



Hiring our Heroes Corporate Fellowship Program

Jason Hu, Project Manager, HDR



Agenda

1. Overview of the Corporate Fellowship Program (CFP)
2. Reasons to Participate
3. Expectations
4. Proposed 12-Week Fellowship Structure
5. How to Get Involved
6. Discussion

What is the Hiring our Heroes (HoH) Corporate Fellowship Program (CFP)?



- 12-week fellowship, 4 days/week with host company
- Available to transitioning servicemembers within 180 days of separation and military spouses
- No direct cost to host company
- HoH CFP is a program underneath Department of Defense (DoD) Skillbridge.

Why Should My Business Participate?



- Hiring opportunity with access to competitive talent
- Flexible leaders with federal and geographic experience that consistently perform under pressure
- Opportunity for fellows to receive hands-on industry experience and for host companies to understand the veteran market
- Military experience emphasizes leadership, interpersonal skills, conflict management, and real-world experience

When Are Fellows Available?

PROGRAM DATES

Upcoming Cohorts

Transitioning service member fellows must be within 180 days of transition from military service at the time of the 12-week program.

2025 - COHORT 1 APPLICATION DEADLINE: OCTOBER 10, 2024

January 13 - April 3, 2025

2025 - COHORT 2 APPLICATION DEADLINE - FEBRUARY 13, 2025

May 5 - July 24, 2025

2025 - COHORT 3 APPLICATION DEADLINE: JUNE 5, 2025

August 25 - November 13, 2025

- 3 rotating CFP cohorts each year.
- Access to resumes of fellows ~1 month before cohort starts
- HoH sponsors career summits and hiring fairs across the US, in-person and virtual.
- Off-cycle and virtual fellowships are possible but may not be as meaningful

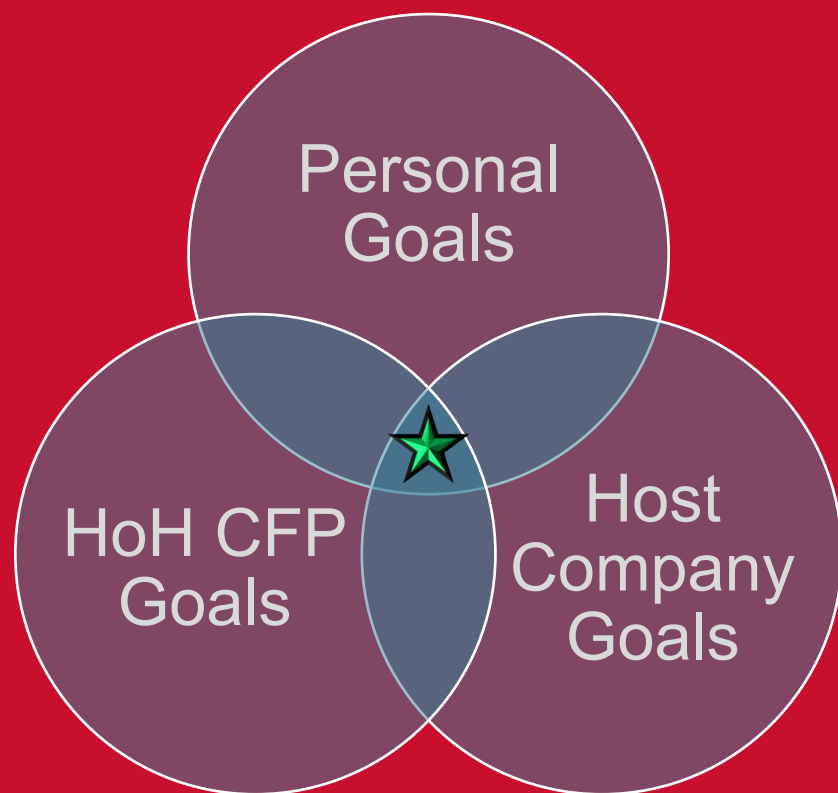


What Should I Expect From a Fellow?

