

A blue-tinted photograph of two women in professional attire talking at a networking event. The woman on the left is wearing a floral patterned top, and the woman on the right is wearing a light-colored jacket. They are both smiling and looking at each other. In the background, other people and a display board are visible.

# HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE FOUNDATION

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## MILITARY SPOUSE FELLOWSHIP PROGRAM

Connecting Military Spouses to  
Exceptional Professional Opportunities



## WHAT IS THE MSFP?

### ABOUT MSFP

- The Hiring Our Heroes Military Spouse Fellowship Program (MSFP) is a first-in-class initiative that **connects military spouses to paid 6 week fellowships** that provide professional training, networking, and hands-on experience. This engagement with local employers enables military spouses to quickly build their networks and gain localized job experience.
- The MSFP works hand in hand with **our Military Spouse Economic Empowerment Zones (MSEEZ) and Military Spouse Professional Networks (MSPN)**. Through this public and private collaboration, companies are enabled to advocate for, train, and hire military spouses.



# MILITARY SPOUSE FELLOWSHIP PROGRAM

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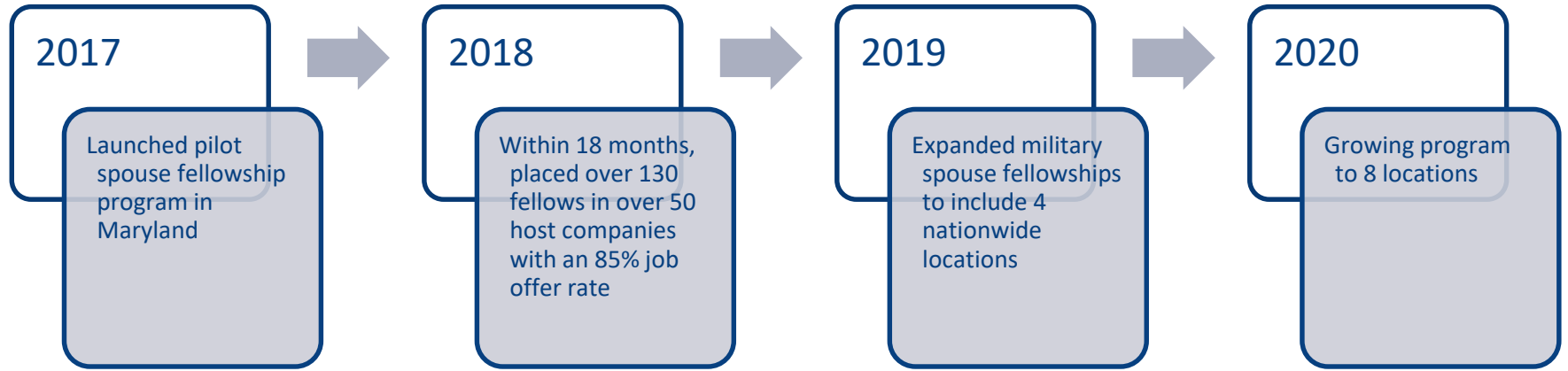
## WHY HOST A FELLOW?

- Gain access to a natural recruiting pipeline of talent.
- Increase your company's ability to attract and retain diverse talent.
- Bolster your existing Diversity & Inclusion programs.
- Help military spouses grow their networks, build skills, and train in professional roles.

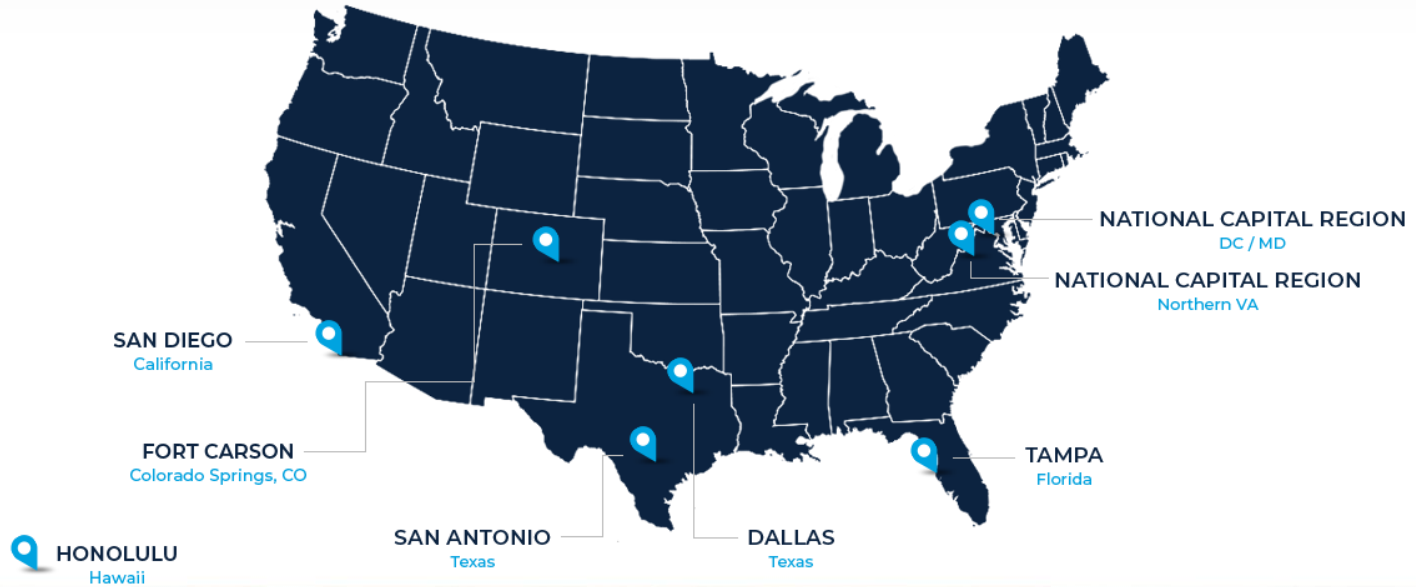
"I have been working with the program for 3 years and it is a great way to be able to train future employees and help out military spouses. The program managers have been very responsive, helpful and dedicated to finding the best match for spouses as well as the companies. We hired Kelly Polk and she is flourishing. Within a year, she helped the company collect over \$400,000 in old unpaid invoices and learned how to be a productive scheduler who manages a 16 person team. She is an excellent employee and asset to the company. We believe the program is an amazing way to connect spouses to prospective companies and for us to find great candidates."

- Rina Scales, Johnson Controls

# MILITARY SPOUSE FELLOWSHIP PROGRAM GROWTH



# MILITARY SPOUSE FELLOWSHIP LOCATIONS



# HOW IT WORKS

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## RECRUITMENT

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



## INTERVIEWS

Once matched, fellows begin six weeks of on-the-job training with a host company (four days per week), gaining new skill sets and an opportunity to showcase their abilities.



## SELECTION



## FELLOWSHIP

On Fridays, fellows attend “Fellowship Huddles” to learn from industry leaders, network, and share experiences.

# BECOMING A HOST COMPANY

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## COMMIT

Commit to training fellows four days a week for six 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.



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## 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 MSFP 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 PROGRAM

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

## PROGRAMS & EVENTS

- Fellowships
- Career Summits
- Military Spouse Programs
- Hiring Fairs
- Digital Tools
- Special Events and Programs

# PROGRAM SPONSORS

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Booz | Allen | Hamilton



# VICTORIA HARVEY

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[HIRINGOURHEROES.ORG/FELLOWSHIPS](https://HIRINGOURHEROES.ORG/FELLOWSHIPS)