

Your Roadmap to New Career Directions



ABOUT THE PROGRAM

BENEFITS TO VETERANS

YOUR CAREER PATHWAY

TRAINING & CREDENTIALS

GETTING STARTED

MAKING A SUCCESSFUL TRANSITION

Troops to Energy Jobs is designed to help you make a successful transition from the military to a civilian career once your service to our country has ended. Developed by the Center for Energy Workforce Development (CEWD) and the Edison Electric Institute (EEI), the program provides a roadmap for entry into skilled utility and engineering positions in the energy industry. It is a partnership of energy industry companies, their associations, their unions, the military, and institutions of higher education.



Energy jobs offer promising opportunities both for experienced workers and those just starting their careers. The jobs are hands-on and rewarding, and they are available in every state.

WHY VETERANS?

Veterans are highly desirable employees for energy companies. Employers know that you have a strong work ethic, an appreciation for the importance of safety, and excellent communication and leadership skills. Your military experience and training may be directly transferable to jobs in the energy industry or may position you for further training that will qualify you. **Troops to Energy Jobs** can help you get from here to there.

WHO IS ELIGIBLE?

Members of all branches of the military are eligible for the program. This includes both veterans who have separated from the military and those who will do so soon, as well as reservists and guardsmen. Whatever your skill level, the program can help you successfully transition to a rewarding career.

HOW DOES THE PROGRAM WORK?

Troops to Energy Jobs helps veterans apply relevant military experience to careers in the energy industry. For more information, please go to the “Getting Started” section of this brochure. It takes you step-by-step through the process and guides you through getting started on the **Troops to Energy Jobs** website, which will support you along the way.

HOW TROOPS TO ENERGY JOBS SERVES YOU

Troops to Energy Jobs helps determine your fit within the energy industry and provides you with a plan of action and a number of important benefits:



Transferring skills

Knowledge and skills you have gained during your military career are often directly transferrable to careers in energy. *Troops to Energy Jobs* will help you turn relevant military education into college credits and fill any gaps between your military experience and the skills needed for specific energy careers.



Training

Troops to Energy Jobs works with energy employers to provide specific training, as needed, to enter the workforce. Industry-wide technical competencies are stressed in this training, which offers an overview of the energy industry and the services it provides in every American community.



Career Coaching and Mentoring

From the start, a career coach will be available to help you assess your needs and ease the transition to a job in the energy field. Coaching and mentoring will continue through your first six months in the program. Once you are hired, your new employer will match you to a mentor who is a veteran experienced in your job category.



Job and Career Growth Potential

You will have the opportunity to go as far as your ambition and abilities take you. During the next decade, about 200,000 highly skilled positions will need to be filled because of retirements and other attrition in the electric and natural gas utility industry. Your skills could help fill that gap.



Financial Security

Pay ranges vary by job, but any job in the energy industry can provide a good standard of living for you and your family and carry with it the potential for career advancement.

FAMILY MATTERS

Troops to Energy Jobs recognizes the importance of supporting military families and spouses. This program can provide you with a career that gives you and your family stability and security for the long term.

PATHWAYS TO GREAT ENERGY CAREERS

Good news: While some industries are shrinking their workforces, energy jobs in general are in high demand. Workers in energy-related industries are needed in every community.

Below, you will see six high-growth energy careers. Each is part of the development and delivery of energy to the public and part of the same “career cluster.” But each has its own requirements, credentials, and duties.



PLANT OPERATORS

Plant operators include managers of power plants, gas processing and distribution plants, and nuclear reactors. Related jobs include power distributor and dispatchers, gas control & dispatchers, and auxiliary equipment operators.

LINeworkERS

High-power line-maintenance teams may look like daredevils, but with safeguards, discipline, and teamwork, their high-wire act is a safe one. Their work allows energy companies to keep electrical grids in top working order without interrupting power availability. Lineworkers are usually hired at an entry level with titles such as helper, groundsman, or utility worker. Some companies use pre-apprentice bootcamps to train workers, and others may send applicants to line school.



TECHNICIANS

Technicians assist engineers in building and maintaining the infrastructure to secure America’s clean energy future. In addition to engineering technicians, energy companies employ electrical, mechanical, relay, instrument and control, alternative fuel, and substation technicians. Most often, technicians need a two-year degree.

PIPEFITTERS/PIPELAYERS/WELDERS

Pipefitters/pipelayers/welders are skilled vocational workers responsible for maintenance operation, installation, and repair. Their work is essential to the efficient and safe operation of energy equipment of all kinds.



SECURITY OFFICERS

Security officers play a crucial role in protecting sensitive energy industry equipment. Former military personnel often are very successful in this function.

ENGINEERS

Engineers are involved in the design, construction, and application of a variety of energy technologies. The energy industry employs electrical, mechanical, nuclear, chemical, civil, industrial, and environmental engineers, among others. Engineers generally require a bachelor’s degree, but some of the knowledge and skills you have gained in the military may be applicable and give you a head start.



Which of these careers appeal to you? Can you apply your previous training? **Troops to Energy Jobs** can help you make the transition to these careers, which offer competitive salaries and the opportunity to help provide an essential community energy resource.

SKILL-BUILDING STEPS TO SUCCESS

The energy industry is evolving, and more and more advanced technical skills are required for energy careers. This means more opportunities for you in the energy field, and more chances than ever to use what you have learned in the military to transition to an exciting energy career.

But how can prospective employers measure your skills and potential value to their company? To create a more standardized approach to skills and credentials in the industry, CEWD, in partnership with the U.S. Department of Labor, has developed an Energy Competency Model that defines eight tiers that build on one another and lead to credentials that can be recognized throughout the industry.

