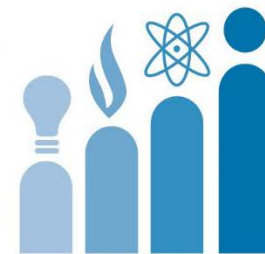




CEWD



CENTER FOR ENERGY WORKFORCE DEVELOPMENT

Industry Solutions—Regional Implementation

Expanding Your Talent Pool: Troops to Energy Jobs

Rosa Schmidt, CEWD

Gary King, SMUD

About CEWD

- Incorporated as a non-profit in March 2006
- CEWD's members number more than 100, representing approximately 85% of the nation's utility workers with a combined revenue of more than \$450 billion
- Utilities, associations and supplemental labor contractors join as members
- Association members include EEI, AGA, NEI, APPA NRECA and DCA
- Members partner with educational institutions, workforce systems, and unions to create mutually beneficial employment solutions

CEWD Vision

Where the industry speaks with one voice
for a single purpose –

Companies adequately staffed

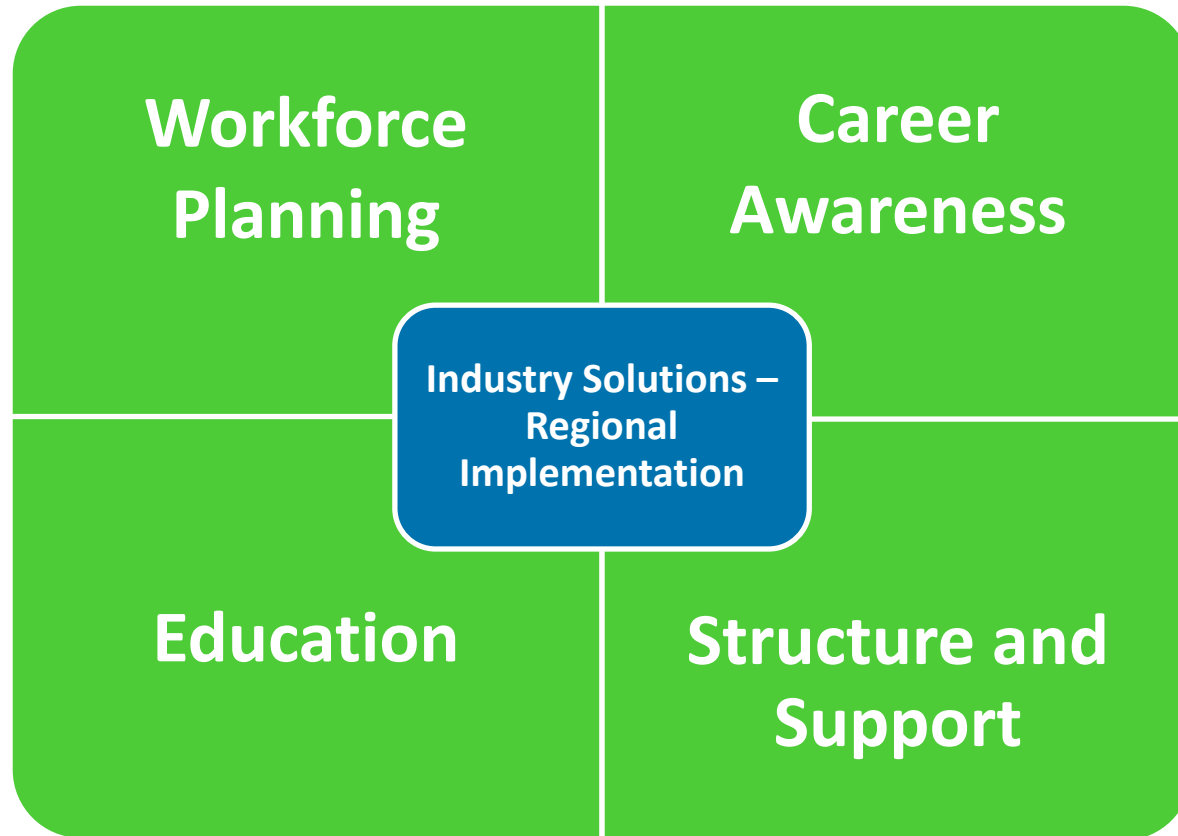
with a diverse workforce

with the right skills

to safely keep the energy flowing

CEWD Mission

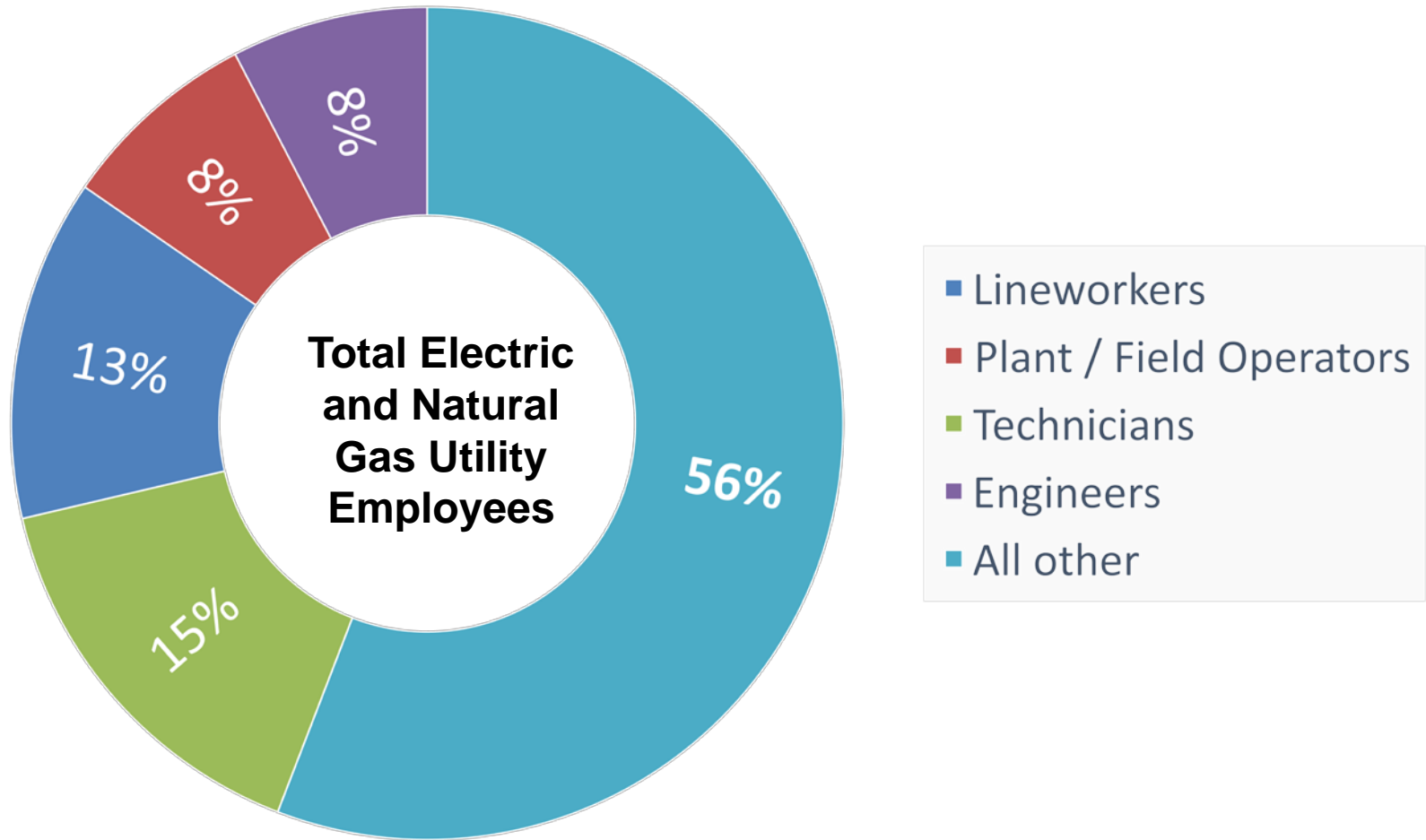
Build the alliances, processes, and tools to develop tomorrow's energy workforce



