

A close-up photograph of a military uniform sleeve. The sleeve is made of a camouflage fabric in shades of green, brown, and tan. A small, rectangular patch with the American flag design (red and white stripes and a blue field with white stars) is sewn onto the sleeve. The background is blurred, showing a person in a white uniform.

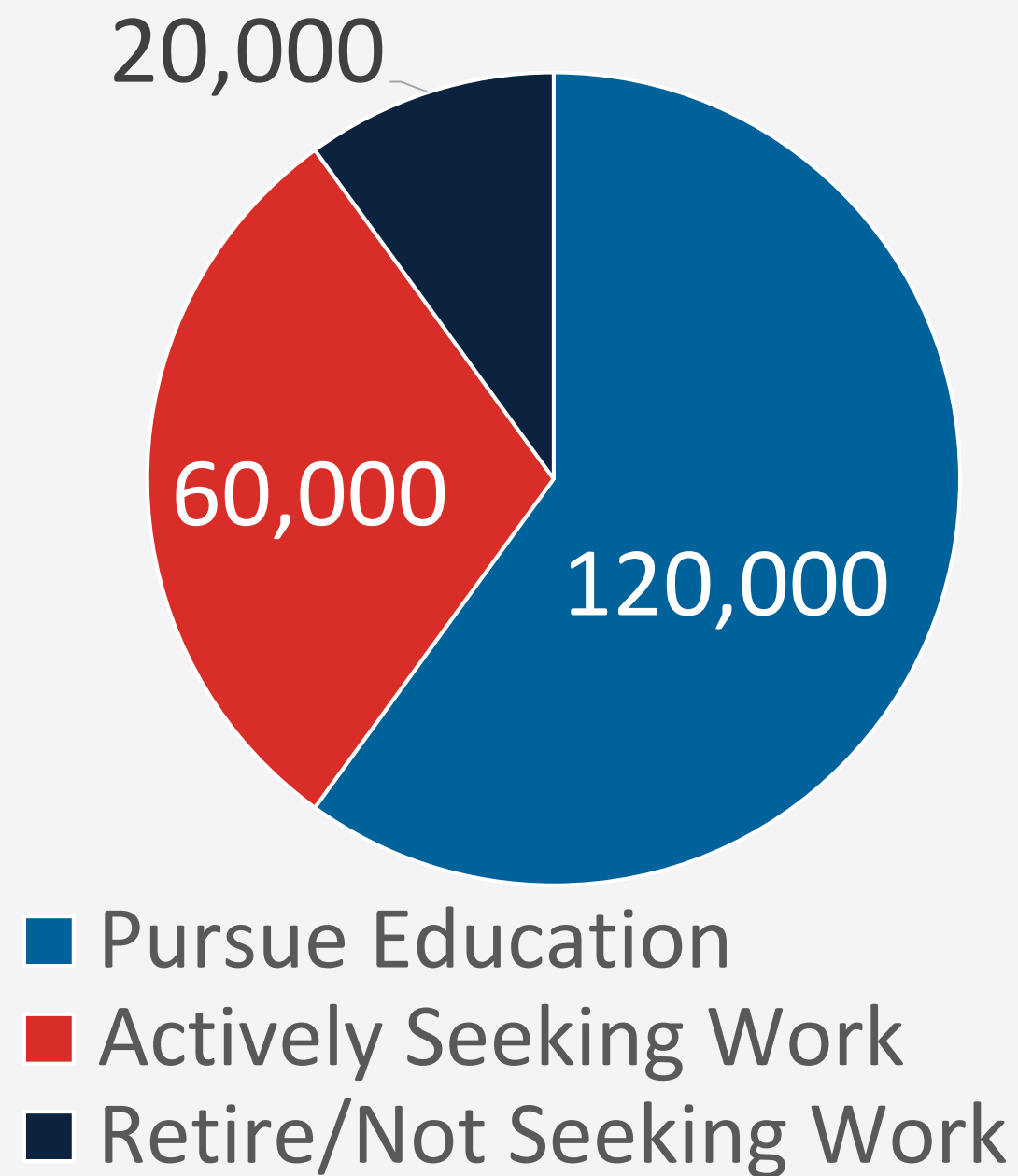
America's Connection to Military Talent

Hiring ur
Heroes

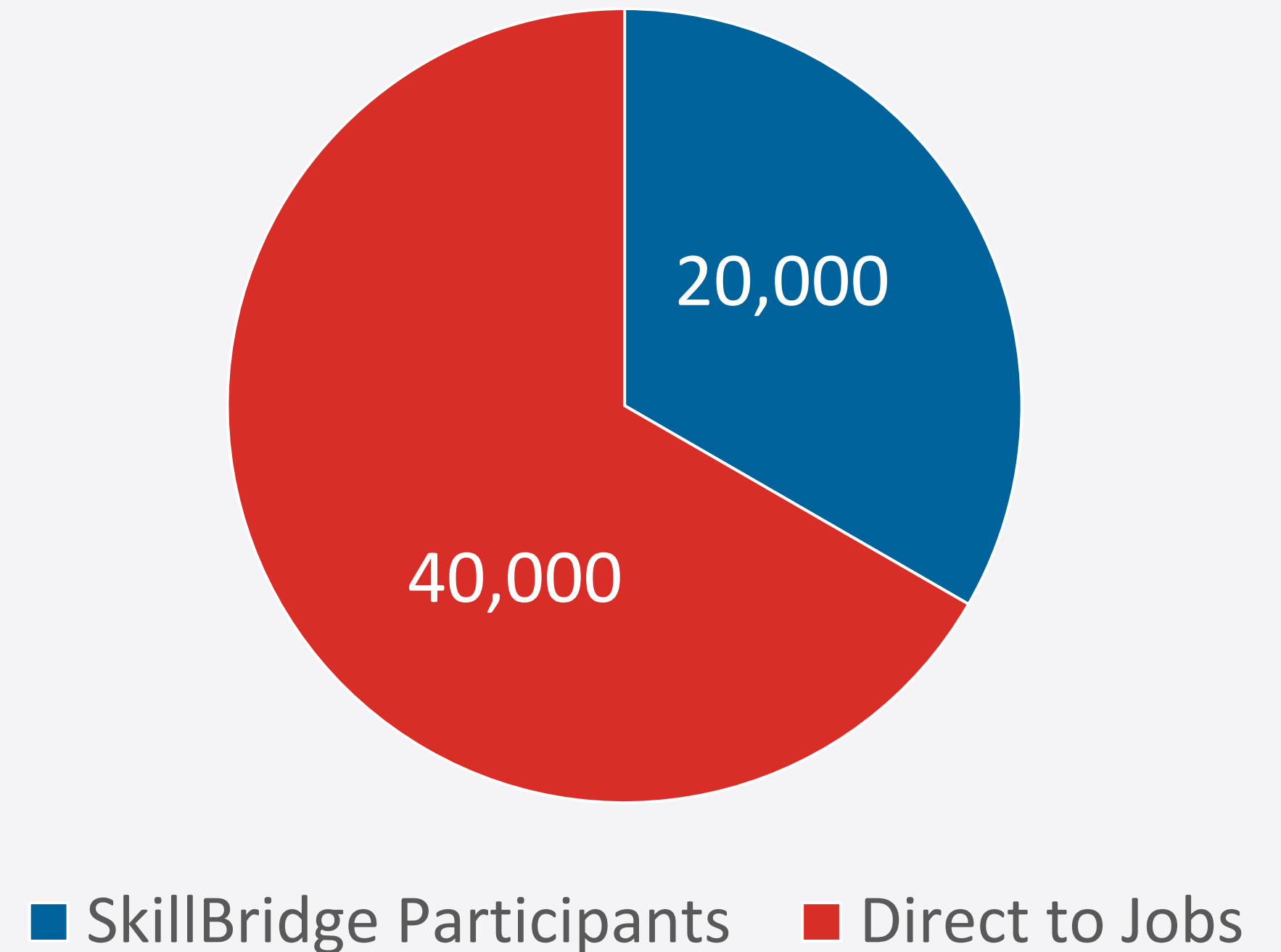