ENERGY COMPETENCY MODEL

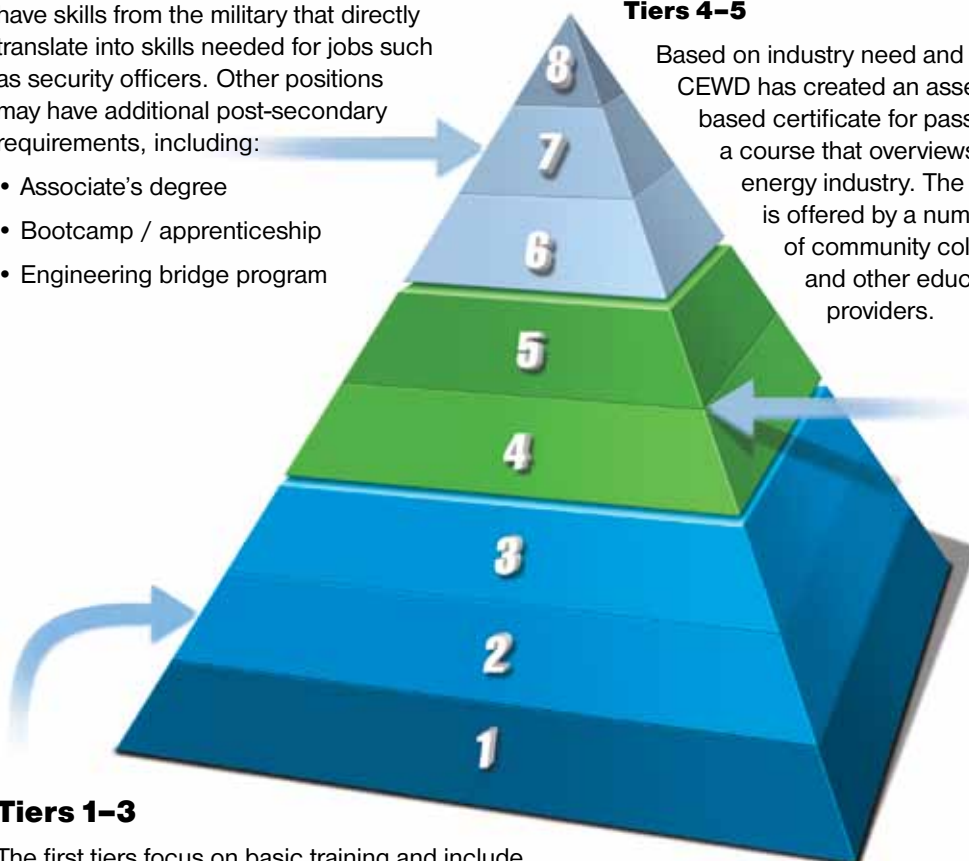
Tiers 6–8

You can enter one of several occupation-specific training options based on the most in-demand jobs in the energy industry. Some veterans have skills from the military that directly translate into skills needed for jobs such as security officers. Other positions may have additional post-secondary requirements, including:

- Associate's degree
- Bootcamp / apprenticeship
- Engineering bridge program

Tiers 4–5

Based on industry need and input, CEWD has created an assessment-based certificate for passing a course that overviews the energy industry. The course is offered by a number of community colleges and other education providers.



Tiers 1–3

The first tiers focus on basic training and include skills such as personal effectiveness, teamwork, and academic and workplace requirements. You can show mastery of these skills through several assessments developed and administered by ACT, Inc. (www.act.org):

- National Career Readiness Certificate (NCRC) Plus
- Talent & Fit
- Applied technology
- Business writing

Note: Some utility companies may have requirements that vary from those listed here.

AMERICAN COUNCIL ON EDUCATION CREDIT SERVICE

Through CEWD's partnership with the American Council on Education (ACE) CREDIT service, you and other veterans will have the opportunity to receive college credit for military education and experience as well as other avenues. This will help you attain any needed degrees faster. For more information on how your military training and experience translates into college credit, go to militaryguides.acenet.edu.

*You can get started in **Troops to Energy Jobs** even before you begin your transition from military to civilian life. In fact, the sooner you start, the sooner you are on your way to a rewarding career in the energy industry.*

HOW TROOPS TO ENERGY JOBS WORKS

STEP 2

Participate in skills-assessment activities to measure your abilities and the competencies you need to acquire.

STEP 3

Sign up with a career coach to guide you through the process, if desired.

STEP 4

Complete a career exploration inventory on the **Troops to Energy Jobs** website to help determine which career in energy is right for you.

STEP 5

Create an action plan based on job readiness, required training by a participating company, or required post-secondary training—all designed to put you on the road to career success.

STEP 1

Use the Activation Code found on the back of this brochure to register and begin using the

Troops to Energy Jobs
website at:

www.troopstoenergyjobs.com/start

The road to success in the energy industry stretches before you—and all the partners in **Troops to Energy Jobs** are proud to show their appreciation to transitioning veterans for their service to our country. Thank you for helping your fellow Americans to remain safe and secure and to enjoy our freedoms. We hope we now can help you participate in a process that will provide you with an important and rewarding career, and give job stability and economic security to you and your family.

GETTING STARTED



Troops to Energy Jobs
is made possible by
the Center for Energy
Workforce Development
and Edison Electric Institute



In cooperation with the following
energy companies:

American Electric Power



Arizona Public Service



Dominion



Pacific Gas & Electric



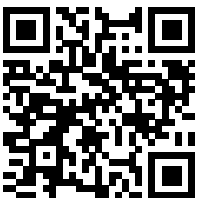
Southern Company



GET STARTED NOW Visit www.troopstoenergyjobs.com/start

Or scan this barcode with your
smartphone to register for the website.

Need a barcode reader?
Visit get.beetagg.com on your mobile phone.



Your Activation Code is:

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