

**October 10, 2023**

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**To the Mayor and Members of the City Council****SUBJECT: MILITARY PARTNERSHIP – SKILLBRIDGE AND HIRING OUR HEROES**

The purpose of this report is to provide an update on the City's new military partnership with the SkillBridge program. Human Resources (HR) is committed to hiring talented and diverse individuals and desires a workforce that reflects the community we serve. The City's recruitment efforts seek to be inclusive so that all individuals have equal employment opportunities. The City's goal is to provide diverse options of talent pipelines for departments to recruit and identify top talent.

### SkillBridge Program

The SkillBridge Program is a program that was started by the Department of Defense (DOD) in 2011. The program allows service members to receive on the job training with a civilian employer through an internship or apprenticeship during the service member's last 180 days of active service. The DOD will cover the service member's Military pay and benefits while the active service member is assigned to an approved industry partner. At the conclusion of the assignment, the service member will receive an interview for the position trained or similar position.

The City of Fort Worth is now approved to be an industry partner and is able to promote City opportunities on the DOD SkillBridge website. The SkillBridge program provides an opportunity for the City to gain an individual with transferrable skills and extensive military training. As an organization, the City will be able to train an individual to fill critical roles and be a contributing member of departments for 90 to 120 days. The overall goal is that the departments will be able to train and transition individuals to be full-time employees in the organization.

The Code Compliance department will be the first department to participate and has identified a service member who has a window of eligibility to begin in early 2024.

### Hiring Our Heroes

Hiring Our Heroes (HOH) is an organization that connects service members with civilian employers. HOH has an established, DOD approved Corporate Fellowship Program (CFP) that is for 12 weeks, three times a year. The CFP is an approved SkillBridge Program under DOD Instruction 1322.29 that is offered to job seekers and employers at no cost to participate. As interest and participation by City departments grow, the City will partner with Hiring Our Heroes to present additional options to recruit talent to the organization.

Dianna Giordano, Human Resources Director, is available for any questions ([dianna.giordanno@fortworthtexas.gov](mailto:dianna.giordanno@fortworthtexas.gov)).

**David Cooke**  
**City Manager**