U.S. Chamber of Commerce Foundation

Internal Analysis

Transitioning Service Members



Actively Seeking Work



Fellows Program

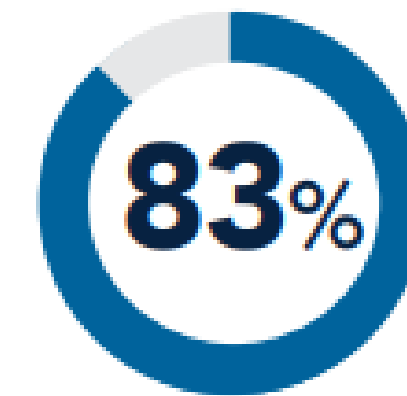
- ✓ Largest DoD approved SkillBridge program
- ✓ 12-week program
- ✓ Nationwide placements
- ✓ In person or virtual
- ✓ No cost to employers

Hiring  Our Heroes
U.S. Chamber of Commerce Foundation

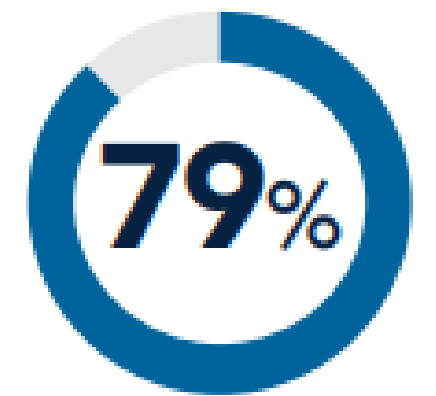
Overview of Fellows (2022)