- Diverse talent pool with spectrum of experiences.
- DoD veteran that's fluent in federal language, culture, nuances, and systems.
- The ideal recruit thrives under pressure and quickly adapts with new skills

Army Rank	Navy Rank	Army KD Position	Education	Qualifications
Second Lieutenant– Captain(0-5 years)	Ensign-Lieutenant	PL, CO XO	Bachelors	FE
CPT (5-10 years)	Lieutenant	CO CDR, BN/BDE Staff	Masters	PMP, PE
MAJ (10-15 years)	Lieutenant Commander	BN/BDE Staff	Masters	PE
MAJ – LTC (15-20 years)	Commander	BN/BDE Staff, BN CMD	Masters	PE
LTC – COL (20+ years)	Captain	BDE/USACE CMD	Masters	PE
Sergeant (3-5 years)	PO2	Team Leader	Associates	N/A
SSG-SFC (5-15 years)	PO1-CPO	Squad Leader, Platoon Sergeant	Bachelors	CAPM
MSG-SGM (15+ years)	SCPO-MCPO	BN/BDE Staff, CO/BN/BDE CMD	Masters	PMP
Warrant Officer 1	Warrant Officer 1	Construction OIC	Associates	PMP,
Warrant Officer 2-3	Warrant Officer 2-3	BDE Survey/Design	Bachelors	PMP, FE
Warrant Officer 4-5	Warrant Officer 4-5	DIV/Corps Staff	Masters	PMP, PE

What Does a Successful Fellowship Look Like?

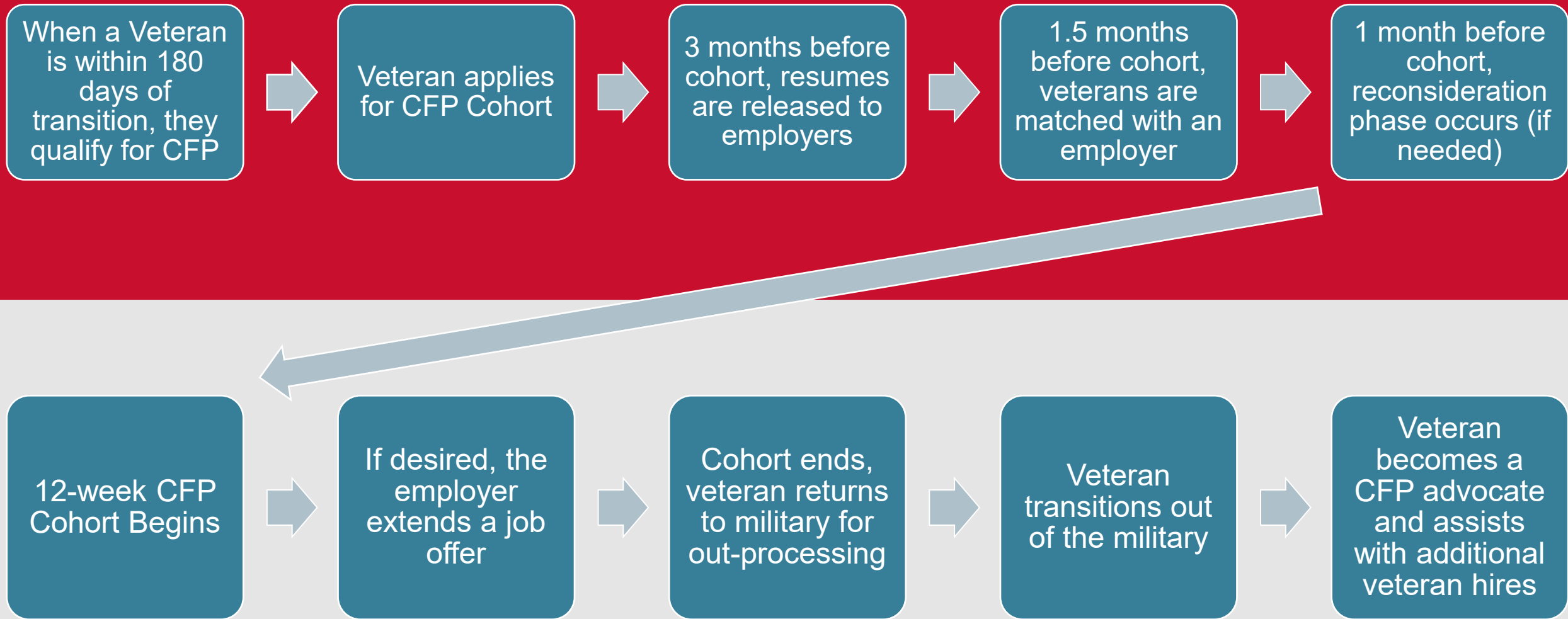


Timeline	Planned Events
Weeks 1-2	Onboarding, Introduction to industry and organizational leadership
Weeks 3-4	Networking, breadth work within assigned department and position
Weeks 5-6	Networking, breadth work in external departments and exposure to other roles
Weeks 7-8	Networking, interview negotiations, depth work in future position
Weeks 9-10	Depth work and integration to position
Weeks 11-12	Fellowship summary, review, and preparation for employment

