



HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE FOUNDATION

MILITARY SPOUSE FELLOWSHIP PROGRAMS

Connecting Military Spouses to
Exceptional Professional Opportunities

HIRING OUR HEROES

MILITARY SPOUSE FELLOWSHIP PROGRAMS

- The Hiring Our Heroes Military Spouse Fellowship Program (MSFP) and the DoD Military Spouse Career Accelerator Pilot (MSCAP) connect career ready military spouses to paid 12-week fellowships that provide professional training, networking, and hands-on experience.
- This engagement with employers enables military spouses to quickly build networks and gain job experience.
- Fellows may have the opportunity to interview for open roles with their host company at the completion of the fellowship.

91%

Job Offer Rate

Over 150

Host Companies

930+

Fellows Completed

\$70,000

Avg. Starting Salary

MILITARY SPOUSE FELLOWSHIP PROGRAMS

WHY HOST A MILITARY SPOUSE?

Did you know? -> 44% of our fellows have Master's Degrees

- ACCESS AN UNTAPPED PIPELINE OF TALENT
 - *Military Spouses face an unemployment rate of 22%, mostly due to lack of a network following moves*
 - *There is no cost to participate or host a fellow*
- INCREASE YOUR COMPANY'S DIVERSITY
 - *Military Spouses are 92% female and closely match the high levels of diversity of our military*
- ADD HIGHLY SKILLED TALENT TO YOUR TEAM
 - *Masters of flexibility, ingenuity, and perseverance*
 - *Backgrounds include transferable skills and experience in a variety of roles and industries*
- ATTRACT EDUCATED TALENT
 - *More highly educated than most working Americans*
 - *Lifelong learners – 80% have pursued additional training or certification while a military spouse*

MILITARY SPOUSE FELLOWSHIP PROGRAM GROWTH



2017

Launched pilot spouse fellowship program in Maryland



2018

Placed over 130 fellows in over 50 host companies



2019

Expanded military spouse fellowships to include 4 nationwide locations



**2020-
2022**

8 locations
930+ fellows
91% job offer rate



2023

Nationwide
12-week
fellowship
program

TESTIMONIALS FROM OUR HOSTS

“The quality of talent in this program is amazing – every leader who has participated has asked for more! That’s why we have experienced a 100% conversion-to-hire rate to date.”

Laura Schmiegel, Booz Allen Hamilton

“The fellows play a key role in our mission moments, training and brainstorming sessions. Military spouses are force multipliers... accessible, knowledgeable, professional. They are powerful influencers that bring diversity to decision making and team dynamics. Provide them opportunities and they will bring that same success to your teams.”

Steve Miller, USAA

“The program allows us to directly support military spouse hiring while gaining access to candidates with strong qualifications and work ethic who have the ability to thrive and contribute in challenging and changing environments.”

Dave Wallace, Lockheed Martin

“Our experience working with the program managers has been absolutely amazing. The PMs not only work with the fellows to get them placed, but they work with us to find fellows that fit our needs. They help filter through the candidates, giving them the best opportunity for employment and training.”

John Arce, B.E.A.T. LLC

A FEW OF OUR HOST COMPANIES

- A-G Associates
- Amazon
- Amgen
- Amazon Web Services
- Booz Allen Hamilton
- Capgemini Government Solutions
- CavnessHR
- CGI
- Cirrius Solutions
- City of Norfolk
- Cloudforia
- Coastal Cloud
- Deloitte
- Echots
- First Command
- Freedom Learning Group
- Ladd Partners
- Mears
- OCTO
- Orion Talent
- PenFed Credit Union
- SiloTech
- Simultv
- Simplus
- Slalom Consulting
- Stericycle
- Synaptic Advisors
- Uptima
- USAA
- Washington Department of Health
- Wilson HCG



RECRUITMENT



INTERVIEWS



SELECTION



FELLOWSHIP

1) Program managers carefully match candidates with host companies based on the specific skills of the candidate, open roles with host company, and the preferences of both parties.

2) Once matched, the fellowship features a 12-week syllabus. Following program orientation, fellows spend four days per week with their host company gaining new skill sets and an opportunity to showcase their abilities.

3) On Fridays, fellows attend Hiring Our Heroes “Fellowship Huddles” with to learn from industry leaders, network, and share experiences.

***Good to Know** -> Many of our employers are seeking to fill roles quickly and may extend a job offer immediately in place of a traditional fellowship*

BECOMING A HOST COMPANY

COMMIT

Commit to training fellows four days a week for 11 weeks, utilizing established onboarding and training plans.

OFFER

Offer hands-on training and education in roles commensurate with fellow's education and experience.

PLACE

Place fellows into roles where the company has open requisitions that they are seeking to fill.

INTERVIEW

Interview fellows for open roles and/or willing to refer and assist fellows for jobs elsewhere in their network.

2023 FLEXIBLE SCHEDULE

1) *Fellowships*

- Available candidates emailed to participating hosts monthly and upon request
- Selected candidates begin fellowship on mutually selected date

2) *Direct Hire*

- Many hosts are seeking to fill open role immediately and may extend a job offer at any point

EXAMPLES OF FELLOWSHIP ROLES

- Accounting
- Program and project manager
- Human resources
- Marketing
- Emergency management
- Risk analysts
- Healthcare administration
- IT (cloud computing, software engineers, etc.)
- Training and development
- Data analyst
- Paralegal
- Graphic design
- Administrative & executive assistant
- Financial counselor
- Operations/Events coordinator
- Marketing/Social media manager
- Research analyst
- Auditor
- Content developer
- Program analyst
- Management consultant
- Facilities management

MILITARY SPOUSE FELLOWSHIP PROGRAMS

HOSTING A FELLOW

- Provide **mentors willing to share their experience** and knowledge
- Supervise each fellow's work and **provide appropriate feedback**
- Expose fellows to different parts of the company and the ability to **work in team environments**
- **Collaborate with HOH staff** to ensure success of each fellow
- **Challenge fellows with projects** that allow fellows to build skill sets and demonstrate their value



MILITARY SPOUSE FELLOWSHIP PROGRAMS

PROGRAMS & EVENTS

Ask your program manager about other opportunities to engage with Hiring Our Heroes

- Career Summits
- Military Spouse Programs
- Virtual Hiring Fairs
- Digital Resources Library

CORPORATE FELLOWSHIP PROGRAM

FELLOWSHIPS FOR TRANSITIONING SERVICE MEMBERS

- **Connects transitioning service members** to opportunities for hands-on corporate training, mentoring, and earning certifications while helping employers tap into a pool of top talent
- A **12-week program** held 3 times per year that connects service members with Skillbridge opportunities around the country.
- Candidates are **interviewed and matched with host companies**, completing on-the-job training with their host company (4 days a week)
- At the end of each week, fellows attend a “Fellowship Huddle” with senior-level guest speakers to **prepare them for their transition to the private sector**

PROGRAM SPONSORS



MILITARY SPOUSE CAREER ACCELERATOR PROGRAM (MSCAP)



U.S. Department of Defense



SPOUSE EDUCATION &
CAREER OPPORTUNITIES

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FOUNDATION

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GET IN TOUCH

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HIRINGOURHEROES.ORG/FELLOWSHIPS

Hiring Our Heroes is a nonprofit, nationwide initiative designed to help veterans, transitioning service members, and military spouses find meaningful employment opportunities.