



NPMA SkillBridge Program | Frequently Asked Questions

Q 1. 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. DOD 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.

Q 2. Will NPMA add other internship positions to the program, like branch managers?

We will consider adding more roles to the program once the pest control service technician program is up and running. Having a broader offering will be a great way to show how diverse careers in the pest management industry are.

Q 3. What are the requirements regarding employment post-completion of a DOD SkillBridge program?

DOD SkillBridge programs provide eligible service members with job training and career development opportunities to acquire employment skills, knowledge, and/or abilities to assist service members with job opportunities in the civilian sector. DOD SkillBridge industry partners' training programs must offer a high probability of post-service employment with the industry partner or other employers in a field related to the opportunity. However, DOD SkillBridge participants are not entitled to a job with the specific industry partner because of completing the DOD SkillBridge program.

Q 4. Is the NPMA SkillBridge program partner 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 their period of participation in the SkillBridge program.

Q 5. Does the unit/command remain responsible for the service member while they participate in a SkillBridge program?

Yes. The assigned unit/command retains responsibility of the service member while they participate in a SkillBridge program. In some instances, SkillBridge program managers may be able to assist units/commands in monitoring service members. However, program managers cannot replace or assume the administrative, ethical, or legal responsibilities of the service member's commander.

Q 6. Can SkillBridge partners require a service member to sign non-compete agreements?

Service members should not sign a non-compete agreement to participate in a SkillBridge program. Any partner that asks or requires service members to sign a non-compete agreement may jeopardize their ability to participate as a SkillBridge partner.

Q 7. Can the unit command authorize participation in a training program more than 50 miles from the member's duty station?

Yes. Commanders or installation-level SkillBridge points of contact can use the [Contact Us page](#) on this site to obtain details about service-specific guidance on travel.

Q 8. How was the training plan and job description developed?

NPMA worked with a group of NPMA member subject matter experts to develop a universal job description and training plan that most, if not all, NPMA members could reasonably agree to and train from.

Q 9. Does my company need to provide the training on topics within the exact amount of time listed on the training plan?

The Pest Control Service Technician training plan is an outline of everything an intern will learn during their internship. Participating companies in the NPMA

SkillBridge Program must provide training to SkillBridge participants on the topic areas listed below. Unless noted, on-the-job training can be conducted in any order within the 90 days of the program.

The goal of the training is to educate the trainee to know/recall facts and advance to a level of does/performs as appropriate in accordance with your state licensure requirements. In other words, if there is a licensure requirement to perform a task, the trainee's ability to understand a process and not perform it demonstrates proficiency in that task.

Q 10. Are SkillBridge opportunities limited to the installation where a service member is assigned or are service members able to participate in opportunities other than where they are assigned?

Yes. Service members are authorized to participate at locations and installations other than where they are currently assigned. 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.

Q 11. Can service members receive gifts or travel benefits or similar perks while participating in SkillBridge?

As a rule, service members may not accept gifts, travel benefits (transportation, lodging, meals) or similar perks from a SkillBridge industry partner. However, they may be accepted if available to ALL participants (including members of the general public) from the SkillBridge partner.

Example 1:

A military service member participating in a SkillBridge internship with Company X while in a permissive TDY status. In addition to service members, the internship includes members of the public. If Company X offers to pay for the service member's airfare and lodging/meals while participating in the internship, the service member may accept the offer if it is also extended to the participating members of the public.

Example 2:

Near the end of the SkillBridge internship, the participating service member is invited to interview with Company X at its headquarters in another state. Company X HQ offers to pay for your interview travel expenses. However, members of the public who also participate in the internship are not provided travel expenses when invited to an interview. Because the interview travel expenses are not offered to all invitees, the service member may NOT accept the travel expenses from Company X to attend the interview at the HQ.

Service members and their Chain of Command should discuss the unique circumstances of any gift/benefits offer with their servicing Legal Office before accepting them. See [SkillBridge Program Participant Ethics Brief](#) in [Resources](#).

Q 12. Do military installations make lodging space available in military barracks for those who want to participate in a SkillBridge opportunity that is outside of a member's geographic home base?

The services may make barracks or other similar lodging facilities available to service members participating in a SkillBridge opportunity without charge. Current guidance in DoDI 1322.29 provides that the "Military Departments will not spend DOD appropriations for JTEST-AI (SkillBridge) programs." This provision does not prohibit the services from making such lodging space available. Installation commanders may authorize otherwise unoccupied barracks, on a space available basis, without charge to any service members participating in SkillBridge opportunities while on permissive TDY outside of their geographic home area.

Q 13. Can my company become a direct SkillBridge Partner?

Yes. Visit the [SkillBridge website](#) to review application requirements.