

SHIFT

Military Fellows Program

Discover true potential.

SHIFT

We are a mission-driven talent
development company
powering successful career
shifts for veterans

Our Military Fellowship is an immersive
work experience to develop valuable
commercial skills and prepare for
successful post-military careers



Our approach to a successful career shift

Discover

We help people and partners discover talent with hidden potential

Transform

Our Talent Developers prepare candidates to succeed in immersive work experiences inside our partner companies and achieve life-changing outcomes

Grow

We build deep relationships with career communities to power growth beyond a fellowship

SHIFT

Military Fellows



People
Operations
Fellow

Supply
Chain
Fellow

Sales
Development
Fellow

Product
Management
Fellow

Marketing
Operations
Fellow

Data
Analyst
Fellow

Project
Management
Fellow

Typical Fellowships

Project Management

Work cross-functionally to manage complex, no-fail projects and meet challenging deadlines with measurable results

Customer Success

Build consensus, solve customer problems, and train others to use enabling technologies at scale

Operations

Develop repeatable processes and solutions to empower sales, finance, engineering, and executives to do their best work

Partner Companies

Together with our partner companies, we facilitate immersive work experiences for servicemembers exploring opportunities in major metropolitan job markets.

okta

UBER



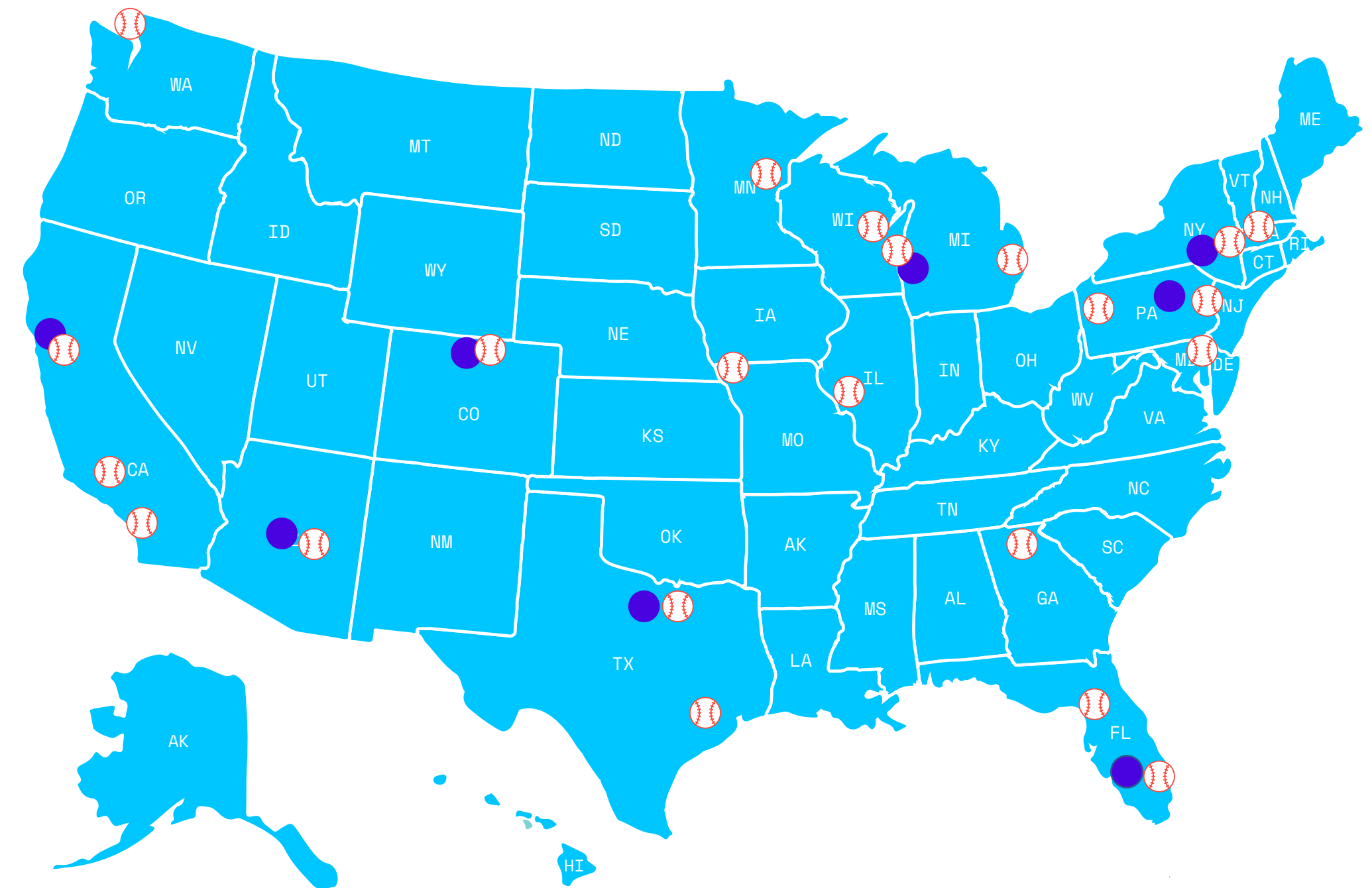
Pivotal

LYRIC

GROVE
collaborative

expo

affirm



Fellowship Steps

1. Application
2. Talent Development
3. Matching
4. Fellowship
5. Post-Fellowship

Application

