TAYLOR SEARCY
VETERANS ADVANCED ENERGY FELLOW

VETERAN WORKFORCE DEVELOPMENT

Atlantic Council
VETERANS ADVANCED ENERGY PROJECT
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%)

(Source: usenergyjobs.org; www.hiringourheroes.org/veterans)
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
Transition Challenges Reported by Veterans

<table>
<thead>
<tr>
<th>Challenges</th>
<th>% Greatest/Very Challenging</th>
<th>Total Challenging</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deciding what career path to pursue</td>
<td>61%</td>
<td>86%</td>
</tr>
<tr>
<td>Not receiving feedback of any kind from hiring managers</td>
<td>56%</td>
<td>84%</td>
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<tr>
<td>Not having the necessary resources or contacts to find employers in your chosen field</td>
<td>53%</td>
<td>84%</td>
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<tr>
<td>Connecting and networking with hiring managers or employers</td>
<td>52%</td>
<td>84%</td>
</tr>
<tr>
<td>Promoting and communicating your individual skills and accomplishments in the military</td>
<td>49%</td>
<td>83%</td>
</tr>
<tr>
<td>Translating skills learned in the military to civilian job requirements</td>
<td>49%</td>
<td>81%</td>
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<tr>
<td>Having unrealistic expectations about the level of responsibility and compensation civilian employers were willing to give you</td>
<td>48%</td>
<td>81%</td>
</tr>
<tr>
<td>Not having the necessary skills or training to gain employment in your chosen field</td>
<td>45%</td>
<td>77%</td>
</tr>
<tr>
<td>Adjusting to the dynamics inside civilian companies &amp; organizations</td>
<td>41%</td>
<td>75%</td>
</tr>
<tr>
<td>Encountered hiring managers who have misunderstanding or negative stereotypes of veterans/military service</td>
<td>39%</td>
<td>72%</td>
</tr>
<tr>
<td>Paying for additional training or school</td>
<td>39%</td>
<td>68%</td>
</tr>
</tbody>
</table>

(Source: 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

(Source: www.hiringourheroes.org/veterans)
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
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