CEWD Gaps in the Energy Workforce Pipeline

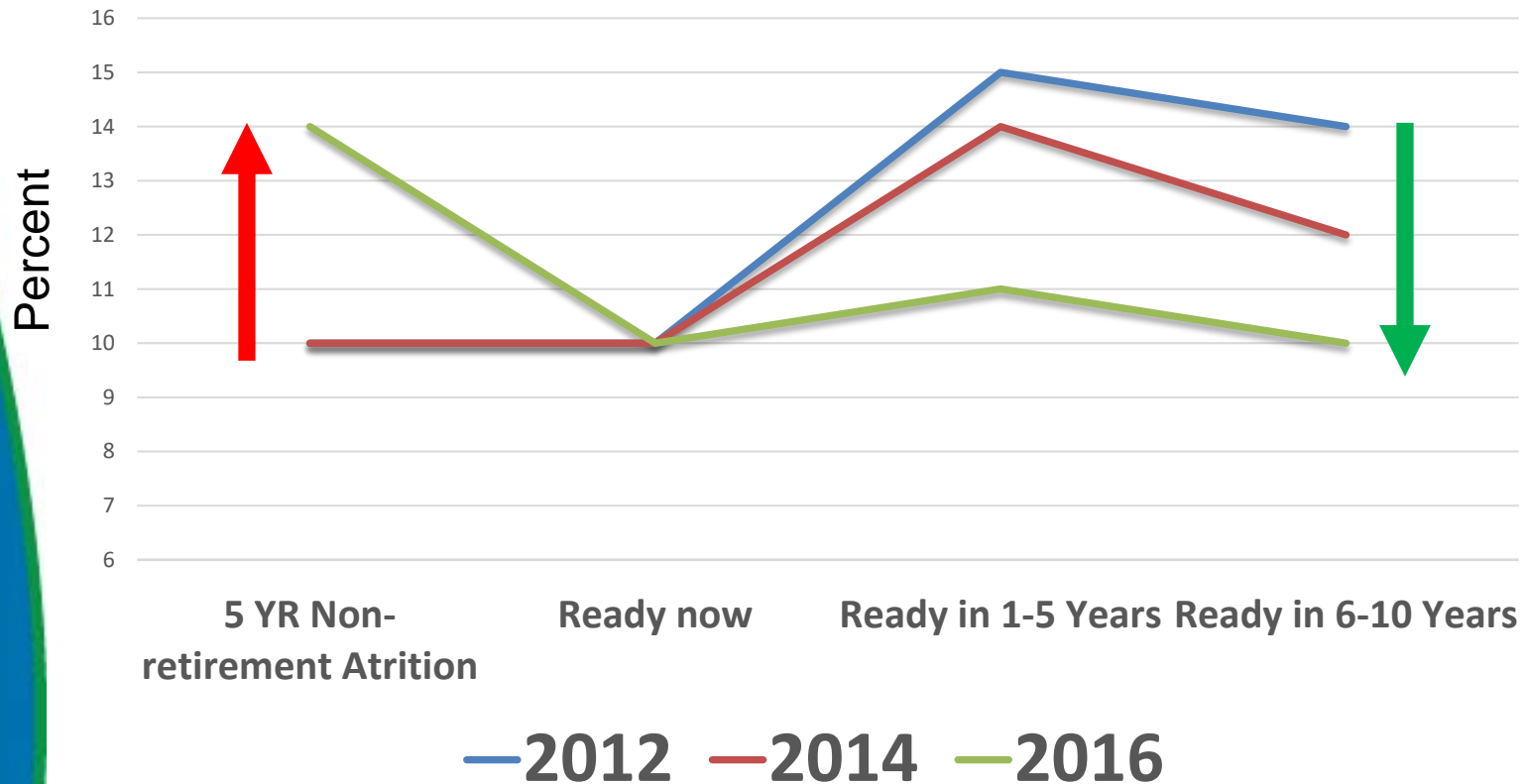
Workforce Composition

Key Jobs make up 44% of workforce



Retirement forecasts for Key Jobs have decreased, While forecasts for other attrition have increased

Attrition over Time

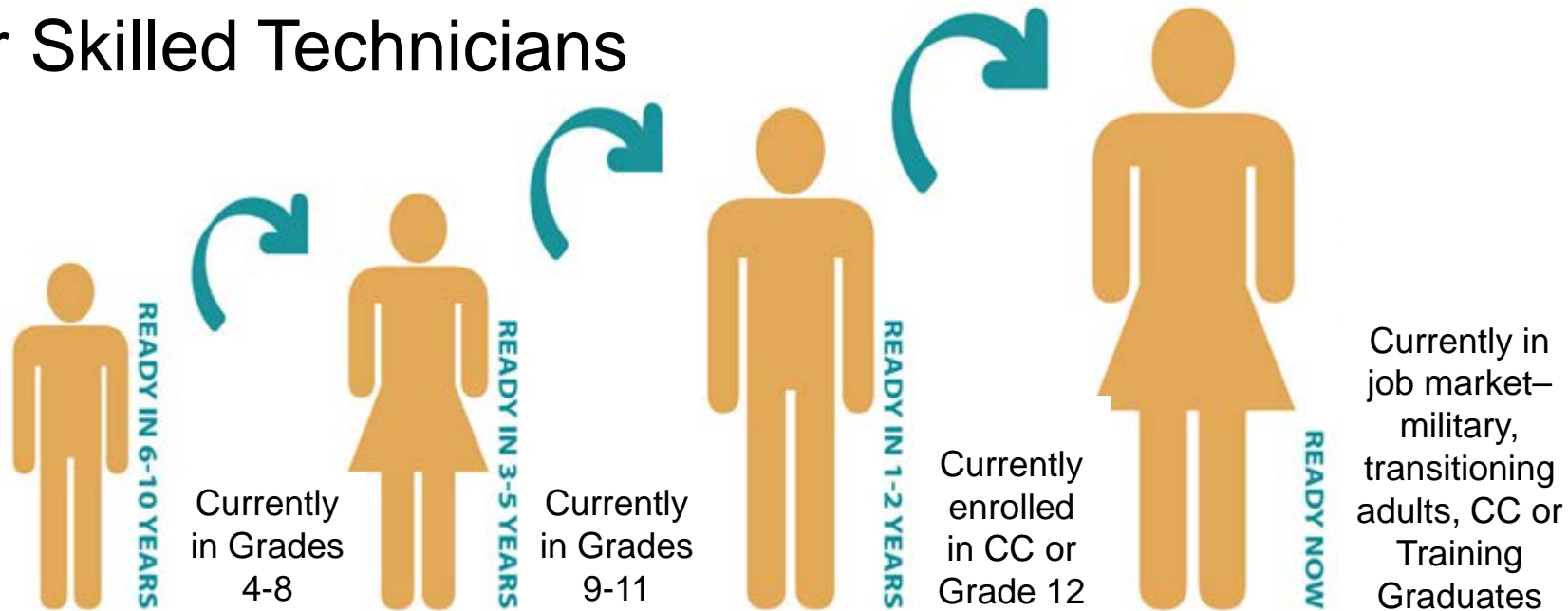


Potential Replacements by 2026 for Key Jobs (Includes Public Power and Excludes Nuclear)

