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**Upcoming:** Regional Meetings,  
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CEWD Summit

The **2011 Workforce Survey** has begun and is now available for data entry. This survey provides critical information on a national and regional basis about the electric and gas utility workforce needs. If your company is interested in participating in the Survey, please contact Chris Messer at [cmesser@ptd.net](mailto:cmesser@ptd.net).

## Check out the newly redesigned [www.getintoenergy.com](http://www.getintoenergy.com) Web site today!

Make sure that your company's job locations appear on the Get Into Energy Training and Job Locator. To add or update job locations, visit [www.cewd.org](http://www.cewd.org).

## Special Military Issue

### Troops to Energy Jobs Connects Military to Jobs with Utilities

As the energy industry seeks to fill critical skilled worker jobs in the coming years, it will be helped by a new program targeting a population ideally suited to its needs: Veterans. A new Troops to Energy Jobs program, led by Edison Electric Institute (EEI) and managed by CEWD, is being piloted by five CEWD members—Dominion Power, APS, AEP, PG&E and Southern Company. Each of the five companies has provided financial and other support to enable CEWD to develop the processes and tools needed to launch such an initiative. In addition, Progress Energy has agreed to serve as a program sponsor. Other stakeholders—such as IBEW and UWUA and government agencies that work with veterans—are providing input and avenues to promote the initiative.

“Their extensive military training, strong work ethic and leadership skills make military veterans highly desirable employees for energy companies,” said Incoming EEI Chairman and Dominion Chairman, President and CEO Tom Farrell, whose company has taken the lead on the project. “I am proud that the Troops to Energy Jobs initiative will help connect these veterans to rewarding energy careers.”

Because of their extensive military training and experience, many veterans have already gained the skills and knowledge needed for the postsecondary competencies required for energy careers. Yet, it's often unclear to these candidates how they can easily move from a

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**Center for Energy  
Workforce Development  
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career in the military to one as a civilian energy worker, or how adding a few postsecondary credentials can further enhance their value in the workplace.

That's why CEWD has developed the Troops to Energy Jobs program, which provides targeted outreach and support for former military personnel through recruiting and employment; a system of curriculum leading to a portable articulated portfolio of credentials and degrees with the opportunity for accelerated advancement; and employer involvement in all phases of workforce development leading to energy jobs.

Based on the Get Into Energy Career Pathways program, the Troops to Energy Jobs program focuses on the needs of three stakeholder groups—veterans, educators and employers—hoping to match the workplace needs of energy companies with those of already-skilled candidates looking for new careers.

Like the GIE Career Pathways model, Troops to Energy Jobs focuses on helping veterans earn stackable credentials using uniform curricula, so that the skills they learn may be applied to a variety of energy jobs and lead quickly and easily to advancement. The processes, templates and tools created as a result of the initiative can be used by the whole industry.

“Troops to Energy Jobs will provide accelerated pathways for former military to obtain high-paying jobs in the energy industry and will provide energy companies with highly desirable candidates,” said CEWD Executive Director Ann Randazzo. “Everybody benefits. The economy as a whole benefits, because the stackable credential system provides veterans with valuable skills they can use throughout the rest of their career in a variety of work settings. We are helping to produce a more trained and valuable workforce in general.”

The pilot program will launch this fall. For more information about CEWD's Troops to Energy Jobs program, contact CEWD Education Consultant Valerie Taylor at [valerie@cewd.org](mailto:valerie@cewd.org).

## Energy Companies Recognized for Military-Friendly Environments

Energy companies competing for veterans to fill critical skilled worker jobs may wish to tout this fact: Several of them hold regular spots on G.I. Jobs magazine's Top 100 Military-Friendly Employers list (<http://www.gijobs.com/Top100.aspx>).

Nine CEWD members grace that list this year, including Southern Company, which claims a spot in the top 10 military friendly workplaces. Other members on the list include American Electric Power (#32); Southern California Edison Company (#35); Exelon (#46); Constellation Energy (#53); Dominion (#71); Ameren Corp (#81); Pacific Gas & Electric (#82); and Xcel Energy (#92).

Companies earn a place on this list through programs designed to recruit and retain military workers, such as guaranteeing their full annual income should they be recalled to active duty (some companies will make up the difference in pay while they are gone); providing a presence on base to answer questions about the energy industry as they prepare to exit the military; extending benefits to cover deployed reservists and their dependents; and providing information about how jobs in the energy industry align with those in the military, to help those considering a career move understand how they would fit into the civilian workplace.

“Energy companies actively seek and support transitioning military workers as job candidates because their skills so often do align with those needed in the energy industry,” said CEWD Executive Director Ann Randazzo. “Many prefer to hire

former military because they are known to have strong job-readiness skills, such as being able to quickly adapt to new situations, understanding the importance of showing up on time for work, being able to work in teams, problem solve and follow instructions.”

## ACE Helps Military Gain Credit for Skills Already Learned

As CEWD works to link transitioning military to energy career pathways through its Troops to Energy Jobs program, it will rely upon the assistance of an organization that has nearly a century of experience translating military training into academic credit.

The American Council on Education (ACE) was founded more than 90 years ago in an effort to help veterans earn academic credit for college-level competencies they gained during military training courses and out in the field. After World War II, the organization’s work with the military solidified into a collaborative link between the Department of Defense (DoD) and American educational institutions, as thousands of veterans returned to college through the GI Bill.

“We want to recognize what veterans already know.” said Mary Beth Lakin, Associate Director of ACE’s Center for Lifelong Learning. “ACE credit recommendations help them accelerate completion of their degree programs and enter or advance in the workforce.”

