

Military

In addition to 200,000 service members who transition from active duty every year, there are hundreds of thousands of Veterans, Reservists, Retirees, Guardsmen and working spouses who are looking for new civilian jobs and other career opportunities. These individuals are highly-skilled, well-educated and self-disciplined, with excellent experience and initiative, and often have active security clearances.* There are several government programs that provide [incentives for hiring Veterans](#).

You can refer to the [Military Resources](#) page for organizations that can assist with recruiting and hiring military workers.

Second Career

One-Stop Career Centers

<http://www.doleta.gov/usworkforce/onestop/onestopmap.cfm> are designed to provide a full range of assistance to job seekers, including career changers under one roof. Established under the Workforce Investment Act, the centers offer training referrals, career counseling, job listings, and similar employment related services. Customers can visit a center in person or connect to the center's information through PC or kiosk remote access.

Dislocated Workers

The Department of Labor's Employment and Training Administration (ETA) provides information on training programs and other services that are available to assist workers who have been laid off or are about to be laid off. For a list of programs nearest you, contact a One-Stop Career Center, visit America's Service Locator or call ETA's toll free help line at (877) US-2JOBS. Services are designed to meet local needs and may vary from state to state.

Underemployed Adults

Jobs for the Future (JFF) (<http://www.jff.org/Content/Current+Projects.html>) explores ways that adults can develop the skills needed to advance to family sustaining careers, while enabling employers to build and sustain a productive workforce. At JFF, they believe the institutions that comprise the "infrastructure" of our education and employment systems must meet the needs of two constituencies: those who are looking for employment and those who provide jobs and on-the-job training.

Low-income Young Adults

Job Corps (<http://jobcorps.dol.gov/>) is a residential education and job training program for at risk youth, ages 16 through 24. Job Corps combines classroom, practical and work based learning experiences to prepare youth for stable, long-term, high paying jobs. Job Corps is administered by the Department of Labor's Office of the Secretary. For information on Job Corps, including eligibility requirements and location of the center nearest you, call (800) 733-JOBS.

Jobs for America's Graduates (http://www.jag.org/model_recovery.html) has a drop-out recovery program that involves youth completing requirements for a high school diploma or a GED certificate and be placed in an entry level job leading to a career and/or pursuing a postsecondary education. This group is committed to taking advantage of the Out-of-School Program until receipt of a high school diploma or GED plus 12 months of follow-up services.

YouthBuild USA's (<http://www.youthbuild.org>) mission is to unleash the intelligence and positive energy of low-income youth to rebuild their communities and their lives. YouthBuild USA seeks to join with others to help build a movement toward a more just society in which respect, love, responsibility, and cooperation are the dominant unifying values, and sufficient opportunities are available for all people in all communities to fulfill their own potential and contribute to the well-being of others.

The Corp Network (<http://www.corpsnetwork.org>) is made up of state and local programs that engage primarily youth and young adults (ages 16-25) in full-time community service, training and educational activities. The Corps are a proven strategy for giving young men and women the chance to change their communities, their own lives and those of their families through service.

Foundations Focusing on Low-income Young Adults

A number of philanthropic organizations have a focus on helping low-income young adults to earn post-secondary credentials, enabling them to secure careers where they can earn a family-sustaining wage, benefits and the availability of advancement opportunities.

- Bill and Melinda Gates Foundation
<http://www.gatesfoundation.org/postsecondaryeducation/Pages/default.aspx>

While most young adults understand the value of education in the abstract, too often real-life pressures get in the way and prevent them from completing a degree. This is especially true for low-income, young people who may have financial constraints, jobs and family obligations that compete for their time and attention. By offering support, reducing the barriers that prevent them from learning and reinforcing their motivation to learn and succeed, the Bill and Melinda Gates Foundation expects more young people to be able to focus on completing a degree.

- Lumina Foundation

The mission of [Lumina Foundation](#) for Education is to expand access to postsecondary education in the United States. The Foundation seeks to identify and promote practices leading to improvement in the rates of entry and success in education beyond high school, particularly for students of low income or other underrepresented backgrounds. It likewise seeks improvement in opportunities for adult learners. The Foundation carries out the mission through funding and conducting research; communicating ideas through reports, conferences and other means; and making grants to educational institutions and other nonprofits for innovative programs. It also contributes limited resources to support selected community and other charitable organizations.

- Joyce Foundation

The Joyce Foundation promotes policies and funds program that improve economic outcomes for low-income working adults by enabling them to improve their skills and fill the job needs of employers in the Great Lakes region. Major labor shortages are predicted by the end of this decade as baby boomers retire. In part this is due to a serious skills deficit that plagues the existing workforce, especially low-income workers. The [Employment Program](#) supports policy analysis and development, research, and advocacy that help low-income, low-skilled individuals connect to the labor market and advance to higher-paying jobs. Effective employer engagement is seen as critical to achieving this goal.

- Mott Foundation

The Mott Foundation believes education, economic participation and community engagement are critical to moving low-income Americans toward greater prosperity. These three areas are the pillars of our program to address poverty in the United States. A goal of the program is to expand opportunity for those in, or at risk of, persistent poverty by promoting policies and programs that increase income and assets, help people connect to the labor market, and enable them to advance into better-quality, higher-paying jobs through their [Pathways Out of Poverty](#) program.

- Walmart Foundation

In the Walmart's giving efforts, they strive to meet the unmet needs of underserved populations and support organizations that give individuals access to a better life. The Walmart Foundation has stepped up with an [initiative](#) aimed at providing job skill training to those hit hardest by the economic downturn. This year alone, they awarded more than \$6.5 million in grants to programs designed to help train displaced workers and prepare them for the next chapter in their careers.

