



**Veterans Local Government
Management Fellowship
(VLGMF)
International City/County
Management Association
(ICMA)**

AGENDA

- Why Host a Fellow?
- Program Description
- Host Requirements
- FAQs



**MORE THAN 200,000 SERVICE
MEMBERS RETURN TO CIVILIAN LIFE
EVERY YEAR.**

**MANY WANT TO CONTINUE A CAREER
IN SERVICE.**

WHY HOST/HIRE A VETERAN?

- Transitioning service members make up the **second highest source of renewable labor** behind college graduates
- 68% of Veterans out perform their counterparts – they drive bottom line results
- Military is a “people” business
- Exceptional **leadership** experience



Counties

Public Health,
Mental Health,
Social Services,
Schools, Community
Colleges, Juvenile
Detention, Soil &
Water
Conservation,
Forest Protection,
Medical Examiner,
Register of Deeds,
Ag Extension, +

Cities

Streets, Street
Lighting,
Traffic
Engineering,
Sidewalks,
Electric &
Gas Systems,
Cemeteries,
Cable TV

The purple text
indicates jobs that
are performed in the
military.

Cities or Counties

Aging Programs, Air Pollution Control, Airports,
Alcoholic Rehabilitation, Ambulance Services,
Animal Shelters, Armories, Art Galleries &
Museums, Auditoriums & Coliseums, Beach
Erosion Control/Hurricane Prep, Bus
Lines/Public Transportation, Civil Defense,
Community Action, Community Appearance,
Community Development, Drug Abuse
Programs, Economic Development, Fire
Protection, Historic Preservation, Hospitals,
Human Relations, Industrial Promotion,
Inspections, Jails, Law Enforcement, Libraries,
Manpower, National Guard, Off-Street Parking,
Open Space, Parks, Planning, Ports and
Harbors, Public Housing,
Recreation, Rescue Squads, Senior Citizens'
Programs, Sewage Collection & Disposal, Solid
Waste Collection & Disposal, Storm Drainage,
Urban Redevelopment, Veterans' Services, Water,
Watershed Improvement

VETERANS LOCAL GOVERNMENT MANAGEMENT FELLOWSHIP (VLGMF)

- The program matches transitioning service members with surrounding local government sponsors based on skills, education, experience and the preference of both parties
- **12 week program** designed to provide hands on skills and mentorship to transitioning service members who want to continue to serve in local government
- **Three Cohorts per year** Cohort 01: Jan –Apr; Cohort 02: May-Aug; Cohort 03: Sep-Dec





WHO ARE VLGMF?

- **Primarily** Active Duty within 180 days of transition but Spouses/Retirees/Reserve/National Guard are eligible
- **Bachelor's Degree** and three years of leadership experience OR **Associate's Degree** with five years of leadership experience OR enrolled in a program which will result in a higher education degree within three years (we do make exceptions)
- All career levels from early career to executive leaders
- Varied skillsets but the most common backgrounds are HR, IT, Communications, Project Management
- Must have **strong desire to pursue a career in local government**

HOST ORGANIZATION REQUIREMENTS (1 OF 2)

- Provide mentoring sessions
- Assist with resume/interview practice
- Provide a broad range of exposure to various local government departments OR a focused exposure in one area
- Offer the opportunity to perform project work
- Provide educational and professional development opportunities as available



HOST ORGANIZATION REQUIREMENTS (2 OF 2)

Provide a Fellowship Workplan

- **Specialized** – Designed to support the fellow’s goals to learn more about one Department; the fellow works in that Department the entire time.
- **Rotational** – The fellow spends 2-4 weeks in different departments to gain a broad overview of how a town/city/county government operates.
- **Project Based** – The fellow is assigned different projects as needed throughout the organization.





HOST ORGANIZATION FAQs

- No requirement to offer employment at the end of the Fellowship
- No contract to participate, only a non-legally binding agreement
- A host community is asked to participate as often as fellows want to come to their region
- No requirement to be located near a military installation.
- Host organizations that do their own recruiting have the best results.

HOW DO I SIGN UP?

- Contact Lynn Phillips, Senior Program Manager,
lphillips@icma.org, 202-962-3551



RESOURCES

- <https://icma.org/vlgmf/host-community-information>
- <https://icma.org/building-veteran-fellow-work-plan>
- <https://icma.org/documents/human-resources-recruitment-handbook-hiring-veterans-local-government-positions>

ICMA | veterans

**VETERANS IN LOCAL GOVERNMENT –
STILL SERVING!**