



FleetGap Program F.A.Q. for HR Leaders Supporting Fleet

What is Fleet Gap?

Fleet Gap is a structured pathway that connects transitioning service members to civilian fleet management roles through the Department of Defense SkillBridge program. It is designed to address fleet talent shortages with highly trained candidates who already understand operations safety accountability and leadership.

Do we need to create a new MOU for every role?

No. Positions are posted under the Fleet Gap umbrella MOU once legal and HR approval is complete. Individual MOUs for each role are no longer required.

Who pays the service member during SkillBridge?

The service member continues to receive full pay and benefits from their branch of service during SkillBridge participation. The employer does not pay salary during this period.

Can we pay for training or travel?

Yes. If your organization normally pays for training or travel for civilian hires the same may be offered to SkillBridge participants. Treatment must remain consistent and not preferential.

When can we start paying a service member?

Employer compensation may begin only after the service member has officially separated from military service.

Who handles recruiting and resumes?

SHzoom posts roles and sources candidates in partnership with NAFA and its partners. Resumes are forwarded to HR and fleet leadership. Final screening for program participation approval and hiring decisions remain with the hiring organization.

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Does participation guarantee a hire?

No. SkillBridge and FleetGap are pathways not guarantees. Roles are aligned to real openings with strong intent to hire when there is mutual fit.

What about relocation costs?

The government covers relocation to the service member’s home of record or a closer approved location. Any additional distance is the responsibility of the service member. This often reduces employer relocation costs.

Can we start with just one role?

Yes. Starting with a single well scoped role is recommended to validate the process before expanding.

What is the January 16 Session?

It is an informational Q&A session designed to explain FleetGap and SkillBridge mechanics align expectations and answer stakeholder questions in advance of the in-person meetup at NAFA I&E in Cleveland on 4/14/26.

What makes FleetGap different?

FleetGap is structured, standardized, and intentionally made for fleet professionals. Candidates are matched to real roles with clear expectations and a focus on long term success.

[Join the Upcoming FleetGap Q&A Session!](#)