Job Category	Potential Non-Retirement Attrition 2017- 2021		Potential Retirements includes Ready Now 2017- 2021		Potential Retirements 2022 - 2026	
Lineworkers	15%	11,000	17%	12,000	9%	7,000
Technicians	14%	10,000	25%	18,000	11%	9,000
Plant Operators	13%	5,000	24%	9,000	10%	4,000
Engineers	14%	4,000	21%	6,000	10%	3,000
Total Key Jobs	14%	30,000	21%	34,000	10%	25,000

The Energy Talent Supply Chain

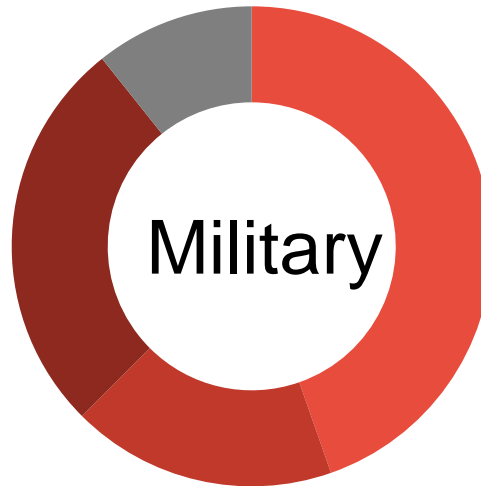
For Skilled Technicians



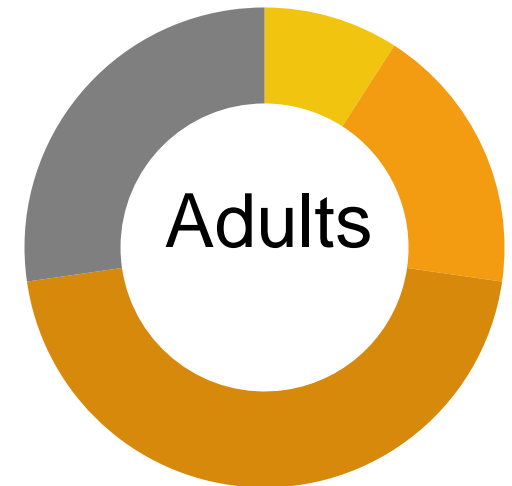
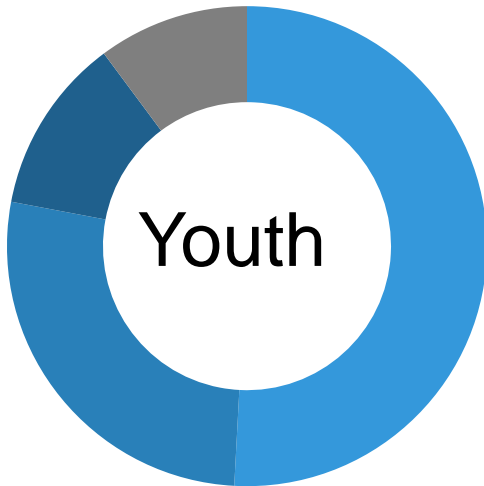
For engineers and other positions that require a bachelor's degree, students who will fill positions 6-10 years out are already in High School

Sources of Talent

Over 450,000 unemployed veterans



Approx. 160,000 service members transitioning each year



Why Veterans?

- 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

Why Veterans?

- **Veterans can:**
 - Handle a crisis
 - Be trained to do anything
 - Get the job done
 - Arrive on time
- **Military competencies:**
 - Commitment
 - Loyalty
 - Accountability
 - Safety
 - Flexibility
 - Leadership and team players



Why Veterans?

- SHRM – Preparing for an Aging Workforce
 - In 2016, 1/3 of US labor force was in the 50 plus age category
 - Other industries that hire similar skills
(% of aging workforce):
 - Construction, repair and maintenance – 24.2%
 - Manufacturing – 26.6%
 - Strongest skills held by older workers that will be lost:
 - Work ethic -58%
 - Critical thinking/ problem solving – 28%
 - Self direction – 23%
 - Leadership – 21%
 - Ethics/social responsibility – 19%