Eligibility

Learn more at shift.org/fellows/faq

- Completed at least 180 continuous days on active duty
- Chain of command approval from the first field-grade commander with non-judicial punishment authority
- Completed TAP course prior to fellowship
- PTDY/PTAD is required for fellowships located away from military installations

Get Started Early

Apply now at shift.org

Servicemembers may submit an application as soon as they're ready to start planning their post-military career

We process applications with chain of command approval to ensure maximum participation for all servicemembers

Ideally servicemembers obtain approval four months before separation to facilitate adequate time for Talent Development

Talent Development

Discover

Through career preference assessments, coaching delivered by Shift Talent Developers, networking and social events, Military Fellows explore roles and opportunities in the civilian job market that they never knew existed

Transform

Talent Developers build on military transition programs to translate a fellow's story in a way that resonates with corporate recruiters

We design training and development plans depending on a fellow's career aspirations to elevate an already amazing profile

Grow

During the fellowship, Talent Developers help fellows navigate a new work environment and connect with veterans in the community

When a fellow receives an exciting job offer, Talent Developers help with evaluating the opportunity and negotiating the terms

Step 3

Matching

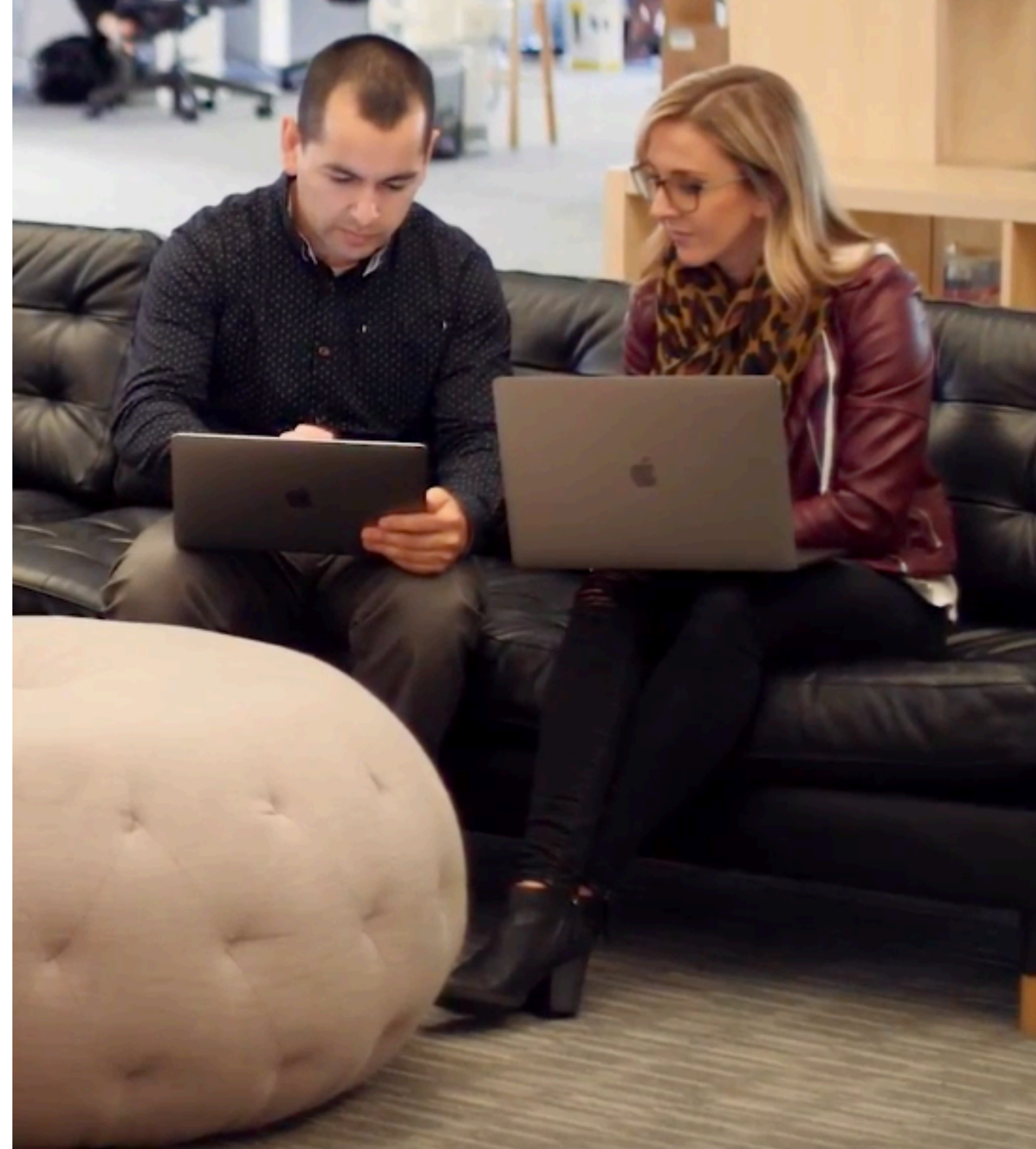
Fellows are matched to companies based on background, skills they'd like to build upon or develop, and geographic preferences

