Our Solution: Corporate Fellowships

JBLM has run 3 fellowship cohorts and holds an 88 percent placement rate for all three classes.

Fort Hood has run 1 fellowship cohort and holds a 60 percent placement rate and growing.

We continue the 80 percent placement target for future cohorts within 45 days of transition.

We have seen at least 50% offered positions before they complete the program.
Who can participate?

- Companies with the ability to train fellows Monday through Wednesday in professional roles and management roles.
- Must be located within 75 miles of the fellows residence near the post or base.
- Must offer training in positions typically requiring a Bachelor’s degree or equivalent experience at a minimum.
- Must be willing to interview fellows for management or comparable salary level, and/or willing to refer and assist fellows for jobs elsewhere in their network.
Easily integrated within the current transition timeline, the 12-week program begins with a week of corporate training, followed by 11 weeks of on-the-job training with a host company (three days per week) and classroom corporate education (one day per week).
Fellowship Education Track

The education component of our program provides weekly corporate training for desirable skills and knowledge, as identified by employers, to expand marketability of service members transitioning into the private sector.

Course curriculum includes topics like Project Management, Lean Six Sigma, Influencing without Authority and Strategic Communications that all culminates into tangible credentials, helping ensure our fellows' added edge in an increasingly competitive job market.
We believe this program will show the kind of success necessary to be expanded to other installations around the country, and possibly the world.
Participating Employers To-Date

7-Eleven Inc.
Amazon
BNY Mellon
Broadmoor Hotel
Central Texas VA
CEVA Logistics
Compass Group
Comcast
Dal-Tile
EGM-Tech
Excel Energy
Fred Hutch
Fuse Networks
Greater Waco Chamber
Group Health
Hangar
HCA

Internet Identity
La Quinta Inns & Suites
Lockheed Martin
Loomis
Magnum Crane
MAXIMUS
McKinstry
McLane Company
Nixon Power Services
People Admin
Plum Laboratories
Port of Olympia
Pottery Barn
RAYTHEON|WEBSENSE
Ryder
SCJ Alliance
ServPro

Starbucks
Tenvision
Thurston Economic Development Council
ThyssenKrupp Aerospace NA
Tractor Supply
TransTech Fabrication
TrueBlue
UPS
West Elm
Williams-Sonoma Inc.
Workforce Solutions of Central Texas
98% 1% 1%

87% 13%

31 3 to 24

average age of fellows
length of service in years

$55,000.00 – Fort Hood
$70,000.00 – JBLM

average starting salary
## Fellow Demographics

<table>
<thead>
<tr>
<th>Rank</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Captain</td>
<td>24.68%</td>
</tr>
<tr>
<td>Sergeant First Class</td>
<td>18.18%</td>
</tr>
<tr>
<td>Staff Sergeant</td>
<td>15.58%</td>
</tr>
<tr>
<td>Sergeant</td>
<td>11.69%</td>
</tr>
<tr>
<td>First Lieutenant</td>
<td>7.79%</td>
</tr>
<tr>
<td>Major</td>
<td>6.49%</td>
</tr>
<tr>
<td>Specialist</td>
<td>6.49%</td>
</tr>
<tr>
<td>Chief Warrant Officers</td>
<td>3.90%</td>
</tr>
<tr>
<td>Lieutenant Colonel</td>
<td>1.30%</td>
</tr>
<tr>
<td>Command Sergeant Major</td>
<td>1.30%</td>
</tr>
<tr>
<td>Petty Officer Third Class</td>
<td>1.30%</td>
</tr>
<tr>
<td>Senior Airman</td>
<td>1.30%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>84.29%</td>
</tr>
<tr>
<td>Masters</td>
<td>12.50%</td>
</tr>
<tr>
<td>Some graduate</td>
<td>10.71%</td>
</tr>
<tr>
<td>Less than Bachelors</td>
<td>7.14%</td>
</tr>
<tr>
<td>Associates</td>
<td>3.57%</td>
</tr>
<tr>
<td>Some Associates</td>
<td>1.79%</td>
</tr>
</tbody>
</table>
# 2016 Calendar for the Program