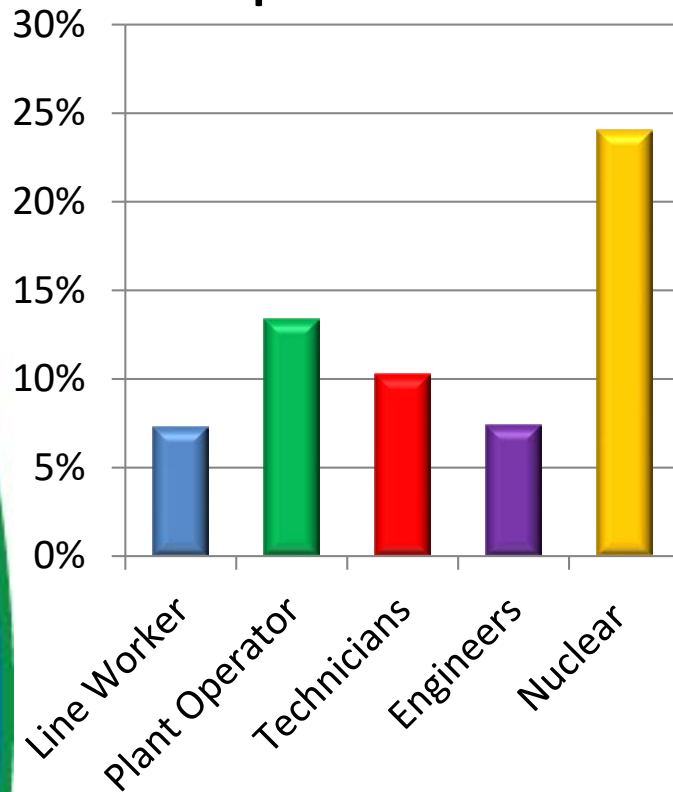
Challenges

- Career Awareness about our jobs
- Translating skills from the military to civilian terms – both for veterans as well as hiring managers
- Assimilating veterans into the workplace

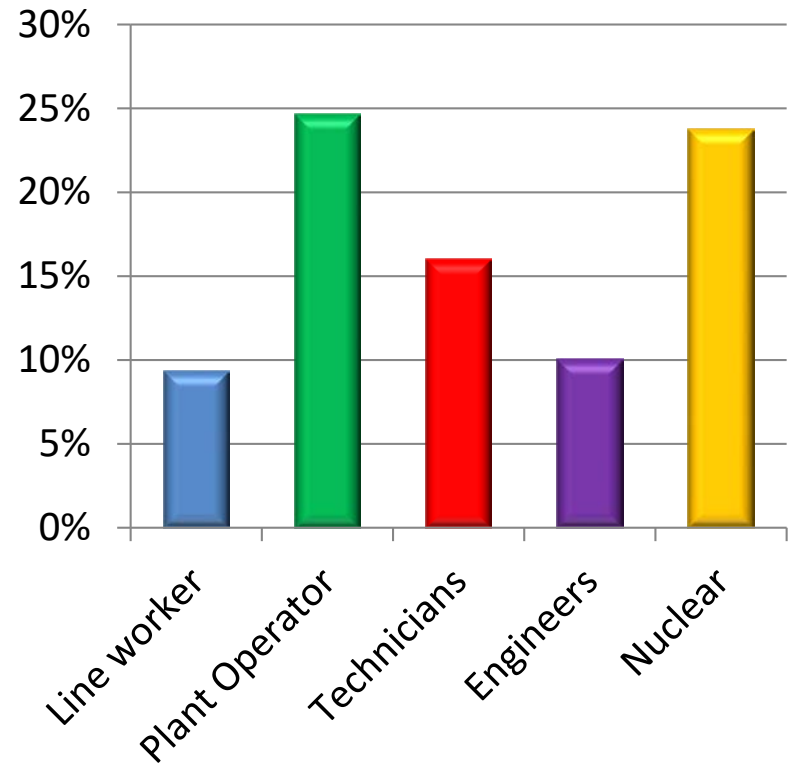


Veteran Population (including Nuclear)

**Veterans as a % of Total
Population – 11.0%**



**Veterans as a % of
New Hires – 9.1%**



Troops to Energy Jobs Website

TROOPS ENERGY JOBS
Connecting Veterans to Awarding Energy Careers

Home Roadmap Veterans Database

What is TROOPS TO ENERGY JOBS?

Troops to Energy Jobs is designed to help veterans make a successful transition to a rewarding career in the energy industry. This website will guide you step by step in transferring your military training to a new energy job, identifying any additional education and credentials you may need, and supporting you in your job search by utilizing an interactive Troops to Energy Jobs ROADMAP.

[Click Here to Start Your ROADMAP to a Career in Energy](#)

How Does Troops to Energy Jobs Work?

Troops to Energy Jobs

CEWD's Veterans Website

www.troopstoenergyjobs.com

Step by Step
Roadmap
for Veterans

Home Roadmap Register

What is TROOPS TO ENERGY JOBS?

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[Click Here to Start Your ROADMAP to a Career in Energy](#)

How Does Troops to Energy Jobs Work?

Troops to Energy Jobs

Watch this video to see Troops to Energy Jobs in action.

