

America's Connection to Military Talent

2025

Hiring  Our
Heroes

U.S. Chamber of Commerce Foundation



Welcome to HOH

Since 2011, Hiring Our Heroes (HOH) has worked to create meaningful employment opportunities for transitioning service members, veterans and military spouses. Leveraging a broad array of private and public sector partners, as well as our extensive network of businesses, we provide our nation's heroes with the right tools, resources and connections to get the job done.

Through world-class hiring events, digital programs, upskilling opportunities, and fellowships we have developed and cultivated a rich pipeline of military-connected talent ready for you.

TALENT PIPELINE

HOH's Talent Strategy

We go where you can't. We work with you to engage with military talent and deliver it back home.

Hiring Our Heroes

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Going to the Source | We work directly on military installations to engage transitioning service members and military spouses.

Refining Talent | We educate and prepare candidates for civilian employment.

Making Connections | We leverage a host of programs and tools to connect military talent with companies.

Thriving in Good Company | Our Veteran and Military Spouse Employment Advisory Councils include national leaders who collaborate and share best practices.

TACTICS

Hiring Events

“The people who choose to serve in our military come from every corner of the country, represent every demographic, have diverse backgrounds and experiences. So, in our experience, you’re inherently finding diverse talent when you source military talent.”

- Tom Downs, Lead Diversity Recruiting Strategist, Booz Allen Hamilton

Career Connectors

- Screen candidates to ensure they are the right fit for events and programs
- Provide candidates with career advice and connect them with resources
- Identify possible employment opportunities with companies

Career Summits

- On-base events in partnership with service branches (**50+ per year**)
- Global events
- Primary job seekers are active duty and military spouses
- Average attendance: **200+ per event**

Virtual Hiring Events

- Industry-focused events (**30+ per year**)
- Hosted on Brazen’s virtual hiring event platform
- Targets employment-ready job seekers
- Average attendance: **500+ per event**

2024 VIRTUAL EVENTS

37,597 job seeker registrations

30 hiring events

1,044 participating employers

2024 IN-PERSON EVENTS

20,260 job seeker registrations

59 hiring events

2,538 participating employers

TACTICS

Fellowships

“Military fellows have a great ability to think on their feet and excel in ambiguous situations. Past fellows have become strong voices inside their teams and help to bring more military talent into AWS daily.”

- Nick Curry, Manager, Military Initiatives & Apprenticeships,
Amazon Web Services

Active Duty Internships (SkillBridge)

- 12-week internships for transitioning active duty service members
- Programs for both degreed and non-degreed candidates
- Equal representation of junior and senior level service members
- Available nationwide

Industry-Based Internships

- For transitioning service members, and military spouses
- Google: Career Forward (veterans eligible)
- Solar/Energy: Department of Energy/Interstate Renewable Energy Council
- Applied Technology: Salesforce
- Emerging Technology: Multiple opportunities

Military Spouse & Caregiver Internships

- 12-week fellowships for currently serving DoD spouses through the DoD's Military Spouse Career Accelerator Pilot (MSCAP)
- Placements are determined based on location, work experience and ability to commit
- Applications are accepted year-round on a rolling basis

ACTIVE DUTY INTERNSHIPS

83%

hiring rate

\$117k

average salary

INDUSTRY-FOCUSED INTERNSHIPS

SALESFORCE

\$80k

average salary

SOLAR

\$86k

average salary

MILITARY SPOUSE INTERNSHIPS

83%

hiring rate

\$70k

average salary

IMPACT

Talent Delivered

Hiring Our Heroes placed over 2,834 active duty service members, veterans, military spouses, and caregivers into our Fellows Programs in 2024.

The results speak for themselves.

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Overview of Fellows (2024)

2,834

Total Participants



Bachelor's Degree



Security Clearance

Service Status

36%

Active Duty Officer

40%

Active Duty Enlisted

19%

Military Spouses

Historic Results

89%

Average
Hire Rate

*Through Q3 2024

\$102,517+

Average
Salary

*Through Q3 2024

EMERGING OPPORTUNITIES

Special Programs

We work with leaders in the tech and solar industries to ensure that service members and military spouses have the right credentials for the future of work.

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With support from:



Career Forward

Upskilling military talent in high-demand fields including cybersecurity, data analytics, IT support, project management, python, and UX design.

Data Management Careers

Providing graduates of the Salesforce Trailhead Program with internship opportunities.



Solar Ready Vets

Working with DOE and Interstate Renewable Energy Council to create pathways in the solar industry.

TACTICS

Military Spouse Program

“At my first MSPN meeting, I met a recruiter and landed my dream job in Leadership Development & Culture. Simply put, I owe my entire career to MSPN and Hiring Our Heroes!”

- Military Spouse Professional Network Member

Amplify

- 2-day career intensive workshop tailored to military spouses focused on career preparation, professional development, and networking
- Virtual and in-person sessions

Military Spouse Hiring Events

- Virtual and in-person opportunities for spouses to connect with employers

Military Spouse Professional Network

- Provides military spouses with peer-to-peer networking, professional development opportunities, and employer engagement within military communities around the world and online
- More than 70 volunteer led chapters worldwide

2024 AMPLIFY STATS

Hiring  Our Heroes
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1,799+
attendees

24
events

Workforce Development

Amplify

What is Amplify

- A free two-day workshop tailored to military spouses focused on career preparation, professional development, and networking
- Offered Virtually & In Person (1x each per month)
- Session topics cover resumes, interviews, LinkedIn, compensation, and mentorship

Who does Amplify serve

- All military spouses - including veteran spouses, Gold Star spouses, active-duty spouses, Reserve spouses, National Guard spouses, domestic partners, and caregivers.
- Entry Level, Career Pivoters, & Seasoned Professionals

What to Expect at Amplify

Virtually

- 1 Year LinkedIn Premium Code
- Two full days of Zoom Programming
- Breakout rooms of >20

In Person

- 1 Year LinkedIn Premium Code & Professional Headshots
- Access to local and national Employers and Local Resources
- Small Group Breakouts for Resume and LinkedIn Reviews

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A woman with dark hair, smiling, standing in front of a brick wall. The image is darkened to serve as a background for the text.

DRIVING CHANGE

Research & Innovation

We work with military-connected talent at a grassroots level to understand their needs, deliver resources, and prepare for the future.

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Leverages our deep network of military-connected talent to identify systemic and emerging employment challenges.

Some of our recent research projects include:

- The Hidden Financial Costs of Military Spouse Unemployment
- Belonging at Work
Military Spouses in the Workplace
- Transitioning to Success: Private-Sector
- Pathways to Long-Term Post-Military Careers

VETERAN EMPLOYMENT ADVISORY COUNCIL

CHAIRMAN'S CIRCLE



VETERAN EMPLOYMENT ADVISORY COUNCIL

NATIONAL ADVISORY COUNCIL



CONTACT US

Connect with HOH

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