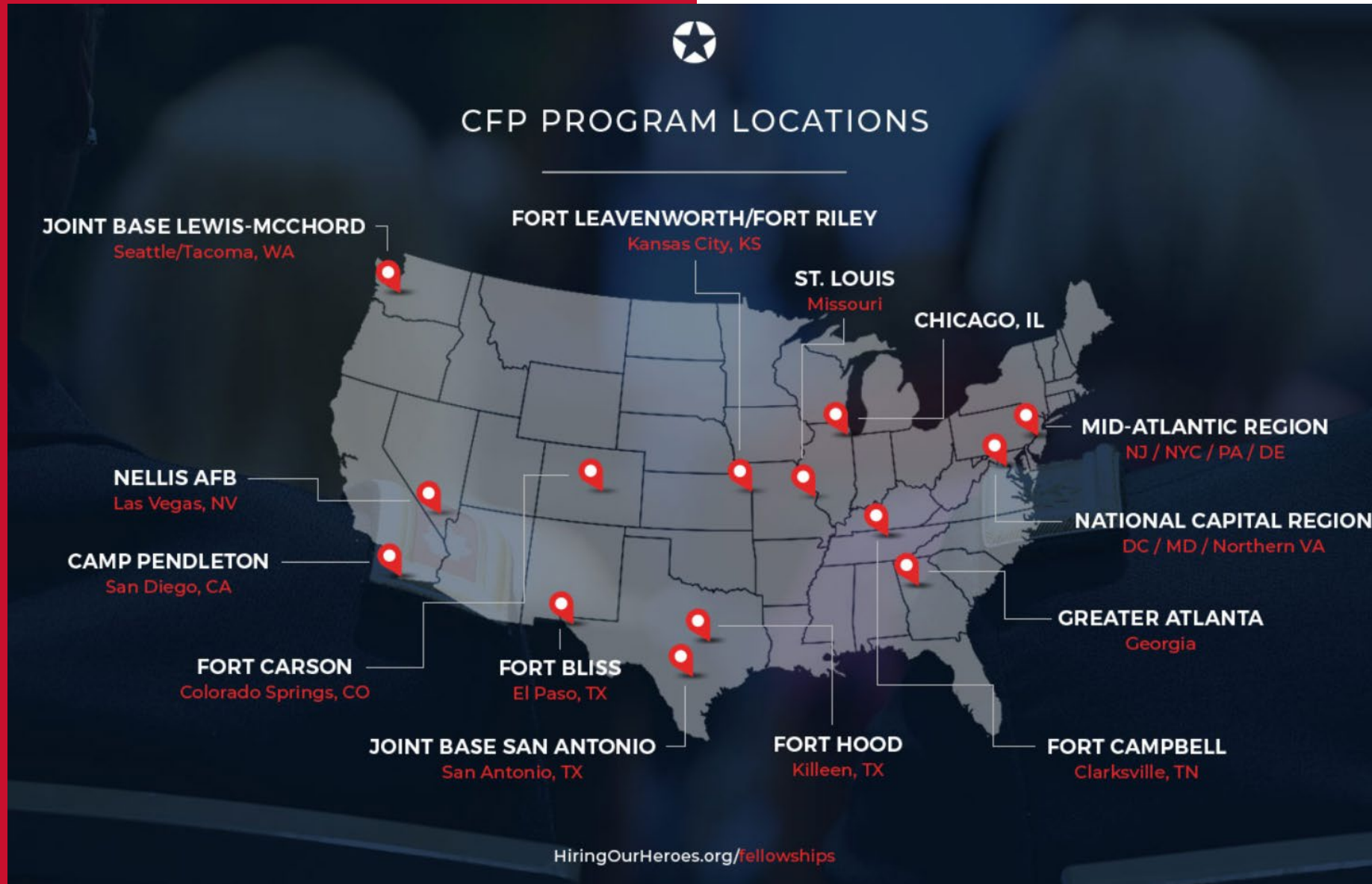
What's the Best-Case Scenario?

- **Personal Goal:** Start a new career in a desired industry, role, and location
- **HoH CFP Goal:** Civilian employment after military service
- **Host Company Goal:** Match a vacant position with a talented individual that adds value to the company.

