

The Prolnspire Fellowship

Prolnspire is building the next generation of nonprofit leaders by expanding the talent pipeline, developing professionals, and increasing diversity.

Prolnspire Fellows Program

Prolnspire recruits outstanding young business professionals to spend one year working in an analytical, operational, marketing or strategic role at a nonprofit or public 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 and public sector organizations based in Washington D.C. and the San Francisco Bay Area. Partner organizations must have social impact as a primary part of their mission. Our past partners have worked in 6 key areas: economic development, education, human rights, international development, youth and families, and capacity building.

- **80% of our partners are "repeat partners"** – they either keep their fellow or hire a new one after the Fellowship ends

Who is a Prolnspire Fellow?

Typically, Prolnspire Fellows have 2-5 years of work experience at top-tier consulting firms, investment 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, BCG, Deloitte, Goldman Sachs, Google, JPMorgan, and Mediacom.

- **Only 4% of applicants are selected as Fellows each year**
- **Over 50% of Fellows are persons of color**

What can I expect from a Prolnspire Fellow?

Our hiring partners are consistently impressed with the contributions of their Prolnspire Fellows. In 2013, 94% of our hiring partners retained or hired a new Fellow. 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 selecting their Fellow and throughout the year.

- **50-75% of Fellows stay at their organization** after the Fellowship ends

Since 2009, Prolnspire has recruited 3,000 candidates and placed over 75 Fellows with 45 organizations, including:

ACCION

evelyn & walter
HAAS JR. fund



Hiring Partner Responsibilities:

- Total annual cost: approximately \$51,000 (\$45,000 plus health benefits to Fellow, and \$5,850 program fee to ProInspire)
- Provide meaningful work and identify a supervisor for the Fellow
- Allow the Fellow to attend one training day per month at ProInspire



“National 4-H Council is thrilled to partner with ProInspire in support of its pioneering Fellows program. Our very best talent have come from the ProInspire Fellows program and we greatly value the access we now have to highly skilled professionals with critical business skills and a passion to make a difference.”

– Don Floyd, CEO of National 4-H Council

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?

- **Idelle Delapena**, 2012 Bay Area Fellow, manages **marketing and communications** resulting in improved awareness and involvement at Year Up Bay Area.
- **Jessica Wong**, 2013 Bay Area Fellow, manages the implementation and optimization of a **data base** that monitors results and facilitates planning at the Homeless Prenatal Program.
- **Kiara Walters**, 2013 DC Fellow, serves as **project manager** for the design and pilot of new program innovations that improve student results at College Summit.
- **Pat Wilson**, 2013 DC Fellow, manages **finance** activities including the analysis and due diligence of impact investing deals at Accion.

CONTACT US TO LEARN MORE

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