



# Supporting Our Troops. Powering Our Future.

The Edison Electric Institute (EEI) and the Center for Energy Workforce Development (CEWD) are honored to support America's troops by providing them a path to rewarding energy careers following their service in the military.

*Troops to Energy Jobs* makes it easier for veterans to translate their military skills and training into jobs that are active, hands-on, rewarding, and available in every state, in an industry that is stable and growing.

Military service members consistently demonstrate the skills that electric power, natural gas, and nuclear companies need in their workforce—leadership abilities, mission-focus, a commitment to safety, and team-orientation.

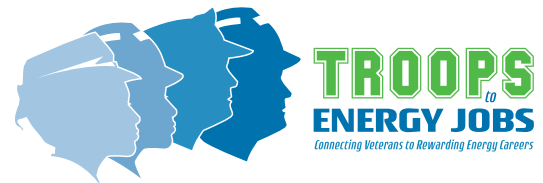
By helping our nation's veterans make a successful transition to careers in the energy industry, we are working to power America's future.

To learn more, visit [www.TroopsToEnergyJobs.com](http://www.TroopsToEnergyJobs.com).



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# Connecting Military Veterans To Rewarding Energy Careers

By Tom Farrell

**W**ITH ALMOST HALF of the current energy industry workforce projected to retire or leave within the next decade, America's electric, natural gas, and nuclear companies face a critical shortfall of skilled workers in key careers. At the same time, hundreds of thousands of well-trained, highly disciplined, and dedicated men and women are now, or soon will be, leaving the military for civilian jobs.

Across the nation, our veterans too often are struggling to find their way. And, the civilian sector has not always done a good job of linking military credentials to employment opportunities in the marketplace. Sadly, the jobless rate for veterans is about double what it is for civilians.

Our vets have risked life and limb for their country, and I feel strongly that we owe them a debt of gratitude. It must be more meaningful than a "thank you for your service." These men and women need jobs, and the utility industry needs the talent that veterans bring to the workforce.

For this reason, *Troops to Energy Jobs* was created. Launched in 2011, *Troops to Energy Jobs* provides a roadmap for military personnel to transition into civilian careers in the energy industry. It links job openings in the energy sector with troops leaving military service. It also creates a process of outreach, recruiting, education, and training to serve as a roadmap for members of the military to move into careers in the energy business.

At the same time, *Troops to Energy Jobs* provides our industry with access to a valuable pool of potential employees. We have long relied on

veterans to fill some of our most critical jobs and have hired vets as engineers, electricians, nuclear chemistry technicians, security officers, mechanics, and distribution specialists, among others. Many of our lineworkers—the backbone of any electric utility—are veterans. So, too, are many of our senior leaders.

The fact is, much of the experience and many of the skills that veterans gain in the military—safety focus, discipline and dedication, civic-mindedness, teamwork, adaptability, perseverance, and leadership—are readily transferred to the energy industry.

Although there is a clear alignment of interests between our workforce needs and military service, what was lacking in the past was the right mechanism to connect the two. Through *Troops to Energy Jobs*, we now have the means to tap into a promising pool of veterans and soon-to-be veterans to help build the workforce of tomorrow. There is also no better way to honor our nation's returning

veterans than by providing them with the tools they need to bridge the divide between military and civilian life.

Specifically, the *Troops to Energy Jobs* website, [www.TroopsToEnergyJobs.com](http://www.TroopsToEnergyJobs.com), provides the resources veterans need to plot a career path in the energy industry and to link directly with employers and job openings. The goal is to accelerate the training timetable and employability of veterans for energy positions we need to fill—whether experienced individuals or those just starting their careers.

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The commitment to recruit military veterans to energy-sector jobs continues to evolve. My company, Dominion, and five other electric utilities participated in a two-year pilot program in 2011-2012. Based on that pilot, the Center for Energy Workforce Development (CEWD) created a template for electric utilities nationwide to use in recruiting and training former members of the military.

Today, this partnership extends beyond the investor-owned utility industry and its trade association, the Edison Electric Institute. It also includes the U.S. Departments of Defense, Labor, Veterans Affairs, and Energy, as well as various state agencies, unions and educational institutions, with management oversight provided by CEWD.

I am proud to say *Troops to Energy Jobs* is a strong success. At Dominion, we have hired almost 600 former members of the military since 2011. That is more than 40 percent of all the veterans who work at our company today, or approximately 10 percent of our overall workforce.

Programs of this nature benefit everyone. They help ensure the continuity and quality workforce we need to run our businesses successfully. They also provide an opportunity to extend our gratitude to the men and women who have served our country with distinction. This matters to me personally, as three generations of my family have served in the military.

Thousands of jobs will become available in the energy industry in the coming years. An applicant pool of risk-aware, safety-conscious and disciplined veterans offers our companies a unique opportunity to meet a pressing business need and to do right by those who have defended our nation at profound risk and personal sacrifice.

*Troops to Energy Jobs* gives us the tools we need to move our veterans from harm's way to the way we power our nation.

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