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# VETERAN WORKFORCE DEVELOPMENT







(Image: www.defpost.com)



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# BACKGROUND





## BY THE NUMBERS

- < 0.5% of all Americans have served in uniform over the past 10 years
- 180,000 service members transition annually
- 10% women in total veteran population
  - But fastest-growing segment (39% of all women vets are in post-9/11 group)
  - Experience tougher time finding their first job after military
- 6.8 million Americans in energy sector
- 8-10% veterans in energy sector (national average of **6%**)

# WHY VETERANS?

- Proven leadership & leadership readiness
- Mission-focused approach to work
- Experience working in diverse teams and organizations
- Adaptable and immediate contributors
- Critical “soft skills” – including ethics and leadership



(Image: Solar Ready Vets, [www.energy.gov](http://www.energy.gov))

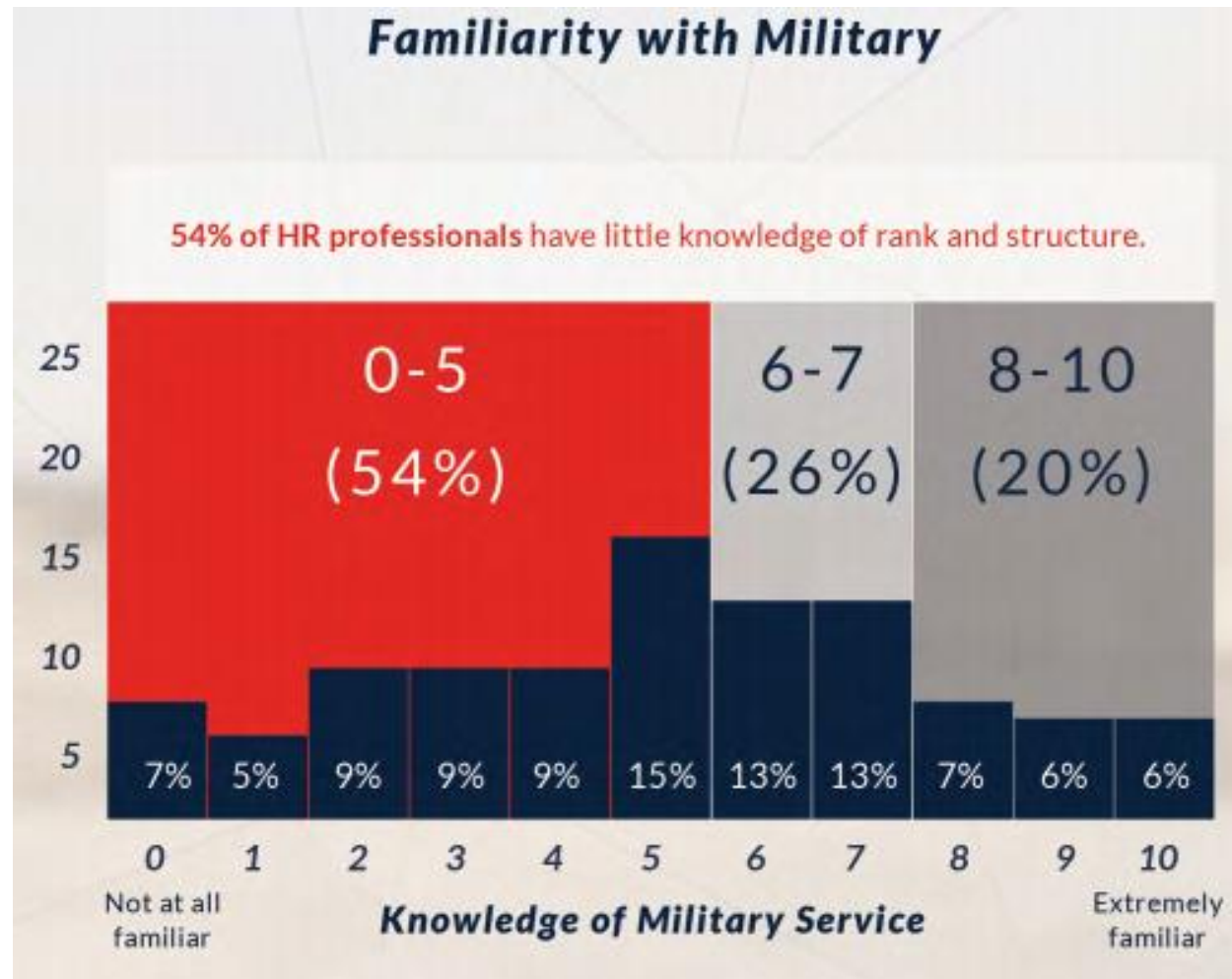


# BARRIERS

## Transition Challenges Reported by Veterans



(Source: [www.hiringourheroes.org/veterans](http://www.hiringourheroes.org/veterans))



## BARRIERS

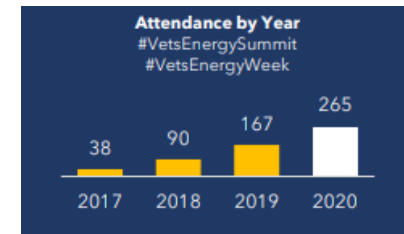
- Four out of five companies lack formal training to help civilian employees relate to veterans
- ~70% of employers do not provide any special assistance to veterans during onboarding process





# PROMISING OUTLOOK

- Veterans Advanced Energy Project
  - Fellowship (Cohort 3  
Applications open in May 2021)
  - Veterans Advanced Energy Week & Summit (August 2021)



- Executive Order 14008: Tackling the Climate Crisis at Home and Abroad
  - Civilian Climate Corps Initiative
  - White House Environmental Justice Interagency Council
- Energy Jobs for our Heroes Act





(Image: [www.hiringourheroes.org/veterans](http://www.hiringourheroes.org/veterans))

## RESOURCES

- Solar Ready Vets Network funded by DOE's Solar Energy Technologies Office
- Troops to Energy Jobs from Center for Energy Workforce Development
- Hiring our Heroes – U.S. Chamber of Commerce
- U.S. Dept of Labor – Veterans' Employment & Training Service (VETS)
- Veterans to Energy Careers (VTEC)



# DISCUSSION

- Sharing experiences
- Innovative ideas / successful policies (e.g., Veteran Resource Groups, buy-in from organizational leadership, vets helping vets, etc.)
- How you can get involved