All fellows interview with our partner companies to ensure there's a good cultural fit and to set expectations for a successful fellowship

Shift Talent Developers conduct tailored interview training to help fellows prepare

Learn more →

shift.org/matching



Step 4

Fellowship

Military Fellowships are designed to maximize learning, acquire new skills, and establish a network outside the military

Throughout the fellowship, we continuously engage fellows and partner companies to assess fellowship progress and determine if there's a mutual fit that could result in a full-time offer

Servicemembers retain all military pay and benefits to include BAH (if eligible) during a fellowship



Jared Blake

Army Financial Management Technician
Operations Fellows @ Lyric

What to expect from a Military Fellowship

1 Month Prior

Coaching to discuss interests, motivators, and skills

Training and development plan to prepare for specific career pathways and gain industry knowledge

Professional resume review and LinkedIn profile development

Interview preparation and support

Week 1

Company onboarding and workplace familiarization

Coaching on new work environment integration, developing a relationship with supervisor, project planning and goals development

Months 1-2

Coaching on skills development, networking, project progress, and issue resolution

Regular professional development and social events with industry leaders and local veteran community

Months 2-3

Coaching on full-time employment at host company, internal mobility, understanding compensation, and offer negotiation

If host company is not a fit, Shift creates a new job search strategy to help every fellow find a career they love