People with Disabilities

The Department of Labor's Employment and Training Administration (ETA) provides funds and administers grant programs that offer training and employment assistance to people with disabilities. Information on ETA's disability related grant programs can be found at *disAbility Online*. (<http://www.doleta.gov/disability/>)

ETA also is responsible for enforcing parts of the *Ticket to Work and Self-Sufficiency Program* (<http://www.socialsecurity.gov/work/aboutticket.html>), which aims to provide greater access for people with disabilities to training services, vocational rehabilitation services and other support services they need to obtain, regain or maintain employment.

Disability-related grant programs also are provided by the Department's *Office of Disability Employment Policy (ODEP)* (<http://www.dol.gov/odep/>). ODEP administers a grant program to support President Bush's New Freedom Initiative, which seeks to help integrate Americans with disabilities into the workforce.

Latino Population

The National Council of La Raza (<http://www.nlr.org/>) – the largest national Hispanic civil rights and advocacy organization in the United States – works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community based organizations (CBOs), NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis and advocacy, providing a Latino perspective in five key areas – assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity building assistance to its Affiliates who work at the state and local level to advance opportunities for individuals and families.

Women

The Women's Bureau

Women in the workforce are vital to the nation's economic security. The Women's Bureau of the Department of Labor develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. Find out more about the [latest initiatives](#) of the Bureau that impact potential and current employees.

Hard Hatted Women

[Hard Hatted Women](#) is a 501 (c)(3) serving women in several regions of Ohio, but is looking to expand nationally. The mission of the organization is to empower women to achieve economic independence by creating workplace diversity in trade and technical careers. Hard Hatted Women has received federal grant funding, state and local funding, and private donations.

Hard Hatted Women provides the following services:

- Informational career workshops
- Helping women get into registered apprenticeship programs
- Career fairs
- Mentoring programs
- Sending women in the trades to speak at secondary schools

Rosie's Girls

[Rosie's Girls](#) is a three week summer day camp for girls entering 6th-8th grades that encourages participants to develop and strengthen their capacities and confidence and helps them expand their perception of the range of educational and career options that are attainable in an atmosphere that is fun, supportive and positive.

Rosie's Girls Summer day camps currently take place in Vermont, Ohio, California and South Carolina. Don't see your state listed? [Click here](#) to find out how to bring the program to your area.

U.S. Women in Nuclear

The [U.S. Women in Nuclear](#) organization was established in May 1999 with the following strategic objectives:

- To support an environment in nuclear energy and nuclear technologies in which women and men are able to succeed
- To provide a network through which the women in these fields can further their professional development
- To provide an organized association through which the public is informed about nuclear energy and nuclear technologies.

U.S. Women in Nuclear is a network of over 4000 women and men who work in nuclear- and radiation-related fields around the country.

Engineer Your Life (EYL) Coalition

EYL is a growing coalition committed to repositioning engineering as an exciting and rewarding career choice for young women. Thanks to these dedicated partners, girls nationwide are learning how creative, collaborative, lucrative and flexible an engineering career can be.

If you don't see your organization on this [list](#), please [contact us](#) to join.

Energetic Women

The mission of Energetic Women is to increase the pool of promotable women in Energy Operations and Engineering through:

- Encouraging Leadership Growth and Development
- Mentoring
- Sharing Information and Expertise
- Inspiring and Supporting Women in the Industry
- Commemorating the Mavericks who have helped to Increase the Opportunities for Women

[Find out more](#) about their annual conference, online forums and other initiatives on their website.

Toolkit for Recruiting and Retaining Women

In 2007, Hard Hatted Women (HHW) was one of only three nonprofit programs nationally to be awarded a Women in Apprenticeship and Nontraditional Occupations (WANTO) grant from the U.S. Department of Labor. The purpose of the grant was to increase the number of women in apprenticeships in nontraditional careers (defined by the U.S. Department of Labor as job fields in which women constitute less than 25% of the workforce).

This 'toolkit' (<http://www.cewd.org/toolkits/cewdhhwtoolkit.pdf>) is one of the results of that grant. In this guide, HHW has compiled the results of their 30 years' experience along with recognized best practices in recruiting and retaining women. The Center for Energy Workforce Development (CEWD) and HHW offer you tools and strategies to help you bring more women into pre-apprenticeship training, apprenticeships, companies and unions, and to help them succeed so that you can succeed.

Get Into Energy Career Pathways Project

The Get Into Energy (GIE) Career Pathways Model provides a roadmap for entry into skilled utility technician positions in the energy industry with pathways to higher-level jobs in a variety of work settings.

The Get Into Energy Career Pathways Model is built on the principles of:

- Targeted outreach and support for students and potential applicants through recruiting and employment.
- A pathways system of curriculum leading to a portable articulated portfolio of credentials and degrees.
- Employer involvement in all phases of workforce development leading to employment.

CEWD is partnering with a number of pipeline organizations that work with low-income youth and other populations to provide the opportunity to earn a high school diploma or GED, career guidance, mentoring and support services. CEWD researched several pipeline organizations that work with the Gates Foundation and have developed partnerships that will encourage their constituents who have a high school diploma or GED as well as an interest in the energy industry to start the Pathways process.

In the near future, the Get Into Energy website will feature a Transitions portal to provide detailed information and updates on the initiatives and plans for a national rollout.