2,806

Total Participants



Bachelor's Degree

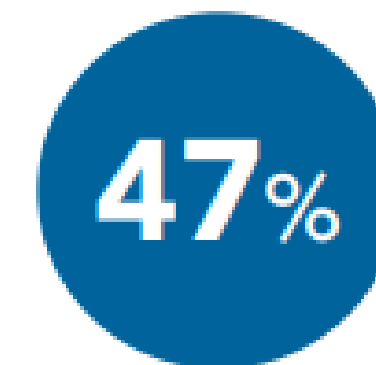


Security Clearance

Service Status



Active Duty Officer



Active Duty Enlisted



Military Spouses

Historic Results

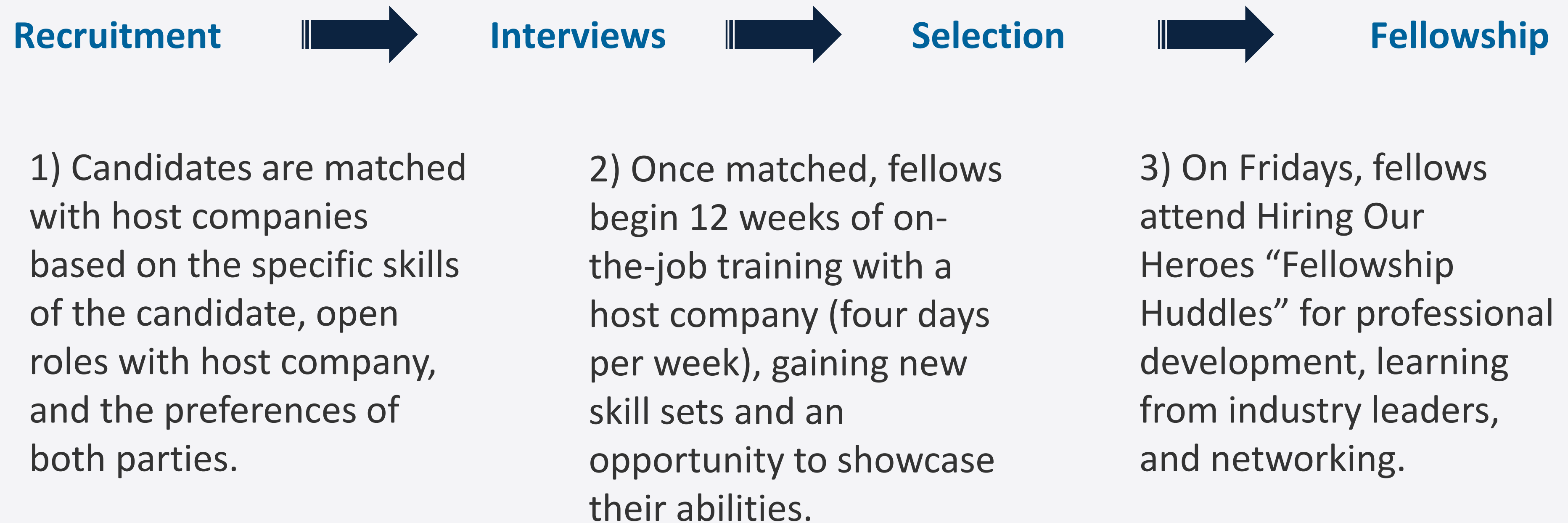
88%

Average
Hire Rate

\$97,000+

Average
Salary

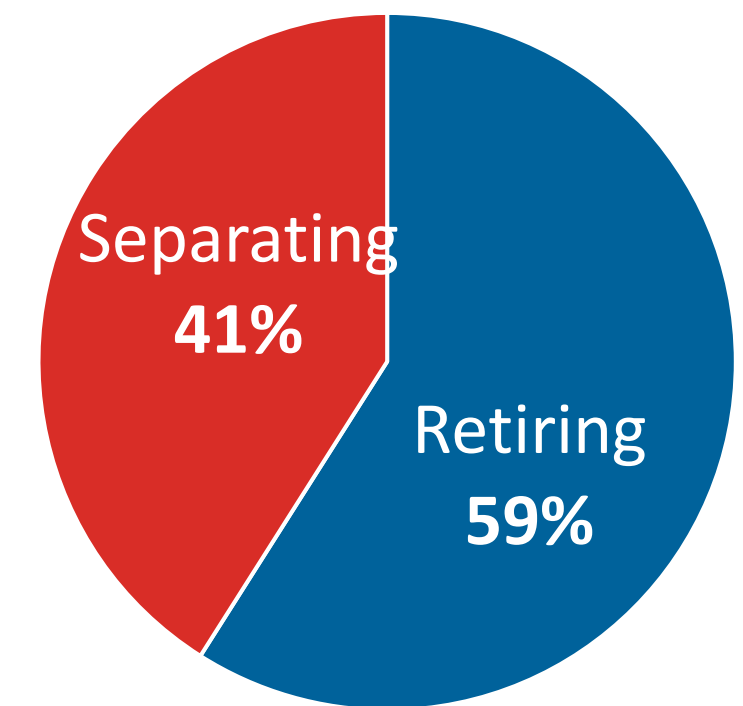
Fellowship Process



Corporate Fellowships

Connecting highly skilled and educated transitioning service members to corporate and management roles

Clearances	Fellows
Secret	45%
TS	3%
TS/SCI	35%
TS/SCI with Poly	8%



Top Roles

- 1) Project Management
- 2) Cyber/IT
- 3) Logistics/Supply Chain
- 4) Operations
- 5) Human Resources

Branch	Fellows
Air Force	29%
Army	45%
Marine Corps	13%
Navy	11%
Space Force	1%

Military Spouse Fellowships

- 1500 fellows since 2017 with an 88% job offer rate
- Executing DoDs Military Spouse Career Accelerator Pilot “MSCAP”
- Fellows are paid a stipend by DoD or HOH

Understanding the Business Case

- ✓ 92% female and highly diverse
- ✓ Transferable skills
- ✓ Highly educated
- ✓ Flexibility and perseverance

Skills-based Fellowships

Our newest fellowship pathway

- Geared towards non-degreed & junior talent
- Focus on developing the skills needed to launch successful careers in high-demand fields such as skilled trades, tech, administration & finance
- Access to both transitioning service members and military spouses

Common Skill-based Roles



Construction



Information Technology



Mechanical

Hiring Our Heroes
U.S. Chamber of Commerce Foundation

Navigating Participation for Defense Contractors

- 1) Fellows are NOT unpaid interns. They are participating as part of a DoD policy and being paid by the DoD. DOL has also issued a letter protecting the policy.
- 2) DO have your legal team review your program participation. Service members also often seek an opinion through their legal office.
- 3) Fellows cannot incur billable hours - Instead consider shadowing, training, and internal projects during the fellowship.
- 4) Host companies may ask their fellows to sign any documentation needed by HR or legal, such as NDAs, background checks, etc.