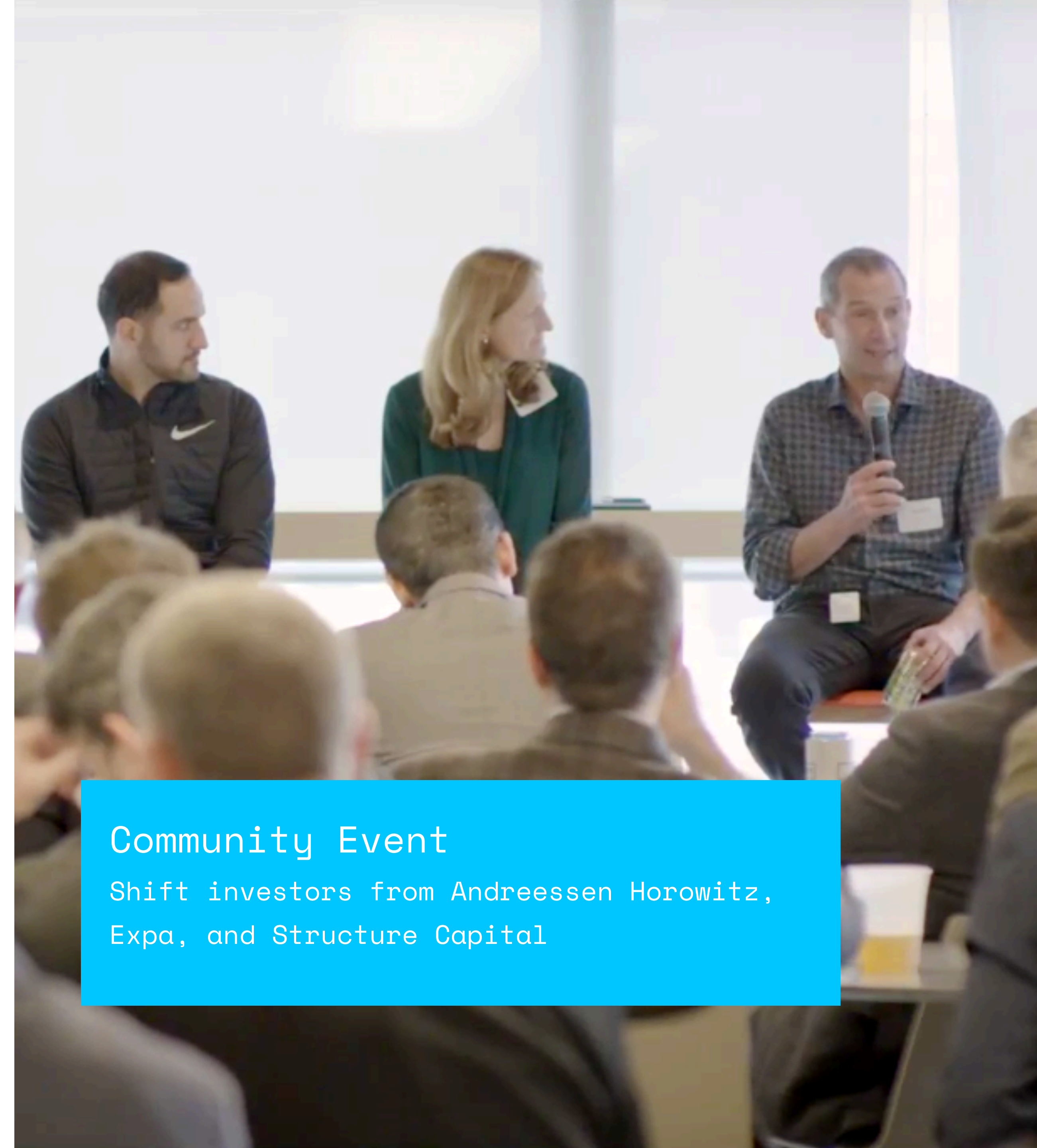
Step 5

Post-Fellowship

Our mission is to power successful career shifts that lead to jobs veterans love

If a Military Fellow doesn't receive a full-time offer from their host company, we work to find meaningful employment within our partner company network

Every Military Fellow joins our alumni network and can access career resources and advising for future job opportunities



Community Event

Shift investors from Andreessen Horowitz, Expa, and Structure Capital

Fellowship Logistics

Timing

When seeking chain of command approval, applicants should factor in separation leave balance to choose start and end dates. Fellowships may be conducted during separation leave if the servicemember has ample leave balance

Fellowship Start Date

Two to three months prior to fellowship end date

Fellowship End Date

Two weeks before ETS/EAS date* or two weeks before separation leave begins

*Time to allow you to clear installation and receive your DD-214

Locations

Shift is different than many other CSPs in that our fellowships are located in major metropolitan job markets. This affords servicemembers geographic flexibility to explore new career paths beyond the vicinity of a military installation

Travel

Fellows are typically responsible for travel expenses to and from the fellowship location. Any travel required as part of the fellowship will be paid for by the host company

