



WHAT IS SALESFORCE?

Salesforce is a leading customer relationship management (CRM) solution that brings companies and customers together. Salesforce Military offers free, online training and certification exams at no cost for active-duty military and military spouses. They connect their talented pipeline with partner companies to help grow, strengthen, and diversify their workforces.

PROCESS

Interviews

Candidates interview with interested host companies



Selection

Matches are made based on preferences of both hosts and candidates



Fellowship

Fellows work remotely for host 4 days per week for 12 weeks, gaining Salesforce skills and building their resumes



UPCOMING PROGRAM DATES

Visit HiringOurHeroes.org/salesforce for upcoming program dates and application deadlines.



SCHEDULE

The fellowship features a 12-week syllabus.



ELIGIBILITY

- Transitioning service members and military spouses are eligible
- Transitioning service members must meet DoD SkillBridge requirements
- No degree required
- Must have at least 1 Salesforce certification before application deadline

GET IN TOUCH

Military Spouse Fellowship Program Coordinator
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HIRINGOURHEROES.ORG/FELLOWSHIPS

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

HIRING OUR HEROES
U.S. CHAMBER OF COMMERCE FOUNDATION

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ADDITIONAL PROGRAMS FOR MILITARY SPOUSES

- **Amplify** is a free two-day workshop tailored to military spouses focused on career preparation, professional development, and networking. Attendees will leave with an improved resume, professional photos, a polished LinkedIn profile, and a professional network of fellow military spouses and employers.
- The **Military Spouse Professional Network (MSPN)** provides military spouses with career development and networking opportunities in military communities around the world. Local MSPN events and programming connect military spouses with established networks, giving military spouses access to local business leaders, peers, and mentors, and support in their career development.
- **Digital Resources Library** is our newest virtual education and training center for transitioning military, veterans and military spouses. The curriculum offers leadership coaching, civilian career preparation, industry knowledge, and overall wellbeing resources.

LEARN MORE: hiringourheroes.org/military-spouses/

2023 FLEXIBLE SCHEDULE

1) Fellowships

- Available candidates emailed to participating hosts monthly and upon request
- Selected candidates begin fellowship on mutually selected date

2) Direct Hire

- Many hosts are seeking to fill open role immediately and may extend a job offer at any point

MILITARY SPOUSE FELLOWSHIP PROGRAMS

FELLOWSHIP HUDDLES

Fellowship Huddle Example Topics

- Advanced Interview Skills
- Know Your Worth: Salary Negotiations
- Understanding Compensation & Benefits
- Discovering Your Why
- Strategic Communication in the Workplace
- Finding a Great Cultural Fit
- Leading with Your Strengths
- Site visits to local host companies and employers

EXAMPLES OF FELLOWSHIP ROLES

- Lawyers and paralegals
- CPAs and accountants
- Program and project managers
- Human Resources
- Marketing
- Emergency management
- Risk analysts
- Healthcare admins
- IT (cloud computing, software engineers, etc.)
- Training and development
- Data analysts
- Graphic designers
- Administrative & executive assistants
- Financial counselors
- Operations/Events Coordinator
- Marketing/Social Media Manager
- Research Analyst
- Auditor
- Content Developer
- Program Analyst
- Management Consultant
- Facilities Management

MILITARY SPOUSE FELLOWSHIP PROGRAM GROWTH



2017

Launched pilot spouse fellowship program in Maryland



2018

Placed over 130 fellows in over 50 host companies



2019

Expanded military spouse fellowships to include 4 nationwide locations



2020-2022

8 locations
930+ fellows
91% job offer rate



2023

Nationwide 12-week fellowship program

HOW IT WORKS

Earn a Google Career Certificate

As a Career Forward learner, you'll enroll in a Google Career Certificate program of your choice. This flexible, self-paced job training must be completed within 6 months of starting a certificate. Throughout the program, you'll receive individual support from HOH staff and have regular opportunities to engage with fellow learners, program graduates, and professionals in the certificate field.

Connect with Ready-to-Hire Employers

After earning your certificate, you'll gain access to job search support, like interview prep and career workshops. You'll also have the opportunity to connect with ready-to-hire employers — including Booz Allen Hamilton, Deloitte, Freedom Learning Group, Verizon, and of course, Google — through HOH hiring events, Fellows Programs, and Career Connectors.

