



TROOPS *to* ENERGY JOBS

Connecting Veterans to Rewarding Energy Careers



National Template Executive Summary



Troops to Energy Jobs

In 2011, the Center for Energy Workforce Development (CEWD)—in partnership with American Electric Power, Arizona Public Service Company, Dominion, National Grid, PG&E Corporation, and Southern Company—launched Troops to Energy Jobs to develop and refine a national model for quickly and effectively connecting the stream of qualified military veterans to rewarding careers in the energy sector.

With nearly one-third of all electric and natural gas utility workers eligible to retire over the next few years, finding motivated and skilled workers is increasingly important. There are several compelling reasons why energy companies should look to veterans as potential employees.

- **It's A Smart Decision:** The return on investment is strong for companies since military veterans have the training and skills that are directly correlated to the skills required for technical, engineering, and support positions in energy companies.
- **It's About Pride:** Energy companies need employees who are committed to serving customers and their communities. With their strong sense of pride, honor, duty, and discipline, veterans fit our industry's culture and add significant value to companies' success.
- **It's About Security:** A strong workforce is critical to meet our country's future energy needs and for supporting economic growth. Hiring a highly skilled workforce ready to take the place of retiring employees is essential to maintaining electric reliability and customer service and to securing our assets.
- **It's About Opportunity:** By recruiting and hiring veterans, we create opportunities for talented individuals who otherwise may not have entered our industry. This provides our companies with a dedicated workforce to replace retiring employees and strengthens the American dream.



“There is no better way to honor our nation’s servicemen and women than by providing them with the tools they need to transition successfully to civilian life. The Troops to Energy Jobs program can make a significant difference in the lives of unemployed veterans and those leaving active duty. It can also help our companies address a strategic workforce challenge. It is a win for all of us.”

— Tom Farrell,
Chairman, President and CEO, Dominion

Troops to Energy Jobs National Template

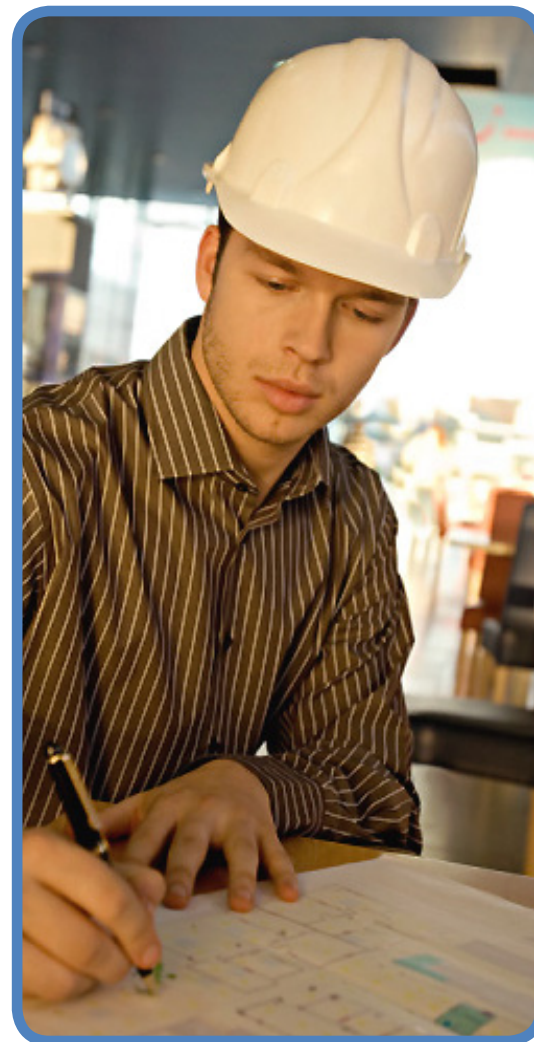
The Troops to Energy Jobs National Template is a “how-to” guide for energy companies to develop comprehensive programs for military outreach, education, recruiting, and retention.

Using the Troops to Energy Jobs National Template, companies can strengthen existing programs or build a military initiative from scratch. Built around four basic elements—Prepare, Build, Implement, and Measure—the Template contains toolkits, readiness checklists, resources, and implementation steps for companies to use in creating their own Troops to Energy Jobs initiative.

The National Template aligns and complements the Troops to Energy Jobs Roadmap (found at www.troopstoenergyjobs.com) created by CEWD to provide veterans with step-by-step advice on how to transfer their military training to new energy careers. Together, these tools allow companies to:

- Make it easier for veterans to find jobs at the company and translate their skills and training.
- Accelerate the time it takes veterans to earn required credentials or degrees.
- Provide full value for military training and experience when hiring.
- Create a military-friendly environment within the company.
- Increase the number of veterans who are recruited, hired, and retained.

With their extensive military training and experience, many veterans already have the skills and knowledge required for successful energy careers. They just need a pathway to successful job placement and career advancement. And, while the energy industry has a strong track record of recruiting men and women from the military, our experience from piloting Troops to Energy Jobs has taught us that the industry has a role that is much larger and much more important than just hiring.



We must support education for veterans and must promote state and federal policies that ease the path to civilian jobs. Training and education are also needed inside companies to remove barriers to employment and to provide veterans with support throughout the process. Ensuring veterans have the right information on industry jobs well before they decide to exit the military is critical to preparing these men and woman for entry into civilian jobs.

Similarly, we have a duty to clarify what credentials really are required for employment in our industry. We must remove the language barrier between the military, education, and industry that often makes it very difficult to translate military experience and training into terms that companies understand. Finally, companies must recognize that it is not just about those transitioning from the military now, but also about older veterans, the Guard, and the military reserves.

The Troops to Energy Jobs National Template addresses these challenges and allows companies to create successful military programs that connect veterans to rewarding energy careers.

To learn more about Troops to Energy Jobs, visit www.troopstoenergyjobs.com.

To access the Troops to Energy Jobs National Template, contact:

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