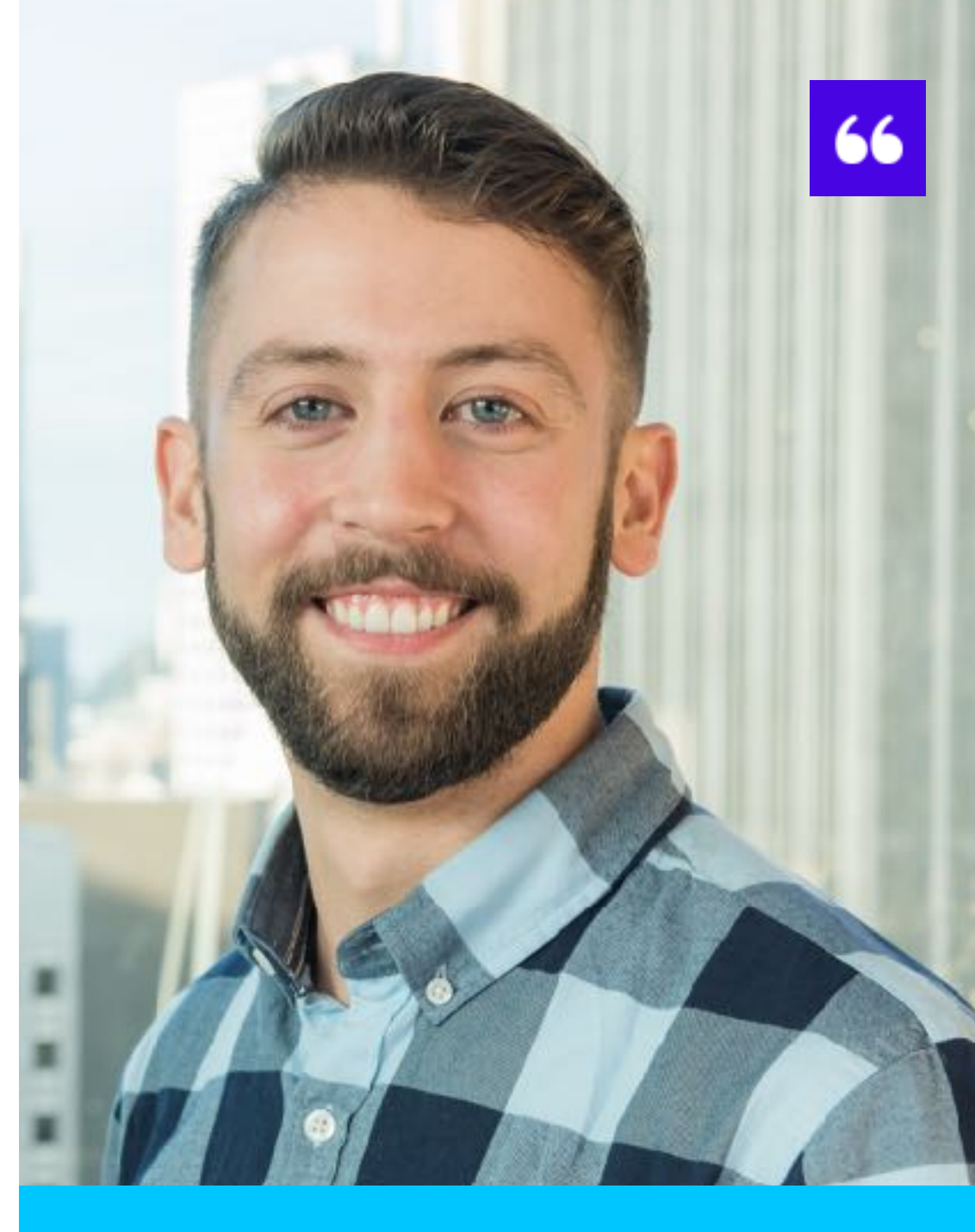
Housing

We recommend affordable housing options near our partner companies and will reimburse a portion of the local BAH rate to offset costs to servicemembers

