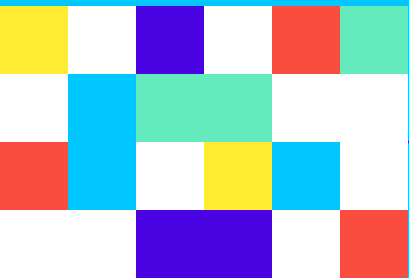


SHIFT

# Military Fellowship Handbook



# Military Fellowships At A Glance

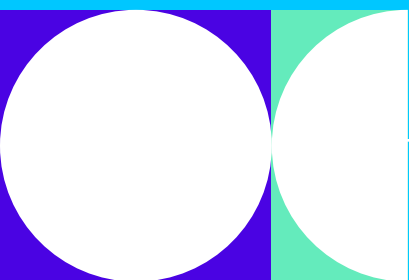


## 04 Overview

A brief description of what Shift is, and why we exist.

## 05 Military Fellowships

An introduction of what a Military Fellowship is and how it's possible.



## 06 How It Works

A quick overview of the five stages of the Military Fellowship process.

## 07 Application

One simple application that gives you access to career opportunities at more than 50 companies.



## 08 Getting Approved

Hands-on help getting approval for this program from your commanding officer.

## 09 Talent Development

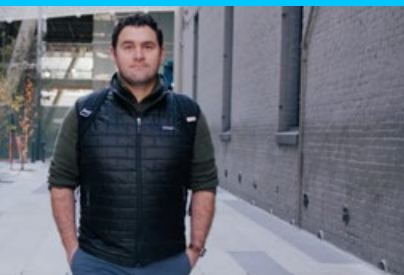
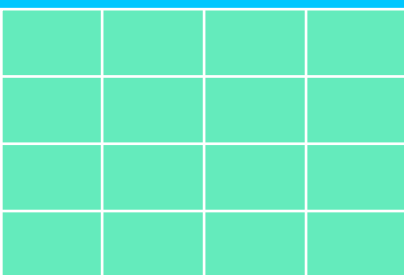
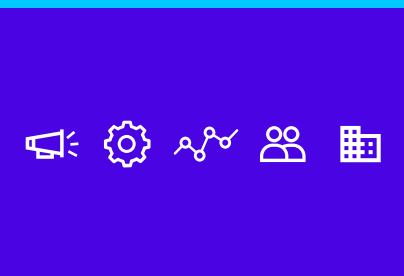
Our commitment to helping you upgrade your skills and your story.

## 10 Matching

A breakdown of how we find the perfect employer fit for your skills and experience.

CONTINUED

# Military Fellowships At A Glance



## 11 Conversion

Moving from a Military Fellowship into a full-time position with your new company.

## 12 Roles

The most common roles for which employers love to hire military talent.

## 13 Employers

Our expansive network of fast-growing companies hiring from the military.

## 14 Why Shift?

How our Military Fellowship stands out as the top SkillBridge facilitator.

## 15 Success Story

A real servicemember whose life was changed through his Military Fellowship.

## 16 By The Numbers

A few key statistics that make our program different.

## 17 Shift Network

Our alumni provide mentorship so you have access to new opportunities.

