing they must attend prior to participating in a SkillBridge Program. Service members with questions or concerns pertaining to ethics can contact their command chain, servicing legal office, or installation SkillBridge point of contact.
* **Is the SkillBridge Program provider responsible for a participating Service member’s medical care, disability, and workman’s compensation if they are injured or die while participating in the SkillBridge Program?**
No. The Service member remains employed by the Department of Defense. The Service member's parent Service will continue to be responsible for all pay and benefits for the member during SkillBridge.
* **Can Marines overseas (OCONUS) participate in SkillBridge?**

Yes. Marines can participate in SkillBridge OCONUS with the Commander’s permission. There are unique challenges encountered when applying and participating from OCONUS. Please see your SkillBridge POC located in your education or transition center.