



SECRETARY OF WAR
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

JUN - 3 2026

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOW FIELD ACTIVITY DIRECTORS

SUBJECT: Enhancing Workforce Development Through the Department of War Project Patriot Pipeline

To build an enduring foundation to sustain our military advantage, we must develop a highly skilled and adaptable workforce. Key DoW priorities, such as Golden Dome, shipbuilding, and kinetic capabilities, require a workforce with advanced skills in critical fields like cyber security, engineering, manufacturing, aviation maintenance, and health care. Currently, many of the training and workforce development programs for military and DoW civilians operate in silos, leading to inefficiencies and missed opportunities for strategic alignment. This fragmented approach prevents our Service members from obtaining mission-critical training and developing robust post-service civilian career pathways.

The DoW Project Patriot Pipeline will serve as our unifying framework to manage all Service member, military spouse, and Federal civilian workforce development ensuring a strategic advantage by supporting the defense industrial base (DIB). The Department has designed the pipeline to develop the talent required to accomplish its mission and support its core priorities, while also ensuring Service members, military spouses, and DoW civilians receive comprehensive career guidance and support. This approach maximizes the potential for successful transitions for those transitioning from military or civilian service.

To support the DoW Project Patriot Pipeline, the Under Secretary of War for Personnel and Readiness (USW(P&R)) will, within 45 days of this memorandum, establish an implementation plan, addressing:

- **Modernized Access.** Connect Service members, military spouses, Federal civilians and young people inclined to serve in mission-critical jobs, education, and career development opportunities, ensuring their skills align with the needs of the Department and the DIB through a new user-friendly digital platform.
- **Integrated Policy and Reduce Regulations.** Determine ways new policies could incentivize Service members, military spouses, and civilian employees to specialize in critical skills within and outside of the Department to meet the Nation's needs for readiness. Additionally, I direct the USW(P&R) to find expedited ways to rescind cumbersome regulations that hinder the effectiveness of aligned DoW Project Patriot Pipeline programs.
- **Strategic Partnerships.** Establish new partnerships and strengthen existing partnerships that train, educate, or employ Service members, military spouses, and



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DoW civilians in critical skills, ensuring their development is aligned with critical national security needs.

A working group will accomplish these efforts and seek to align partnerships across the Department. I authorize the USW(P&R) to provide additional policy and implementation guidance, as needed, outside of the normal DoW issuance process. This authority may not be further delegated.

Additionally, Service members in the last 180 days of their service who request SkillBridge participation within the DIB will be approved by the Military Departments. The Military Departments should disapprove requests only where approval would impact the critical readiness and operational needs of the Military Service concerned.

The DoW Project Patriot Pipeline will strengthen national security by shaping a highly skilled workforce prepared to meet the evolving challenges facing our Nation. By strategically aligning our civilian and military workforce development efforts, the Department will provide warfighters, military spouses, and civilian experts needed to support our mission and priorities, both in uniform and beyond. This strategic investment in our people lays the foundation for a more secure and prosperous future for our Nation.

A handwritten signature in black ink, appearing to be the initials 'P&R' followed by a stylized flourish.