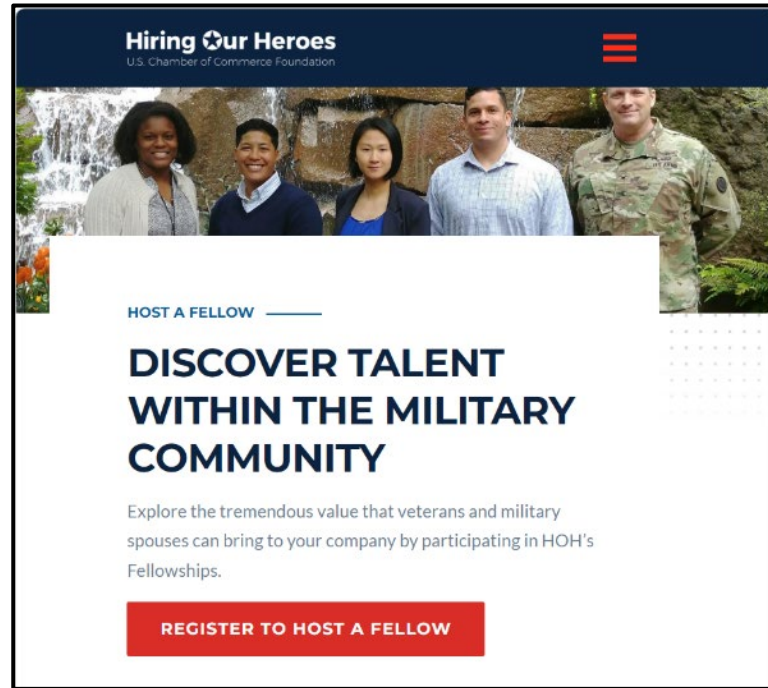
Summarized Transition Timeline



Where Can My Business Find Fellows?



How Do I Get Involved?



Register to Host a Fellow on the Employer Webpage: [Link](#)

Stay Connected with the HoH CFP Newsletter: [Link](#)

A screenshot of the Hiring Our Heroes website showing a sign-up form. The header is the same as the previous image. Below the header is the heading 'SIGN UP' followed by 'STAY CONNECTED WITH HOH'. A sub-headline reads: 'Subscribe to HOH emails by completing the form below.' There is a text input field for an email address. Below that is a section titled 'I am a:' with four radio button options: 'Employer or Veteran Service Organization' (which is selected), 'Service Member', 'Veteran', and 'Military Spouse'. There is also an option for 'Caregiver of Wounded Warrior'.

- Rob Comer, Sr Regional Manager,
 - rcomer@uschamber.com
 - <https://www.linkedin.com/in/robcomer/>
- Jason Hu, HDR Project Manager
 - Jason.hu@hdrinc.com
 - <https://www.linkedin.com/in/jason-w-hu/>



Additional Links:

Hiring Our Heroes
U.S. Chamber of Commerce Foundation

HOST A FELLOW

Discover Talent Within the Military Community

Explore the tremendous value that veterans and military spouses can bring to your company by participating in HOH's Fellowship Programs. These programs provide transitioning service members, veterans, military spouses, and military caregivers with professional training and hands-on experience in the civilian workforce, expanding corporate America's understanding of the military community and providing a pipeline of that talent into civilian careers.

[EXPLORE FELLOWSHIPS](#)

[HoH CFP Employer Page](#)

Hiring Our Heroes
U.S. Chamber of Commerce Foundation

FELLOWSHIPS

GROWING MEANINGFUL CAREERS

HOH Fellowships are best-in-class workforce development programs that place highly skilled and educated transitioning service members, veterans, military spouses, and military caregivers with employers committed to hiring them.

[APPLY TO BE A FELLOW](#)

[HoH CFP Homepage](#)

Employer Roadmap

FIND YOUR PATH TO HIRING AND RETAINING VETERANS AND MILITARY SPOUSES. HERE'S EVERYTHING YOU NEED TO SUCCEED.

[SEARCH](#)

How Do I Hire Veterans

We've created and compiled the best resources for hiring veterans and organized them in three categories. Discover best practices by exploring our articles and tools.

[Veteran Employer Roadmap](#)

Hiring Our Heroes
U.S. Chamber of Commerce Foundation

PROGRAM DATES

Upcoming Cohorts

Transitioning service member fellows must be within 180 days of transition from military service at the time of the 12-week program.

2025 - COHORT 1	APPLICATION DEADLINE: OCTOBER 10, 2024
January 13 - April 3, 2025	
2025 - COHORT 2	APPLICATION DEADLINE: FEBRUARY 13, 2025
May 5 - July 24, 2025	
2025 - COHORT 3	APPLICATION DEADLINE: JUNE 5, 2025
August 25 - November 13, 2025	

[Link to cohort dates](#)

Register now for an upcoming Hiring Our Heroes event.

Use the filters below to find an event near you, or join us for an upcoming virtual event. Events are added frequently, so check back often for additional events.

Keyword Search:

Search by installation, industry, etc.

Start Date:

End Date:

Event Type:

Select Event Type

Event Region:

Select Event Region

Total 57 Event(s) found

[Event Calendar Link](#)

Discussion

Talking Points:

- Decoding veteran resumes
- Benefits of Federal service and experience
- Are there downsides to using this program?

