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.
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.
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.
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
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.
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.
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.

**Business Development**
Drumming up critical growth opportunities.

**Go To Market**
Owning and driving new product launches.

**People Ops**
Building teams and solving people problems.
Opportunities you won’t find elsewhere

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

<table>
<thead>
<tr>
<th>wework</th>
<th>packet</th>
<th>⚾️</th>
<th>KEEPTRUCKIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>affirm</td>
<td>PUBLICIS GROUPE</td>
<td>expa</td>
<td>ANDREESSEN HOROWITZ</td>
</tr>
<tr>
<td>Symantec</td>
<td>okta</td>
<td>Pivotal</td>
<td>⚪️ Meraki</td>
</tr>
<tr>
<td>Palantir</td>
<td>ID.me</td>
<td>imgur</td>
<td>Uber</td>
</tr>
</tbody>
</table>
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
A few stats that tell our story

BY THE NUMBERS

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.
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
Take the next step.

Apply Now