

City of San Antonio's Support to US Chamber of Commerce Foundation's Hiring Our Heroes (HOH)'s Military Spouse Fellowship Program (MSFP)



Background

FY20: \$150,000 to pilot MSFP supporting 30 military spouses through 2-year agreement
FY23 budget includes \$150,000 to continue program for 30 military spouses through 1-year agreement

Program Intent

Reduce military spouse unemployment rate (~20-35% nationally)
Provide conduit for local employers to tap into the talent pool

Overall Objective:

Increase Quality of Life = Increase military retention rates = Enhance military readiness
& Increase post-service veteran retention in San Antonio

Program Success:

- ✓ 90% offered employment
- ✓ Direct hire often chosen
- ✓ Average salary \$61,000
- ✓ 60 host companies
- ✓ MSFP now nat'l program; San Antonio is model city
- ✓ National sponsors increasing
- ✓ Program receiving Federal recognition

Local HOH Program Manager

- Advertises program
- Screens & advises applicants
- Sources potential host companies
- Pairs top matches

MVAD's Role:

Monitor program and agreement compliance; assist PM build connections across industries & resources

HR's Role:

Receive applicants; consider CoSA placement within departments; send applicants to hiring managers



CITY OF SAN ANTONIO
**MILITARY & VETERAN
AFFAIRS DEPARTMENT**