## 18 Resources

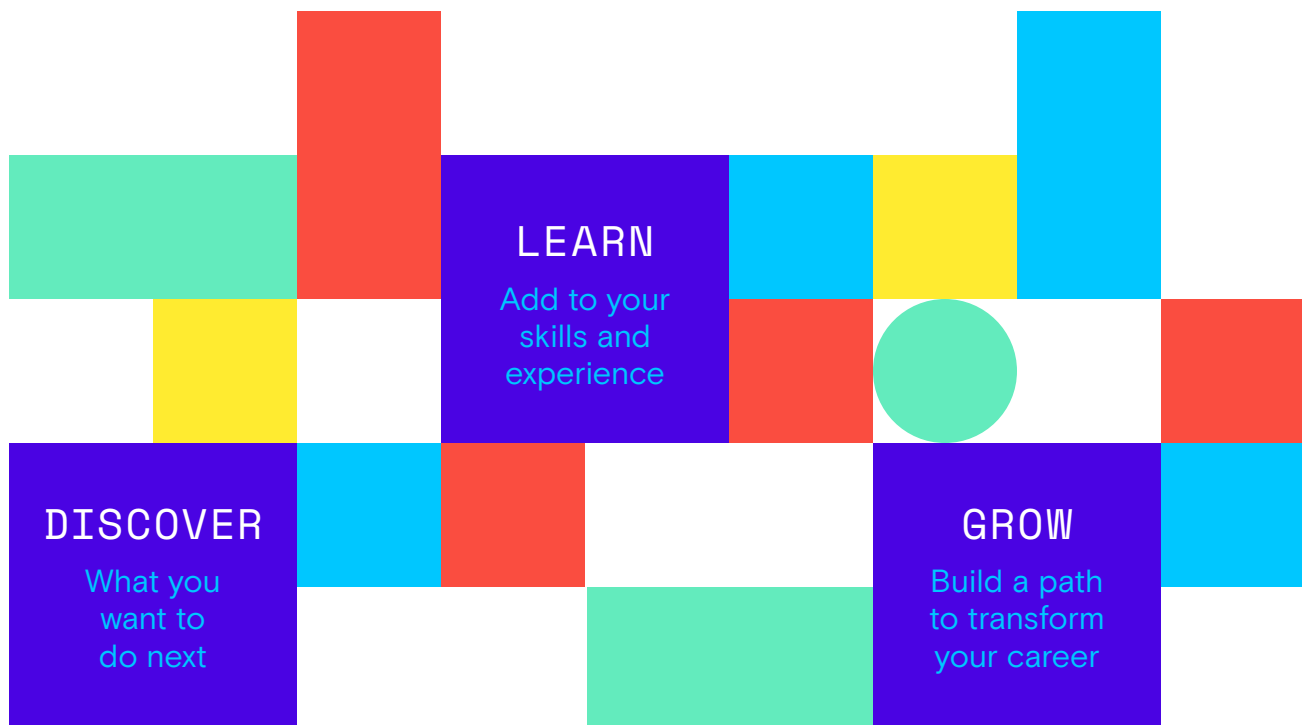
## OVERVIEW

# Welcome to your future career

Shift is a career change company that helps veterans turn their military experience into new careers.

The skills and experience you gain in the military are once-in-a-lifetime, but many employers don't know how to translate those into their hiring process.

That's why Shift exists. To help you along the way.



## MILITARY FELLOWSHIP

# Introducing the Military Fellowship

Shift's Military Fellowship program has cracked the code on helping veterans transition into their civilian careers.

We facilitate 3-month fellowships at some of America's fastest-growing companies through the DoD SkillBridge Initiative and Career Skills Program in major job markets like New York City, Dallas, San Francisco, and DC.

GET  
APPROVAL

From your  
commanding officer

GO  
OUTSIDE

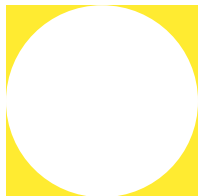
Leave your base for  
the last 3 months

WORK  
INSIDE

An internship at an  
exciting company

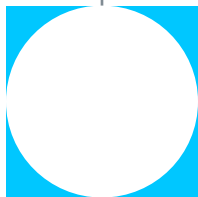
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# How It Works



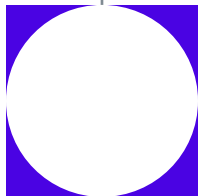
## Application

You submit one application, for dozens of opportunities.



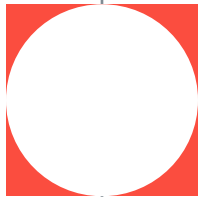
## Approval

We help you get approval from your commanding officer.



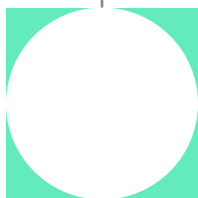
## Talent Development

An investment in your skills, and your story.



## Matching

Finding you the right opportunity at the right employer.



## Conversion

Turning your Fellowship into a long-term career.

## APPLICATION PROCESS

One simple application.  
Opportunities at  
50+ companies.

Of all the ways you can choose to spend your time while navigating your post-military career change, submitting 50 applications makes the least sense.

That's why we've streamlined the Military Fellowship into one simple SkillBridge approval application that will help you tap into our extensive network of job opportunities.

## GETTING APPROVED

# Get the green light for your fellowship

One of the most critical stages of the SkillBridge or Career Skills Programs is getting commander approval for your internship, per [DoDI 1322.29](#)

After you apply to the program with Shift, we'll review your application for program eligibility and then walk you through the chain of command approval process.

[View Approval Application](#)



# Upgrade your skills. And your story.

We want to help equip you with everything you need to make a successful and transformational career change.

