

Military Spouse Fellowship Program

Hiring ur
Heroes

U.S. Chamber of Commerce Foundation



Military Spouse Fellowship Program

- 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.
- The program is 100% free for employers.

Program Stats

91% post fellowship
job offer rate

1200+ completed
fellowships

150+ participating
companies

\$70k average
starting salary

Why Host A Military Spouse?

ACCESS AN UNTAPPED PIPELINE OF TALENT

- Military spouses face an unemployment rate of 21%, 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

- 44% of our fellows have Master's Degrees
- 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

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

Our Process

Many of our employers are seeking to fill roles quickly and may extend a job offer immediately in place of a traditional fellowship.

1. RECRUITMENT

Military spouses apply to the program and are vetted by HOH program managers. Spouse resumes are released the second Tuesday of each month to host companies. Companies select candidates that are a match for open roles.



3. SELECTION

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.



2. INTERVIEWS



4. START 12 WEEK FELLOWSHIP

On Fridays, fellows attend Hiring Our Heroes "Fellowship Huddles" to learn from industry leaders, network, and share experiences.

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

FELLOWSHIPS

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

DIRECT HIRE

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

Fellowship Roles

TOP 5 FELLOWSHIP ROLES

1. Human Resources/Talent Acquisition
2. Program/Project Management
3. Business Operations & Administration
4. Data and Program Analysis
5. Information Technology

SPOUSES IN PROGRAM

1. Career Entry
2. Career Re-entry
3. Dislocated Worker

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

Programs & Events

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

- **Career Summits**
- **Military Spouse Programs**
- **Virtual Hiring Fairs**
- **Digital Resource Library**

Fellowships For Transitioning Service Members

Fellowships connect 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

SUPPORTERS

Program Sponsors



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RESOURCE

MSCAP

Military Spouse Career
Accelerator Pilot

For more information:
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U.S. Department of Defense



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