

Let CAE continue to be a part of your career training while still receiving military pay and benefits.

Making the transition from military service gives you plenty to look forward to. That's why at CAE we are proud to work in partnership with the Department of Defense SkillBridge program to make the transition even more seamless.

## What is SkillBridge?

SkillBridge is an opportunity for service members to gain valuable civilian work experience through job training, employment skills training, apprenticeship, and internship opportunities during the last 180 days of military service prior to release from active duty. SkillBridge connects service members with industry partners and real-world job experiences that are designed to aid the service member in finding meaningful and gainful employment after discharge.

## How is CAE a participant in the DoD SkillBridge program as an organization?

CAE is an industry partner for SkillBridge and is authorized to offer opportunities in a variety of fields for real-world training and work experience to active-duty service members who have 180 days or fewer of service remaining prior to their date of military discharge.

## What are the requirements regarding a full-time position with CAE upon completion of the SkillBridge program?

CAE will only offer SkillBridge program opportunities to service members when a full-time option is available upon completion. However, participants are not entitled to a full-time position upon completion and such a hiring decision for full time will be predicated on the success of the service member during their time in the program. CAE reserves the right to refuse any full-time opportunity to the service member upon completion.

## How do service members apply to a SkillBridge position for CAE?

Eligible service members can directly apply to specified SkillBridge position openings. Eligible service members can also apply to non-designated SkillBridge openings as well, as most other position openings are eligible for SkillBridge participation.

## What are the eligibility requirements for service members?

Interested service members must be a US Citizen, have 180 days or less of being discharged, and must have served 180 days of continuous days on active duty. In addition, service members must be in honorable standing and not have any pending judicial or non-judicial punishments pending under Article 15 of the Uniform Code of Military Justice (UCMJ)

## Who authorizes a service member's participation in a SkillBridge program?

The interested service member must gain approval from his or her unit commander. Specifically, the service member must seek approval from the first commander in his or her chain of command in the pay grade of O-4 or above.

## Where are CAE SkillBridge opportunities listed on the CAE Careers' page?

Specific information regarding CAE SkillBridge opportunities can be found at [Careers at CAE | CAE jobs](#) and searching SkillBridge in the 'Search for job title'.

## Can a SkillBridge candidate apply to a position more than 50 miles from their respective duty station?

Yes, service members are authorized to participate in a company SkillBridge program that exceeds 50 miles from their respective duty station. The service member is responsible for his or her own travel to and from their home installation including if recalled by a unit commander for duty, as well as final out-processing requirements. Each service and/or command may establish specific requirements.

## Can CAE assist a SkillBridge candidate with lodging space, temporary housing, or any other living accommodations during their SkillBridge participation time?

No, CAE is not authorized to provide nor assist in coordinating any temporary housing to SkillBridge service members. Service and duty stations may make lodging facilities available to service members participating in a SkillBridge opportunity without charge. Service members are encouraged to work with their respective unit and chain of command for further guidance.

Can CAE reimburse a SkillBridge candidate for any related travel costs while participating on a SkillBridge position?

No. It is improper for CAE or any participating employer to offer any compensation, cost reimbursement or travel pay to SkillBridge service members.

Do SkillBridge participants receive PTO or vacation days?

Service members who participate in CAE SkillBridge programs will follow the standard work schedule utilized by CAE employees to include any paid holidays. Service members must receive approval from their chain of command to utilize any earned vacation days.

Will CAE offer any healthcare benefits or compensation while participating on a SkillBridge position?

No, CAE is not permitted to offer a service member any company healthcare benefits or position compensation while participating in a CAE SkillBridge program. Service members will continue to be employed by the Department of Defense and their parent service will continue to be responsible for all pay and benefits during their period of participation.

How does CAE obtain authorization from the applicable service branch documenting the service member's enrollment into SkillBridge prior to their start in the SkillBridge program?

CAE will receive digital authorization via email notification from the SkillBridge program authority. Service members may also provide written documentation from their respective service branch.

Can my command limit or change how much time I am allowed to take for a SkillBridge position with CAE?

Yes, the service member's chain of command may revoke the decision to grant the time taken to participate in a SkillBridge program at any time at their discretion.

Is the SkillBridge program open to veterans and to military spouses?

No, SkillBridge program is for active-duty service members and select groups of the National Guard and the Reserves within 180 days of their separation date.

Can SkillBridge partners require a service member to sign a non-compete agreement?

No, service members should never sign a non-compete agreement to participate in a SkillBridge program.

If you would like more information about SkillBridge visit the [DOD SkillBridge website](#), or to apply to the program at CAE reach out directly to [Michael Garcia](#) and [Nick Byrd](#)