<table>
<thead>
<tr>
<th>Location</th>
<th>Cohort 1:</th>
<th>Cohort 2:</th>
<th>Cohort 3:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fort Campbell, KY</strong></td>
<td>Feb 1-April 28</td>
<td>May 9-Aug 4</td>
<td>Aug 22-Nov 17</td>
</tr>
<tr>
<td><strong>Fort Hood, TX</strong></td>
<td>Jan 19-April 14</td>
<td>May 2-July 28</td>
<td>Aug 15-Nov 10</td>
</tr>
<tr>
<td><strong>JBLM, WA</strong></td>
<td>Jan 19-April 14</td>
<td>July 18 – Oct 6</td>
<td></td>
</tr>
<tr>
<td><strong>Fort Carson, CO</strong></td>
<td>Feb.15-April 29</td>
<td>May 9-Aug 4</td>
<td>Aug 15-Nov 4</td>
</tr>
<tr>
<td><strong>Fort Bliss, TX</strong></td>
<td>July 18-Oct 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fort Huachuca/Phx, AZ</strong></td>
<td>Jan 18-Oct 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>National Capital Region, DC/MD/VA</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fort Leavenworth, Fort Riley, KS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fort Leavenworth, MO</strong></td>
<td>Jan 2017</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Fort Hood, TX**
Cohort 1: Jan 19-April 14
Cohort 2: May 2-July 28
Cohort 3: Aug 15-Nov 10

**Fort Hood, TX**
Cohort 1: Jan 19-April 14
Cohort 2: May 2-July 28
Cohort 3: Aug 15-Nov 10

**Fort Huachuca/Phx, AZ**
Cohort 1: July 18-Oct 6

**Fort Leavenworth, Fort Riley, KS -Fort Leonard Wood, MO**
Cohort 1: January 2017
At the end of each four–day week, and as a way to kick start the Fellow’s ongoing classroom learning, the Hiring Our Heroes hosts a “Fellowship Huddle” with senior-level guest speakers. This allows our fellows to continue making the connection between their military experience and the new world they have entered, while learning from key corporate leaders in civilian sectors.
Become a Sponsor

Each Hiring Our Heroes Corporate Fellowship class has up to 30 service members in attendance. Funding is per class or companies can choose to sponsor the entire year, which is two classes. This includes:

• Your company’s branding on all classroom curriculum
• Opportunity for your leadership to speak at the networking receptions with branding at the networking reception
• Media and strategic communications support from HOH to include promotion through social media and earned media
• Promoted through social media and traditional earned media
• Promoted on the Hiring Our Heroes website as a sponsor of the Hiring Our Heroes Corporate Fellowship Program

Contact Ginny Mansour if you are interested in Sponsorship: vmansour@uschamber.com
FAQ for Employers

Q: Is there any fiscal responsibility on the part of the company?
A: There is no direct fiscal responsibility as the service member is still on active duty and receiving a military salary and full Department of Defense benefits. All official educational training as part of the program is provided by our select training provider and/or the Institute for Veterans and Military Families (IVMF) and is fully funded.

Q: How many/what days of the week are the fellows available for training?
A: After the first week of educational training, the fellows will be onsite at the company Monday-Wednesday for eleven weeks. On Thursdays, the fellows will attend a mandatory classroom training given by the educational provider.

Q: Is the host company responsible for insuring the fellow?
As the fellows are still on active duty, the military is liable for their well-being, insurance, and health needs. The training provider, (U.S. Chamber of Commerce Foundation, Hiring Our Heroes) has signed a memorandum of understanding with each military installation and has secured approval by the installation to have the service member’s appointed place of duty be at the direction of the training provider.

Q: Is an unpaid internship legal? Is this approved through a military program?
The fellows are not unpaid; they are paid by the military while they are in the program. This program is an approved Army Career Skills Bridge Program.

Q: Are we expected to hire the fellow(s)?
A: We expect every company participating to be willing to interview fellows for open positions if the fellows are providing the company with satisfactory work during the 12 weeks of training.

Q: If hired, when can we expect the fellows to be able to start?
A: The program is designed to finish on a timeline that allows the fellows no more than 2-3 weeks to separate from the service. The intent is to have them available to start their new civilian career within a month after separation.

