



TROOPS
to
ENERGY JOBS
Connecting Veterans to Rewarding Energy Careers

CEWD Resources and Tools to Help
You Build a Military Pipeline

How CEWD's Focus on Hiring Veterans Began



To help create pathways to success for our nation's veterans that lead to rewarding energy careers and meet the needs of our industry, the Edison Electric Institute (EEI) and the Center for Energy Workforce Development (CEWD) embarked on a new initiative called Troops to Energy Jobs in 2011.

The first resource from the initiative was the Troops to Energy Jobs National Template for CEWD members. CEWD members also articulated a compelling business case for hiring veterans, which have stood the test of time:

- ✓ *Veterans bring leadership and technical skills and share our values on commitment to serve.*
- ✓ *Veterans fill the gap created by experienced workers who are ready to retire at any time.*
- ✓ *There is potential to reduce training costs and time.*
- ✓ *Military occupations fit our critical job categories.*
- ✓ *There is a ready supply of veterans over the next decade as demand for hiring continues.*

Since then, CEWD's focus on hiring veterans, helping veterans find our jobs, and ensuring their success in our industry has grown.

The compelling case for hiring veterans led to the development of five critical recommendations for successful company initiatives:

- Make it easier for veterans to find your jobs and to 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.

CEWD members who commit to these tenants are recognized on www.troopstoenergyjobs.com as Troops to Energy Job Employers and display an employer badge on their websites.



Five Tenants That Frame Troops to Energy Jobs Initiatives



CEWD Resources and Tools for Members



- The **Troops to Energy Jobs National Template** is a guide for use by energy companies in developing a comprehensive initiative for military outreach, education, recruiting, and retention.
- The **Troops to Energy Jobs Implementation Wizard** walks energy companies through four elements—Prepare, Build, Implement, and Measure—to build or improve internal structure and help you achieve the full potential of the National Template.
- The **Troops to Energy Jobs Commitment Form** signals to veterans your commitment to hire and support veteran employees and provides an employer badge for use on your website and veteran-related materials.
- **Troops to Energy Jobs Community of Practice Calls** are held quarterly for military outreach specialists in member companies to share best practices in implementing veteran and military recruiting and hiring strategies.
- The **Troops to Energy Jobs Veterans Database** helps connect veteran jobseekers with energy industry employers who are seeking to hire veterans. Companies that register on the database can search for veterans who have also registered.

TroopsToEnergyJobs.com houses comprehensive resources that help veterans make a successful transition to a rewarding career in the energy industry. Resources include:

- **Roadmap for Veterans**, a step-by-step interactive guide to help veterans translate their military experience into civilian jobs, identify gaps in education and credentials, and provide access to job openings posted by CEWD member companies.
- **Troops to Energy Jobs Veterans Database**, an online resource that connects veterans with energy industry employers. Veterans can submit resumes, look up employers by location, and search thousands of job openings.
- Access to a **Virtual Career Coach for Veterans**, where help is just an email away. Veterans can contact CEWD's Career Coach, who is also a veteran, for answers to questions about Troops to Energy Jobs.

Veterans in Energy (VIE) is a new professional society supported by CEWD for veterans who are employed in the energy industry.

CEWD Resources and Tools for Veterans



How Troops to Energy Jobs Resources Fit Together



Before Hire

After Hire



Troops to Energy Jobs National Template and Implementation Wizard

<http://www.cewd.org/wizard/troops/index.php>



Roadmap for Transitioning
Military and Veterans
www.troopstoenergyjobs.com



Professional Society to Support
Existing Veteran Employees
www.veteransinenergy.org

- **Complete** the Troops to Energy Jobs Commitment Form to let veterans know you're dedicated to veteran hiring and retention.
- **Add** the Troops to Energy Jobs Employer Badge to your website and to your veteran-related material.
- **Register** your company on the Troops to Energy Jobs Veterans Database so you can search for veterans and they can find your company.
- **Join** the Troops to Energy Jobs Community of Practice to ensure your company is represented on quarterly best-practice calls.
- **Check** to make sure your open jobs are automatically being posted on the Troops to Energy Jobs Job Posting Site. If not, contact staff@cewd.org.

Five Quick Things CEWD Members Can Do



Industry Solutions – Regional Implementation

CEWD was formed to help energy companies work together to develop solutions to build a diverse, qualified workforce.

These solutions focus on five key demographics—Youth, Low Income Young Adults, Women, Military, and Transitioning Workers—and the support, skills, and education they need to enter rewarding energy careers. Through initiatives like Troops to Energy Jobs, the Get Into Energy national branding campaign, and the Get Into Energy Career Pathways model, CEWD has created alliances, processes, and tools to build tomorrow’s energy workforce.

CEWD’s accomplishments are a clear illustration of the philosophy that we can create together what no one of us can accomplish alone.

For more information on CEWD, visit:

www.cewd.org



www.getintoenergy.com



www.troopstoenergyjobs.com



Formed in March 2006, the Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas, and nuclear utilities, contractors, and their associations—Edison Electric Institute, American Gas Association, American Public Power Association, Nuclear Energy Institute, National Rural Electric Cooperative Association, and Distribution Contractors Association.



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