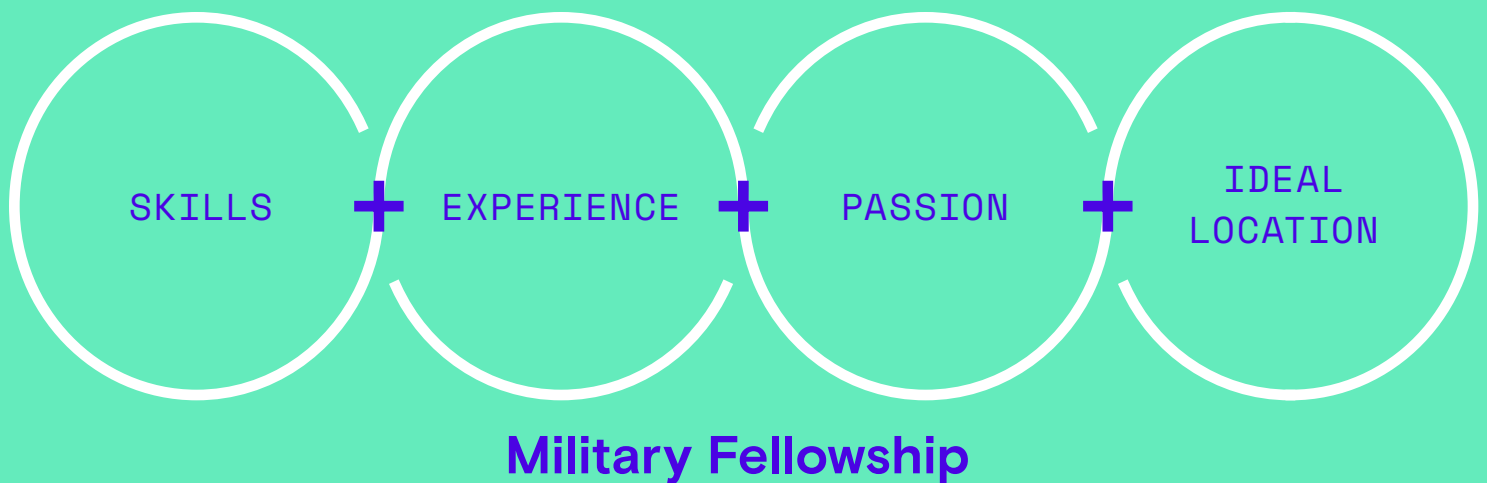


That's why every Military Fellow gets paired with one of Shift's in-house Talent Strategists. These career specialists help you translate your military skills into relevant job experience, tell your story on your resume and LinkedIn, and coach you before, during and after your fellowship.

## MATCHING

Find the job you didn't know you were perfect for.

Career changes from the military can be challenging, because many employers don't understand how military experience can apply to positions at their company.



At Shift, we work to understand everything about you and your career goals to match you with an employer that's the best possible fit.

## CONVERSION

# We'll help you get hired.

Your 3-month fellowship is only the first step in your post-military career change. We're here to help you take the next step.

Our Talent Strategy team works closely with you to turn your fellowship into a full-time position, or identify an even better fit for the next phase of your career.



85%

The infographic features a large white circle containing the text '85%' in a bold, purple font. Below the circle, the text 'of Military Fellows' is written in a smaller purple font. To the right of the circle, a purple rectangular box contains the text 'receive full-time offers from their host company' in white. The background consists of various colored geometric shapes: a yellow square at the top right, a green square behind the circle, a blue square at the bottom left, and a green circle at the bottom right.

of Military Fellows

receive full-time offers from their host company

## ROLES

# A career for every MOC

We work to place servicemembers in high-demand roles that make the most of their military experience:



### Project Management

Planning and executing crucial team projects.



### Data Analytics

Identifying patterns to make key recommendations.



### People Ops

Building teams and solving people problems.



### Business Development

Drumming up critical growth opportunities.



### Go To Market

Owning and driving new product launches.

## EMPLOYERS

# Opportunities you won't find elsewhere

We partner with the world's fastest-growing companies, who are hungry to hire military professionals like you.

## WHY SHIFT?

# Not your average career change company.

There are plenty of SkillBridge facilitators.  
But only one Shift.

- One application gets you in the door at **50 world-class companies**
- We provide **housing reimbursements** to cover your cost of living
- We have more **enlisted personnel** than officers
- We help you develop your **resume and LinkedIn profile**
- We match you based on **what you're already good at**

SUCCESS STORY

# From Aviation Officer to three promotions in 18 months.



I could not have gotten this job without Shift. They value the person's individual contributions, and they believe that matching the person's desires to the company's needs is more important than just having people on board.

**BRETT CHERESKIN**

Chief of Staff at Affirm  
Former Aviation Officer



BY THE NUMBERS

# A few stats that tell our story



10

Major cities with Fellowship opportunities.



85%

Percent of Shift's Military Fellows that receive full-time offers within three months.



50

The number of companies (and counting) that one Military Fellowship application reaches.



## SHIFT NETWORK

# Join a powerful network. Accelerate your career.

You're not going this alone. Shift Military Fellows come from military installations all over the world and are linked up with the local veteran community when they arrive.

Shift Alumni provide mentorship so you always have someone to lean on for support and access to new opportunities.



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# Career Resources

Preparing for your post-military career change?  
These should help.

[Military Fellowship FAQ](#)

[Resume prep](#)

[Telling your story](#)

[Interviews](#)

[Skills training](#)

[Schedule a Call](#)

[Talk to Us](#)

SHIFT

Take the next step.

Apply Now

