

CLASSIFICATION: UNCLASSIFIED/
ROUTINE
R 042231Z NOV 25 MID120012189218U
FM SECNAV WASHINGTON DC
TO ALNAV
INFO CMC WASHINGTON DC
CNO WASHINGTON DC
SECNAV WASHINGTON DC
BT
UNCLAS

ALNAV 081/25

MSGID/GENADMIN/SECNAV WASHINGTON DC/-/NOV/

SUBJ/DEPARTMENT OF THE NAVY POLICY ON SKILLBRIDGE OPPORTUNITIES WITH UNITED STATES CUSTOMS AND BORDER PROTECTION AND IMMIGRATION AND CUSTOMS ENFORCEMENT//

REF/A/PRESIDENTIAL PROCLAMATION 10886/20JAN25//
REF/B/SECDEF MEMORANDUM/28MAY25//
REF/C/DoDI 1322.29/14JAN14//
REF/D/NAVMC 1700.2B/4APR25//
REF/E/MARADMIN 280/24/17JUN24
REF/F/ NAVADMIN 160/22/22JUL22//
REF/G/ NAVADMIN 064/23/03MAR23//

NARR/REF A IS PRESIDENTIAL PROCLAMATION 10886 "DECLARING A NATIONAL EMERGENCY AT THE SOUTHERN BORDER OF THE UNITED STATES."

REF B IS SECRETARY OF DEFENSE MEMORANDUM "SECURING THE SOUTHERN BORDER: SKILLBRIDGE."

REF C IS DEPARTMENT OF DEFENSE INSTRUCTION 1322.29 "JOB TRAINING, EMPLOYMENT SKILL TRAINING, APPRENTICESHIPS, AND INTERNSHIPS (JTEST-AI) FOR ELIGIBLE SERVICE MEMBERS."

REF D IS MARINE CORPS SKILLBRIDGE EMPLOYMENT TRAINING PROGRAM.

REF E IS MARINE CORPS ADMINISTRATIVE MESSAGE 280/24 "INTERIM GUIDANCE ON THE IMPLEMENTATION OF THE SKILLBRIDGE PROGRAM."

REF F IS NAVY ADMINISTRATIVE MESSAGE 160/22 "SKILLBRIDGE EMPLOYMENT SKILLS TRAINING GUIDANCE."

REF G IS NAVY ADMINISTRATIVE MESSAGE 064/23 "SKILLBRIDGE EMPLOYMENT SKILLS TRAINING GUIDANCE UPDATE."//

RMKS/1. Pursuant to references (a) and (b), the Department of the Navy (DON) recognizes the importance of leveraging talent and expanding opportunities for transitioning Service Members through the SkillBridge Program. This ALNAV provides procedures for transitioning Service Members interested in pursuing post-service opportunities through SkillBridge with United States Customs and Border Protection (CBP) and United States Immigration and Customs Enforcement (ICE).

2. Eligibility and Applications

a. Requests for participation in SkillBridge for CBP and ICE should be approved to the maximum extent possible.

b. Restrictions on the maximum number of participation days in references (c) through (g) do not apply to CBP and ICE SkillBridge opportunities. Sailors and Marines interested in participating in these

SkillBridge opportunities may be approved for up to 180 days regardless of paygrade, subject to this ALNAV.

c. Such requests may be disapproved only where approval would impact critical unit readiness and operational needs. Before disapproving, approval authorities should consider, in consultation with the member, whether a shorter approval period is feasible. Commanding Officers will make final determinations.

d. Prior to initiating a SkillBridge application for CBP or ICE, Service Members shall contact their local SkillBridge Coordinator or Program Manager for their respective Service:

(1) Marine Corps: SMB_HQMC_SKILLBRIDGE@USMC.MIL

(2) Navy: NAVY_SKILLBRIDGE.FCT@NAVY.MIL

e. Interested Service Members should be aware that the CBP and ICE SkillBridge application process can take up to 11 months. Accordingly, interested Service Members should generally apply at least 11 months prior to their desired SkillBridge start date. Service Members can contact their local SkillBridge Coordinator or Program Manager for additional information on the application process.

f. All other application processes in references (c) through (g) remain in effect.

3. The Chief of Naval Operations and Commandant of the Marine Corps shall provide a semi-annual report to the Assistant Secretary of the Navy (Manpower and Reserve

Affairs) including the number of Service Member requests in accordance with this ALNAV, by paygrade, the number of days requested, the number of days approved, and the critical readiness and operational needs of the unit warranting any modified approval or denial.

4. Released by the Honorable John C. Phelan, Secretary of the Navy.//

BT

#0001

NNNN

CLASSIFICATION: UNCLASSIFIED/