Home | Your Roadmap

Registration
site for Veterans
and Hiring
Companies

Get Support from a
VIRTUAL CAREER COACH

Virtual Coach at
any point in
process

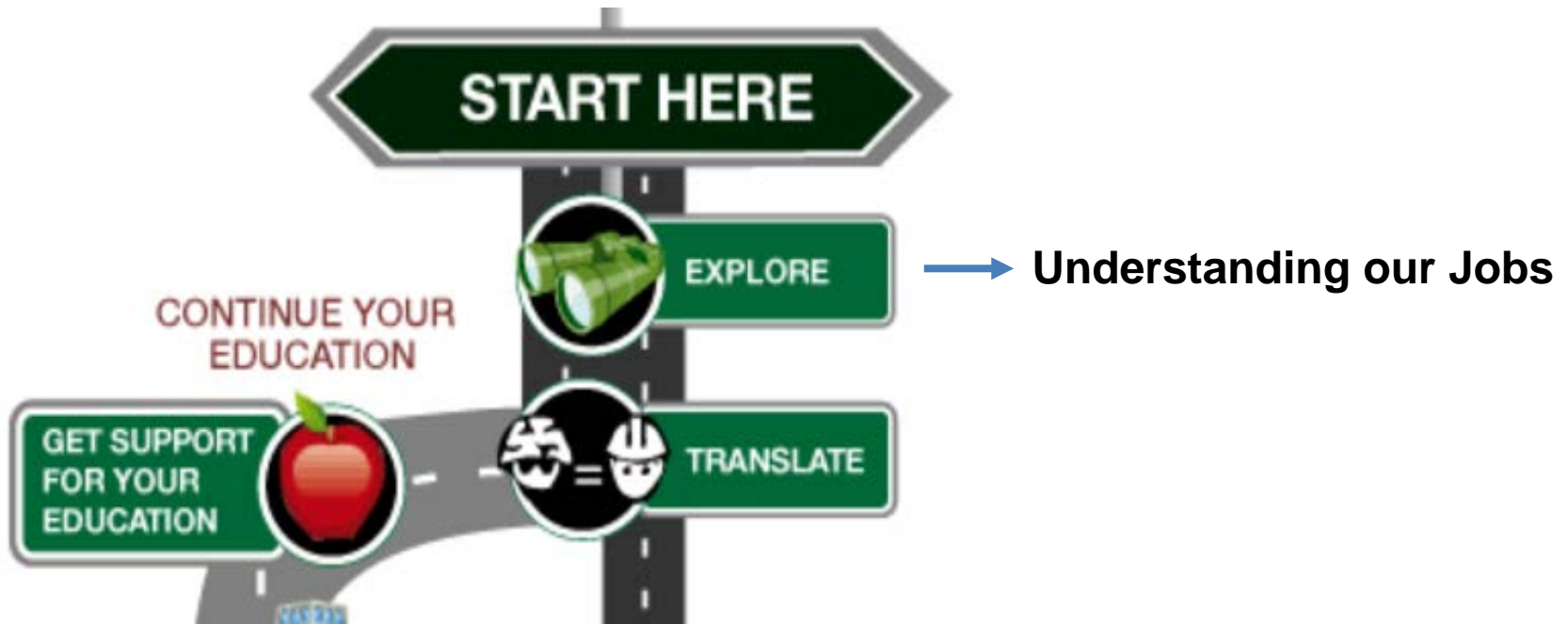
FIND ENERGY JOBS:
Troopstoenergy.jobs

Job Posting site for
all CEWD member
company positions
with exclusive MOS
translator

Veterans Roadmap to Utility Careers



Troops to Energy Jobs Roadmap



Explore

Learn more about Energy Careers:

[LINEWORKERS »](#)

[TECHNICIANS »](#)

[POWER PLANT OPERATORS »](#)

[PIPEFITTERS / PIPELAYERS / WELDERS »](#)

[ENGINEERS »](#)

[SECURITY OFFICERS »](#)

[NUCLEAR CAREERS »](#)

[JOB MATCH-UP »](#)

[« BACK TO YOUR ROADMAP](#)

Lineworker

Lineworkers install and repair cables, wires, and other critical transmission and distribution equipment that help power homes, businesses, hospitals, schools, etc. Other common titles include: Line Installer and Line Technician.

[Veterans Fact Sheet: Lineworkers](#)

Skills required for Lineworker:

- Install necessary equipment on poles.
- Climb poles or use truck-mounted buckets to reach equipment.
- Identify defective devices such as fuses, switches, and wires.
- Safety and use of safety equipment is critical; poles and towers have very high voltages of electricity.
- Inspect and test power lines and other equipment using special reading and testing devices.
- Lay underground cables.

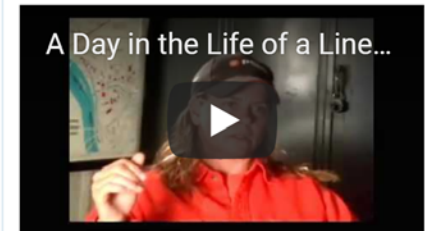
Lineworkers also need to:

- Show a good natured, cooperative attitude.
- Work well with others.

Average Annual

Lineworker Salary: \$63,470

Based on national average from PayScale.com. Will vary depending on geographic location.