Q: What is the role of the Fellowship Program Manager?
A: Hiring Our Heroes provides a program manager to monitor fellows directly through agreement and coordination with the fellows’ military leadership and liaisons from each participating company. The program manager also has the responsibility of ensuring program effectiveness and fellow participation and progress, responding to a fellow’s military leadership needs and inquiries, and capturing success rates and fellow/business satisfaction throughout the program.
Hiring Our Heroes Corporate Fellowship Program

Q: During the program, are fellows able to travel on behalf of the company?
A: Travel will have to be requested individually by each fellow with their military commanders through their normal procedures, in accordance with the Joint Federal Travel Regulations, as they are still under operational control of their command. As such, Hiring Our Heroes cannot guarantee or arrange for blanket approval for travel for the program, it will need to be requested and approved by the individual military commanders on a case-by-case basis.

Q: What are the requirements for a company to participate?
A: Companies must have the ability to train fellows Monday through Wednesday in management-level positions or equivalent professional opportunities; must be located within 75 miles of the participation installation; must offer training in positions typically requiring a bachelor’s degree or equivalent experience; and must be willing to interview fellows for management or comparable salary level, and/or willing to refer and assist fellows find jobs elsewhere in their network. Companies must also commit to attending one networking session with the fellows for each cohort.

Q: If we can’t host a fellow, how else can we get involved?
A: At the end of each four-day week, and as a way to kick start the fellows’ ongoing classroom learning, Hiring Our Heroes hosts a “Fellowship Huddle” with senior-level guest speakers. This allows the fellows to continue making the connection between their military experience and the new world they have entered, while learning from key corporate leaders in civilian sectors. HOH is always looking for huddle speakers and are able to host speakers in-person or via Skype/webinar.

Your company may also become a sponsor of the program. For interested in sponsoring, please contact Virginia Mansour at vmansour@uschamber.com.
Hiring Our Heroes
Corporate Fellowship Program
Fort Bliss
sponsored by Prudential

Forge futures for military members who are in transition.
Find a military fellow fit for your organization.
Develop them into an asset.
Finish by transitioning into the workplace.

For more information please visit:
Hiringourheroes.org/fellowships
Hiring Our Heroes
Corporate Fellowship Program
Fort Bliss sponsored by Prudential

What Is the Corporate Fellowship Program?

There are thousands of military service members transitioning out of Fort Bliss into the civilian workforce each year. These service members have successfully sustained military careers and gained valuable skills that have either a direct or indirect correlation to most professions in the civilian industry. From enlisted to officer, these service members possess the education, training, experience, and high work ethic to be force multipliers in any civilian business. The U.S. Chamber of Commerce Foundation’s Hiring Our Heroes program seeks to capitalize on the qualifications and the potential of senior non-commissioned and junior to mid-grade officers by offering fellowships at our partner companies in the surrounding regions.

How Does the Program Work?

Installation leadership will enroll selected transitioning service members in the Corporate Fellowship Program with partnering businesses, promising a high likelihood of full time employment upon completion. This opportunity allows the service members to complete the 12 week program by participating onsite with partner companies Monday-Wednesday of each week.

What Businesses Are Eligible to Participate?

- Company offices must be located within 75 miles of the respective military installation *distance is flexible.
- Have the ability to train fellows at management-level positions or equivalent professional opportunities.
- Offer training in positions typically requiring a bachelor’s degree or equivalent experience.
- Participate in the networking receptions/graduations with fellows.

What Is the Value of Your Business Participating in the Fellowship Program?

- This program narrows recruiting efforts down to a select, elite few, while affording companies the luxury of having extended exposure to each candidate.
- It provides companies a fully-funded corporate-level educational program which greatly enhances and sharpens Fellows’ knowledge, skills, and abilities.

When Does the Program Run?

Cohort 1 - July 18, 2016 - October 12, 2016

Who Do I Contact?

For participation, questions, and inquiries about the Corporate Fellowship Program please contact Hiring Our Heroes’ Program Manager, Carla Miller at cmiller@uschamber.com.