Life-changing work experiences that lead to jobs veterans love

Learn more →

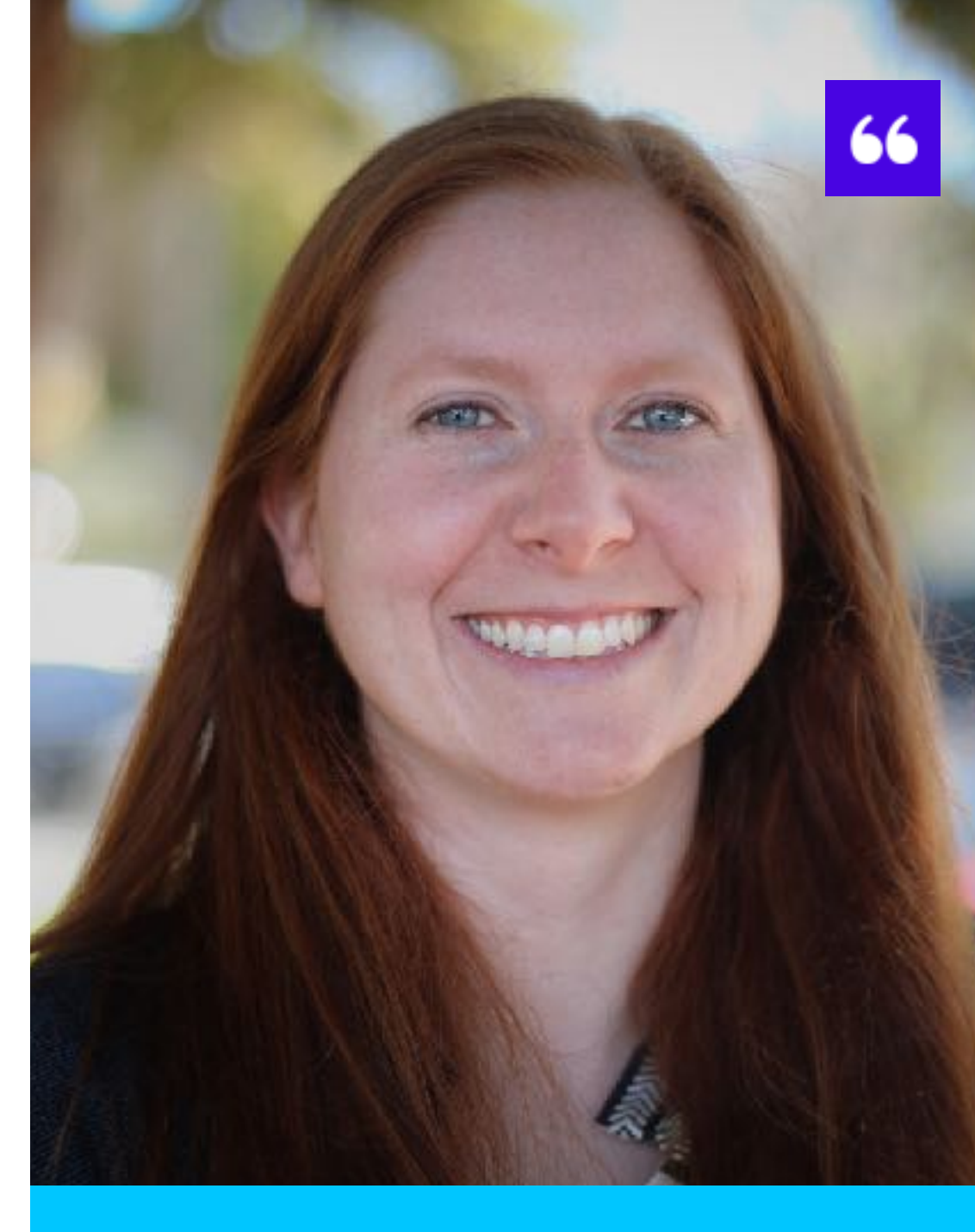
shift.org/stories



Brendan Morin

Air Force Space Operations
Data Science Fellow @ Uber

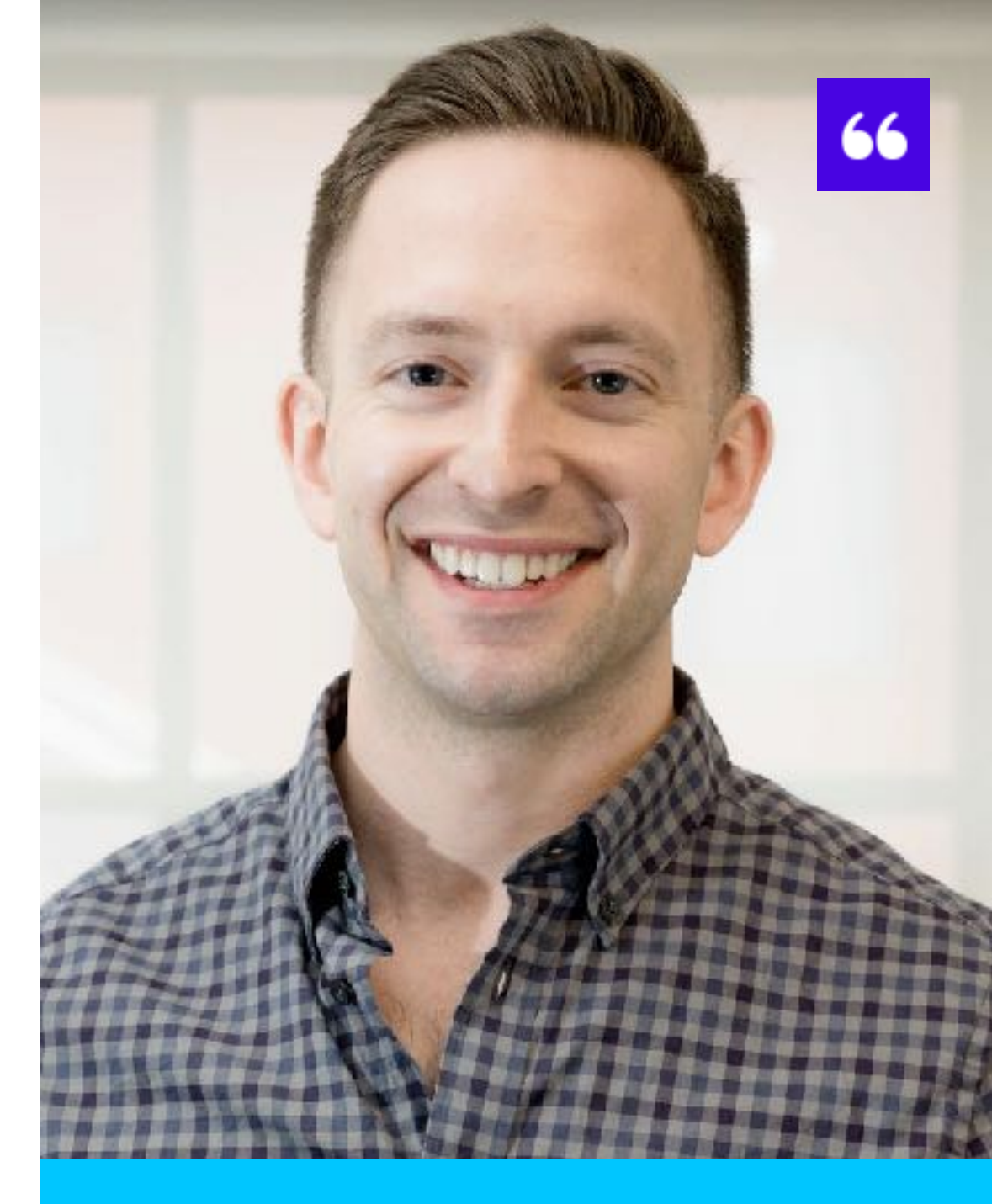
Thank you for your help throughout this entire process. You and the rest of the Shift team have been so helpful in so many ways, and I'm really thankful for your support. As always, know I'm an advocate and resource and always willing to help wherever I can.



Kandy Weber

Army Logistics Officer
Marketing Fellow @ CarDash

I just got my written offer from Tesla today! I'd love to stay involved with Shift as the company opened so many doors for me. Please keep me in mind for any opportunities where I could give back and help!



Elliot Easterly

Navy Surface Warfare
Supply Chain Fellow @ XStream Trucking

I went back and looked at the first resume I put together at the start of this process, and oh my goodness what a night and day difference. Looking forward to seeing other opportunities out there, thanks for all the help!



SHIFT

Learn More

[DoD Instruction](#)

[DoL Internship Fact Sheet](#)

[AR600-81: Soldier for Life - Transition Assistance Program](#)

[Army Directive 2015-12 \(Implementation Guidance for Credentialing Program and Career Skills Program\)](#)

[DA Memo: Delegation of Authority of Permissive Temporary Duty for the Career Skills Program](#)

[MARADMIN 350/18: Marine Corps](#)

[NAVADMIN 222/15: Skillbridge Employment Skills Training Program](#)
[Skillbridge Employment Training Program](#)

[AFI36-2649: Voluntary Education Program](#)

Contact

John Parks

General Manager

Shift Military Fellows

john@shift.org