



USSOCOM WARRIOR CARE PROGRAM (CARE COALITION)

Career Transition Fellowship Fact Sheet

Who Are We?

USSOCOM Warrior Care Program – Care Coalition (WCP-CC) is a Congressionally recognized Department of Defense Warrior Care Program, providing non-medical advocacy and assistance to wounded, ill, and injured Special Operations Forces (SOF) service members and their families.

Who is the USSOCOM WCP-CC Career Transition Team?

USSOCOM WCP-CC Career Transition team assists SOF Service Members who are enrolled in the Warrior Care Program and are exiting the military prepare to separate or retire by helping them develop and implement a customized career transition plan. This includes assistance with fellowship opportunities, education/retraining programs, employment and resume assistance, and career counseling.

Fellowship Eligibility

Transitioning Active Duty wounded, ill, or injured SOF Service Members who are enrolled in the USSOCOM WCP-CC and are a CAT II or higher, those who are significantly wounded, ill, or injured and have, or will likely enter the Integrated Disability Evaluation System (IDES) are able to participate in an unpaid fellowship with a civilian company/organization or government agency through the USSOCOM WCP-CC Career Transition team. Those who do not qualify can still pursue internship opportunities through their Service transition programs.

Benefits of Participating in a Fellowship

Service Members can gain hands on work experience and mentorship, learn a new skill or trade, bridge gaps in their resume, possibly obtain certification, and in many cases gain post-service employment. Over 500 Service Members have participated in a USSOCOM WCP-CC fellowship in a variety of industries in both small and large business.

Frequently Asked Questions

What are the benefits to company for hosting a fellowship?

The company benefits by utilizing the skills and talents of the fellow at negligible cost to the company. At the conclusion of the fellowship the company has the opportunity to hire a skilled and fully trained employee. Even though there is no commitment on the company's part to offer employment, a majority of our fellows are offered employment upon the completion of their fellowship.

What is the process for offering a fellowship at a company?

The Career Transition team has multiple conversations with company representatives to discuss the fellowship job description, ideal candidate, and company culture. In addition, the WCP –CC Career Transition team initiates a Memorandum of Agreement (MOA) between the company and USSOCOM. Once the MOA is signed by both parties, the WCP-CC Career Transition team sends resumes of interested Service Members who may be a good fit. Company representatives then have the opportunity to interview the Service Member(s) before offering a fellowship.

What is the Memorandum of Agreement (MOA)?

The MOA is a document outlining the basic parameters of the fellowship, thereby defining the intent of the fellowship, as well as outlining the expectations of the sponsoring organization and the fellow. The MOA is signed by the appropriate company representatives and by the USSOCOM Chief of Staff.

Learn more about USSOCOM WCP-CC Career Transition

<https://www.socom.mil/care-coalition/Pages/Career-Transition.aspx>





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Fellowship Frequently Asked Questions Continued

Why is the fellowship non-paid? Can the company pay the fellow?

The fellowship is non-paid because the Service Member is still serving in an active duty capacity in the military and is receiving active duty pay during the period of the fellowship. Service Members are not permitted to receive pay from an outside organization during a fellowship/internship.

How should the company utilize the fellow within the organization?

The intent of a fellowship opportunity is to tailor it to each individual fellow based on their skills and interests. We recommend, if possible, the fellow be exposed to various departments, jobs, and responsibilities within the company. Although job shadowing can be beneficial to the fellow, we prefer that the fellow get as much hands-on experience as feasible. The fellow is not permitted to participate in government sales, government contract writing or bidding, and can not be used to fulfill a government contract requirement. Additionally, we have found it beneficial when the company connects the fellow with a mentor, preferably a veteran, within the organization.

Who has authority over the fellow?

Since the fellow is still on active duty, their military chain of command is responsible for them. However, because their military commander has given them permission to participate in the fellowship, they also report to the supervisor assigned to them by the hosting company/organization. The fellow is expected to stay in continuous contact with their military commander, their fellowship supervisor, and the WCP-CC.

What are the hours of the fellowship?

Fellowships may be full-time or part-time. The fellowship hours will be determined by the Service Member and their supervisor at the hosting company based upon the service member's availability and any requirements they may need to fulfill for their medical and service-connected appointments.

What is the length of the fellowship?

Generally, fellowships last approximately three to six months.

Will the fellow need special accommodations for a disability?

Most WCP-CC fellows require no or minimal special accommodations. If a potential fellow has any limitation that could affect their work, or if they need any special accommodations, the Service Member will discuss these needs with the company prior to the fellowship.

What if the fellowship is not working out? Can the company terminate the fellowship?

We put considerable effort into recommending the appropriate individual for each fellowship opportunity and we encourage the hosting organizations to invest in interviewing and finding the right placement for the fellow. In the rare and unlikely event that the fellow does not work out for the hosting organization, the company can terminate the fellowship. Similarly, if the fellowship is not meeting the fellow's expectations and needs, the fellow is able to end the fellowship. We request that, in the event the fellowship is not working as the company anticipated, they reach out to the WCP-CC to discuss their concerns.

Are you Interested in hosting a fellowship or do you have additional questions?

Please contact the USSOCOM WCP-CC Career Transition team at CareerTransitionWCP@socom.mil