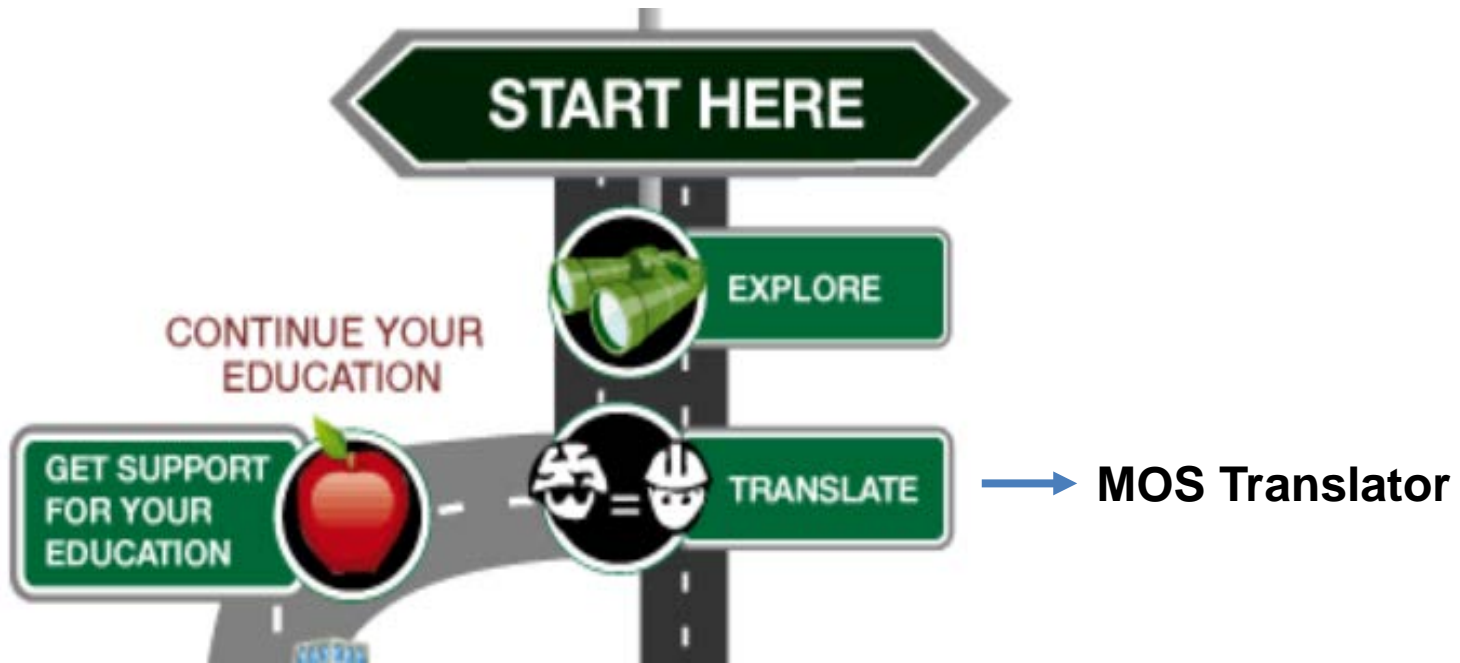


[Click here to see more Lineworker videos »](#)

What's the future?

The future of linework is in Smart Grid Technology. The "Smart Grid" consists of devices connected to transmission and distribution lines that allow utilities and customers to receive digital information and communicate with the grid. These devices allow a utility to find out

Troops to Energy Jobs Roadmap



Translate

[TECHNICIANS »](#)

[POWER PLANT OPERATORS »](#)

[PIPEFITTERS / PIPELAYERS / WELDERS »](#)

[ENGINEERS »](#)

[SECURITY OFFICERS »](#)


[NUCLEAR CAREERS »](#)

[JOB MATCH-UP »](#)

[« BACK TO YOUR ROADMAP](#)

Find out how your military experience matches up with the energy industry's top five career categories. (Please note that these lists are not all-inclusive).

Army:

15F  Aircraft Electrician

---Select Job Code---

---Select Job Code---

Technician 49-9023

Technician 49-2095

Technician 17-3023


Technician 49-9012

Technician 47-2111

Coast Guard:

---Select Job Code---

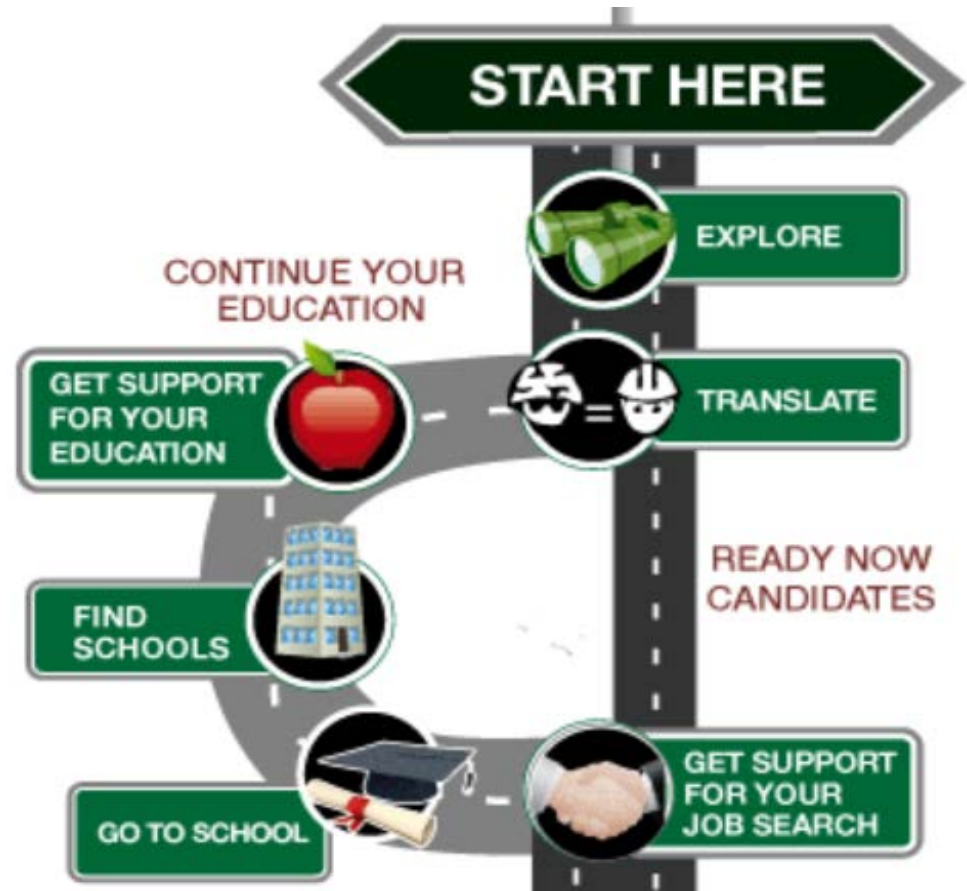
Navy:

EM (NUC)  Electrician's Mate (Nuclear)

---Select Job Code---

Continue Education

Find Energy Programs close to home →



Find Energy Programs

Salem Community College
460 Hollywood Ave
Carneys Point Township, NJ 08069-2704
Program Title:
Nuclear Engineering Technology (NET)
Job Family: Generation Technician, Power Plant Operator, Nuclear
Program Contact:
John Steiner
856-299-2638
Program Website:
http://www.salemcc.edu/sites/default/files/program_she

SEARCH ANOTHER LOCATION 08902 100 miles SEARCH

CEWD Member Resources

- *TEJ National Template* – a guide for use by energy companies in developing a comprehensive initiative for military outreach, education, recruiting, and retention.
- *TEJ Implementation Wizard* – tool that walks through four elements- Prepare, Build, Implement, & Measure
- *TEJ Commitment Form* - signals to veterans company commitment to hire and support veteran employees and provides an employer badge.
- *TEJ Community of Practice Calls* - quarterly for military outreach specialists in member companies to share
- *TEJ Veterans Database* – tool to connect veteran jobseekers and energy industry employers who are seeking to hire veterans.

Troops to Energy Jobs

Before Hire

After Hire



Troops to Energy Jobs National Template and Implementation Wizard



TROOPS
to
ENERGY JOBS

Roadmap for
Transitioning Military and
Veterans



Veterans in Energy

Professional Society to help new employees
transition and to provide professional
development opportunities for existing veteran
employees

Veterans Database



Veterans

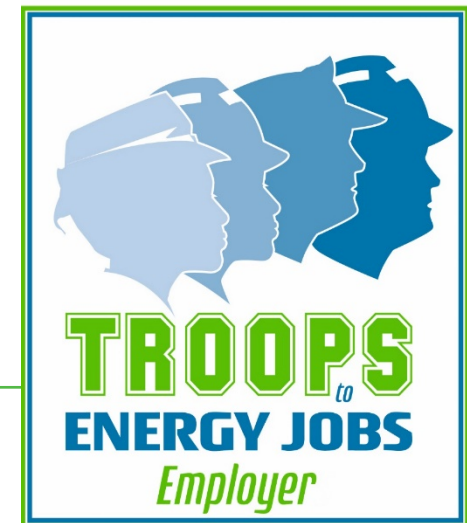
Over 2300 veterans

Employers

75 Member Companies

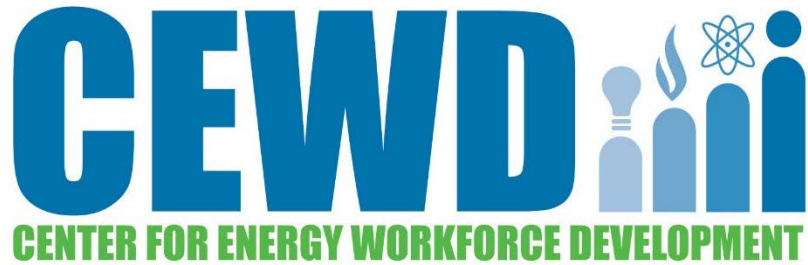
Five Tenants that Frame TEJ

- 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.



Veteran Recruiting Strategy

- Gain executive buy-in and support
- Review current state
- Determine future state/identify gaps
- Engage hiring manager/gain support
- Make it easy for veterans to find you
- Align company personnel, practices and policies
- Measure progress



Industry Solutions—Regional Implementation

For more information, contact:

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www.cewd.org