With military training and occupational experiences in everything from engineering and health care to leadership and foreign languages, ACE’s teams of faculty evaluators from colleges and universities across the country review training objectives, instructional methods and learning outcomes to determine credit awards in specific disciplines at the undergraduate and graduate level. More than 2,000 higher education institutions recognize the military credit recommendations and transcripts that veterans bring with them.

In the 1970s, ACE expanded its credit review process with the College Credit Recommendation Service (ACE CREDIT) to review and evaluate workforce training obtained through business/industry, professional associations, government agencies, apprenticeship programs and national examinations. Many veterans have gained new skills and knowledge through these venues as well.

For CEWD’s Troops to Energy Jobs program, ACE will be involved in several ways, Lakin said.

“We’re going to act as a bridge between employers, educational institutions and the veterans,” she said. “We’ll help identify programs offered at the educational institutions that connect with ACE credit recommendations and work with them to create what we call ‘maps to credentials,’ which identify requirements a student veteran has already satisfied. CEWD’s Troops to Energy Jobs program will help articulate credit recommendations, so that they are already mapped to degree programs and don’t need to be evaluated every time a student veteran enrolls.”

In addition, said Lakin, “We’ll support institutions’ efforts to strengthen their programs and services for veterans, including outreach strategies, programs to help veterans transition into academic life and resources where veterans can go to get all of their questions answered.”

ACE also encourages programs that give voice to veterans in creating successful education and career pathways. CEWD’s Troops to Energy Jobs program will provide multiple opportunities for student veterans to participate in making these pathways more effective.

For more information on ACE and its work with the military, contact Mary Beth Lakin at [MLakin@acenet.edu](mailto:MLakin@acenet.edu).

## Best Practices in Other Industries: Military to Medicine

Like the energy industry, the health care industry often has difficulty finding sufficient numbers of qualified workers. And, much like those in energy, health care employers have begun turning to a population of potential candidates who often already possess a number of needed skills and increasingly find themselves searching for new career opportunities: transitioning military and their families. As EEI and CEWD move into the Troops to Energy Jobs program, they are looking at best practices in a similar industry for some gold nuggets.

Military to Medicine, a program developed by Inova Health System located in Virginia near Washington, DC, recruits military spouses; wounded warriors and their caregivers; veterans; National Guard; Reserve; and transitioning military to train for and work in a variety of health care jobs. The program, formally launched in October 2009, has two main focuses, said Patti DeiTos, Curriculum Director for Military to Medicine: helping those who already have a background in health care find jobs around the country, and providing online, entry-level health care training programs for those who lack the appropriate background but wish to enter the health care field.

“If someone already has a health care background and credentials, they have immediate access to our National Healthcare Career Network, where current hiring managers and job seekers from across the country can connect,” DeiTos said. “We help open up the door for the military, because many companies are reluctant to hire them since they think they’re only going to work there for two years. We help them see that military workers are a strong asset because they can quickly adapt to new environments and get up and running much faster than other job candidates.”

DeiTos said the program also provides online training for those who need additional skills before they can pursue a career in health.

“The training programs began just a year ago,” she said. “Right now we’re focused on administrative skills in health care, preparing people for jobs as receptionists in a doctor’s office or health care facility. We’re also working on a program that will train candidates in medical coding and billing.”

Military to Medicine is in the process of being certified by the American Council on Education so that students can earn college credits for the training they receive, DeiTos said. And in Virginia, the organization helped get legislation passed that would recognize the work medics and corpsmen do in the field with comparable college credits, so that returning military can more quickly and easily transition into a civilian career.

Military to Medicine currently has more than 300 students enrolled online and has put more than 500 through its training programs since its inception, DeiTos said. “Our first group just finished and now they’re beginning to get jobs. Between our training and placement programs, we’ve already helped more than 450 military and their spouses get jobs across the country.”

What started as a recruitment initiative for Inova has now become so much more, she said. “We’re able to connect military workers and their spouses and caregivers to careers outside the military, and to give extra value to their military service, while providing a pool of candidates for an industry that is always in need of dedicated, qualified workers. Everybody comes out ahead.”

For more information, contact Patti DeiTos at [Patricia.DeiTos@inova.org](mailto:Patricia.DeiTos@inova.org) or visit the Military to Medicine Web site at [www.militarytomedicine.org](http://www.militarytomedicine.org).

## Get Into Energy Military Site Helps Vets Match Skills to Energy Jobs

Transitioning military who want to find out how their service matches up with jobs in the energy industry's top five career categories can easily do so at CEWD's Get Into Energy Military site, where a simple form will lead them to new opportunities for high-paying and rewarding jobs as civilians.

The site also offers numerous resources for those in the military who will soon be leaving or are considering making a career switch. For example, they can find out about benefits from the post-9/11 GI Bill, local training programs to help transition into energy jobs, which additional skill sets are required for jobs that may interest them and which companies currently have energy jobs to offer.

For more information, visit [military.getintoenergy.com](http://military.getintoenergy.com). Additional resources for those in the military looking for a career change are available at [www.cewd.org/military\\_main.asp](http://www.cewd.org/military_main.asp).

Upcoming

## Mark Your Calendar!

All 2011 Dates Are Subject To Change:

### **Midwest Regional Meeting**

May 16–17

Ameren - St. Louis, MO

[Register Now!](#)

### **Energetic Women Conference**

June 14–16

Minneapolis, MN

[Learn More](#)

### **MidAtlantic/Northeast Regional Meeting**

June 20–21

Edison Electric Institute - Washington, DC

### **Northwest Regional Meeting**

July 25–26

Portland General Electric - Portland, OR

### **West Regional Meeting**

July 28–29

NV Energy - Las Vegas, NV

**National Forum**

August 16

Public Service Enterprise Group - Newark, NJ

**2011 CEWD Summit**

November 7–9

CEWD - Alexandria, VA

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