

The Prolnspire Fellowship

The Prolnspire Fellowship recruits and trains outstanding business professionals to work for leading social sector organizations in Washington, DC and SF Bay Area.

About Prolnspire

Prolnspire develops leaders at all levels for organizations addressing the world's greatest challenges.

Prolnspire Fellows Program

Prolnspire recruits outstanding young business professionals to spend one year working in an analytical, operational, marketing or strategic role at a social sector organization. Prolnspire gives its partners access to a highly skilled talent pool and matches them with the right Fellow through a rigorous selection process. We provide training and coaching to ensure Fellows' successful transition into the social sector.

Who are our partners?

Prolnspire works with leading nonprofit, social enterprise and public sector organizations based in Washington D.C. and the San Francisco Bay Area. We partner with organizations addressing the most important social issues of our time – access to education, employment, family wellness, housing, and youth development.

- **80% of partners are very satisfied with Prolnspire's ability to find a candidate that meets their needs.**

Who is a Prolnspire Fellow?

Typically, Prolnspire Fellows have 2-5 years of work experience at top consulting firms, banks, corporations, and are looking to build a career in the social sector. Fellows come from across the US, with experience at companies like Bain, Deloitte, Goldman Sachs, Google, JPMorgan, and Mediacom.

- **Only 4% of applicants are selected as Fellows each year**
- **Over 63% of Fellows are persons of color**
- **100% would do it again, and recommend it to other young professionals**

What can I expect from a Prolnspire Fellow?

Our hiring partners are consistently impressed with the contributions of Fellows. In fact, they indicated that an average salary of \$64K would reflect the Fellow's value to their organization. Whether they are supporting leadership or spearheading substantial projects, Fellows are eager to leverage their business experience with their motivation for social impact. Partners receive high-touch support from Prolnspire, both in selection of Fellows and throughout the year.

- **81% of Fellows stay at their organization after the Fellowship ends**

Since 2009, Prolnspire has recruited almost 4,000 candidates and placed over 100 Fellows in 45 organizations, including:



Hiring Partner Responsibilities:

- Total annual cost: approximately \$51k-\$55k (Partners pay salary & health benefits to Fellow, and program fee to ProInspire)
- Fellow's salary: \$45,000 for DC Fellows and \$47,500 for Bay Area Fellows
- Program fee to is \$7,000 (10% discount for past partners)



2014 DC Fellows



2014 Bay Area Fellows

How does the Fellowship work?

- **Recruiting:** ProInspire gives partners access to a talented, diverse pool of young business professionals who are passionate about social impact.
- **Selection:** Candidates go through a rigorous, competency-based selection process.
- **Matching:** ProInspire conducts a hiring partner needs assessment and identifies top finalists for that organization. Hiring partners interview finalists and select their Fellow.
- **Transition:** ProInspire provides hands-on support to Fellows and partners through orientation, coaching, and manager check-ins. This helps Fellows make a smooth transition and rapidly create value for partners.
- **Professional Development:** ProInspire provides Fellows a robust professional development program, including monthly workshops, peer learning, mentorship, and networking opportunities.

What do Fellows do?

- **Jessica Zhao**, 2014 Bay Area Fellow, serves as the **Strategic Initiatives Fellow** at College Track and has been instrumental in the implementation of numerous operational actions designed to improve effectiveness and efficiencies.
- **Ivellisse Morales**, 2014 Bay Area Fellow, **manages marketing and communications** at Year Up Bay Area and has helped the organization gain valuable new stakeholders.
- **Tracy Williams**, 2014 DC Fellow, serves as **Finance and HR Manager** at the Meals on Wheels Association of America, where she maintains responsibility for financial reporting, budget planning and analysis, and strategic human resources initiatives.
- **Tidus Coleman**, 2014 DC Fellow, serves as **project manager** at Goodwill Industries International, on a new initiative developing tools to support veterans in navigating their careers.

CONTACT US TO LEARN MORE

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