GOOGLE CAREER CERTIFICATE FIELDS

- **Data Analytics**

Data analysts collect, transform, and organize data in order to help make informed business decisions.

- **Digital Marketing & E-commerce**

Learn about email marketing, marketing analytics & measurement, SEO / SEM, reaching customers & selling online, and building customer loyalty.

- **IT Support**

IT specialists troubleshoot problems so computers and networks run correctly.

- **Project Management**

Project managers ensure projects within an organization are managed and completed with maximum value.

- **User Experience (UX) Design**

UX designers make digital and physical products easier and more enjoyable to use.

WHY EARN A GOOGLE CAREER CERTIFICATE?

- **No experience necessary**

Learn job-ready skills, even with no relevant experience. There are 1,500,000 in-demand job openings across certificate fields.

- **Stand out to employers**

Make your resume competitive with a credential from Google. 75% of program graduates report an improvement in their career within 6 months of certificate completion.

- **A path to in-demand jobs**

Connect with top employers who are currently hiring. The average salary for entry-level roles across certificate fields is \$66,000.

Fellows Program at a Glance

	Salesforce Fellowships	Skills-Based Fellowships
Purpose	Connect employers to Salesforce Certified job seekers from the military-connected community through fellowships	Connect companies with military connected talent looking to gain skills and experience to guide them into their next career
Who	TSMs / Milspouses	TSMs / Milspouses / Military Caregivers
Prerequisite	No college degree needed. Must have Salesforce Certification completed by the application deadline	No college degree required. Basic work experience and looking to up-skill
Length	12 Weeks	12 Weeks
Paid	TSMs: DoD Currently serving DoD Spouses: Paid a stipend through participation in the DoD's Military Spouse Career Accelerator Pilot (MSCAP) Other Spouses and Caregivers: Paid a stipend through HOH *There is no cost to employers	TSMs: DoD Currently serving DoD Spouses: Paid a stipend through participation in the DoD's Military Spouse Career Accelerator Pilot (MSCAP) Other Spouses and Caregivers: Paid a stipend through HOH *There is no cost to employers
Location	Remote	Nationwide
When	Monthly resume release and flexible start dates	TSMs: 3 Cohorts per year: January, May, August Military Spouses: Monthly resume release and flexible start dates
Structure	Fellows work for Host Company Mondays – Thursdays and attend HOH Professional Development Huddles on Fridays	

*TSM: Transitioning Service Member



MSCAP is a program of the Department of Defense.

For more information visit:

Job Seekers: <https://www.hiringourheroes.org/career-services/fellowships/>

Employers: <https://www.hiringourheroes.org/employers/hosting-a-fellowship/>

FELLOWSHIPS

HOH collaborates with innovative partners and 100s of host companies.

CAREER FORWARD FELLOWSHIP

- Nationwide fellowships for active duty service members who are within 6 months of separation, veterans, military spouses and caregivers
- Active duty members interested in using Career Forward as their SkillBridge have two options: the Fellowship or Training Track, a skills-based option
- Candidates must complete a Google Career Certificate of their choosing prior to applying to the Career Forward Fellowship.



SALESFORCE FELLOWSHIP

- Fellowships with the largest Customer Relationship Management (CRM) platform for transitioning service members and military spouses
- 100% remote and no degree required
- Must obtain a Salesforce Certification to participate



SKILLS-BASED FELLOWSHIP

- Fellowships for active duty service members within 6 months of separation and military spouses
- No degree required
- Available nationwide

SOLAR FELLOWSHIP (in collaboration with Solar Ready Vets)

- Nationwide fellowships for active duty service members within 6 months of separation
- Minimum of an Associate degree required
- Gain experience in high-demand solar industry roles



For more information on program timelines, visit:
HiringOurHeroes.org/fellowships

HIRING OUR HEROES

MILITARY SPOUSE FELLOWSHIP PROGRAMS

- The Hiring Our Heroes Military Spouse Fellowship Program (MSFP) 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.

91%
Job Offer Rate

Over 150
Host Companies

930+
Fellows Completed

\$70,000
Avg. Starting Salary