

Hiring Our Heroes

U.S. Chamber of Commerce Foundation



ABOUT HIRING OUR HEROES

Vision:

To bridge the civilian-military divide within the business community

Mission:

Hiring Our Heroes connects the military community with civilian companies to create economic opportunity and a strong and diversified workforce

Values:

(1) People first (2) Grassroots engagement (3) Public-private partnerships

Military Spouses and Employment

Military Spouse Unemployment and Underemployment

- *21% = Military spouse unemployment*
- *55% = Military spouse underemployment*
- *Reduces the overall mental health and financial stability of military families and leads to service members departing service*

COVID Unemployment Crisis for Women

- *Women's participation in the workforce at a 33-year low*
- *Nearly 80% of all those who left the workforce were women*

MILITARY SPOUSE EMPLOYMENT: **THE CAUSES**



Frequent Relocation



Scarcity of Flexible
Opportunities



License Transferability



Access to Childcare



Lack of Understanding

MILITARY SPOUSE FELLOWSHIP PROGRAMS

The Business Case: What's in it for Employers

AN UNTAPPED PIPELINE OF TALENT

- *Military Spouses face an unemployment rate of 21% along with high levels of underemployment*

DIVERSITY OF BACKGROUND AND THOUGHT

- *Military Spouses are 92% female*
- *Closely match the high levels of diversity of our military*

HIGHLY SKILLED TALENT

- *Masters of adaptability, ingenuity, and perseverance*
- *Backgrounds include transferable skills and experience in a variety of roles and industries*

EDUCATED TALENT

- *More highly educated than most working Americans*
- *Lifelong learners – 80% have pursued additional training or certification while a military spouse*



MILITARY SPOUSE PROGRAMS

MILITARY SPOUSE PROFESSIONAL NETWORK (MSPN)

- Provides military spouses with **vital career development and employer networking opportunities** in military communities around the world
- With roughly **80% of jobs filled by referral**, networks aim to reduce job search time during frequent and unpredictable military moves
- **60+ locations** led by volunteers host at least one professional development or networking event per quarter

MILITARY SPOUSE PROGRAMS

AMPLIFY

- Virtual and in-person cohorts participate in two-day **intensive, career professional development**
- **Interactive sessions** cover public and professional speaking, resume, LinkedIn, salary negotiations, entrepreneurship, and more
- Employers engage with military spouses through breakout sessions and **one-on-one mentorship**

MILITARY SPOUSE FELLOWSHIP PROGRAMS

88%
Job Offer Rate

1000+
Fellows Completed

\$70,000
Avg. Starting Salary

- The Hiring Our Heroes Military Spouse Fellowship Programs 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.





RECRUITMENT



INTERVIEWS



SELECTION



FELLOWSHIP

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

2) Once matched, fellows begin 12 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.

3) On Fridays, fellows participate in professional development sessions to learn from industry leaders, network, and share resources.

Good to Know -> Many of our employers are seeking to fill roles quickly and may simply extend a job offer immediately in place of a traditional fellowship

Hiring Our Heroes

U.S. Chamber of Commerce Foundation

CRYSTAL COCHRAN
Senior Director
Workforce Pathways

*For more information visit
our website:
www.hiringourheroes.org*